Standard Wage Determinants

From 2015-5491 to 2015-5577

March 24, 2022

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Standard	Wage	Determination	No.:	2015-5495	. 31
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Standard	Wage	Determination	No.:	2015-5501	73
Standard	Wage	Determination	No.:	2015-5503	. 87
Standard	Wage	Determination	No.:	2015-5505	101
				2015-5507	
Standard	Wage	Determination	No.:	2015-5509	129
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Standard	Wage	Determination	No.:	2015-5515	171
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Standard	Wage	Determination	No.:	2015-5543	367
Standard	Wage	Determination	No.:	2015-5545	381
Standard	Wage	Determination	No.:	2015-5547	395
Standard	Wage	Determination	No.:	2015-5549	409
Standard	Wage	Determination	No.:	2015-5551	423

Standard	Wage	Determination	No.:	2015-5553	437
Standard	Wage	Determination	No.:	2015-5555	451
Standard	Wage	Determination	No.:	2015-5557	465
Standard	Wage	Determination	No.:	2015-5559	479
Standard	Wage	Determination	No.:	2015-5561	493
Standard	Wage	Determination	No.:	2015-5563	507
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Standard	Wage	Determination	No.:	2015-5567	536
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Standard	Wage	Determination	No.:	2015-5575	592
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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.: 2015-5491
Daniel W. Simms Division of	Revision No.: 16
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: Utah

Area: Utah Counties of Rich Summit Wasatch

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.93
01012 - Accounting Clerk II		19.02
01013 - Accounting Clerk III		21.27
01020 - Administrative Assistant		26.61
01035 - Court Reporter		19.50
01041 - Customer Service		13.25
Representative I		
01042 - Customer Service		14.46
Representative II		

01043 - Customer Service Representative III	16.24
01051 - Data Entry Operator I	13.11
01052 - Data Entry Operator II	14.30
01060 - Dispatcher Motor Vehicle	21.76
01070 - Document Preparation Clerk	14.82
01090 - Duplicating Machine Operator	14.82
01111 - General Clerk I	13.29
01112 - General Clerk II	14.50
01113 - General Clerk III	16.29
01120 - Housing Referral Assistant	20.76
01141 - Messenger Courier	14.08
01191 - Order Clerk I	15.64
01192 - Order Clerk II	17.07
01261 - Personnel Assistant	16.64
(Employment) I	
01262 - Personnel Assistant	18.62
(Employment) II	
01263 - Personnel Assistant	20.76
(Employment) III	
01270 - Production Control Clerk	23.95
01290 - Rental Clerk	15.84
01300 - Scheduler Maintenance	16.64
01311 - Secretary I	16.64
01312 - Secretary II	18.62
01313 - Secretary III	20.76
01320 - Service Order Dispatcher	19.46
01410 - Supply Technician	26.61
01420 - Survey Worker	16.52
01460 - Switchboard	14.77
Operator/Receptionist	
01531 - Travel Clerk I	13.38
01532 - Travel Clerk II	14.23
01533 - Travel Clerk III	14.94
01611 - Word Processor I	14.82
01612 - Word Processor II	16.64
01613 - Word Processor III	18.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.29
Fiberglass	
-	18.37
05040 - Automotive Glass Installer	17.21
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.24
05130 - Motor Equipment Metal	19.54
Mechanic	
05160 - Motor Equipment Metal Worker	17.21
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	17.21 19.54

4

05250 - Motor Vehicle Upholstery	16.19
Worker	15 01
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter Automotive	18.37
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	16.52
05400 - Transmission Repair	19.54
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.96
07041 - Cook I	14.27
07042 - Cook II	16.53
07070 - Dishwasher	13.26
07130 - Food Service Worker	13.33
07210 - Meat Cutter	17.24
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.37
09040 - Furniture Handler	16.34
09080 - Furniture Refinisher	26.37
09090 - Furniture Refinisher Helper	19.65
09110 - Furniture Repairer Minor	23.00
09130 - Upholsterer	26.37
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.00
11060 - Elevator Operator	14.00
11090 - Gardener	19.64
11122 - Housekeeping Aide	14.07
11150 - Janitor	14.07
11210 - Laborer Grounds Maintenance	14.93
11240 - Maid or Houseman	13.47
11260 - Pruner	13.35
11270 - Tractor Operator	18.09
11330 - Trail Maintenance Worker	14.93
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.79
12011 - Breath Alcohol Technician	19.33
12012 - Certified Occupational	26.53
Therapist Assistant	
12015 - Certified Physical Therapist	26.53
Assistant	
12020 - Dental Assistant	15.53
12025 - Dental Hygienist	34.91
12030 - EKG Technician	29.30
12035 - Electroneurodiagnostic	29.30
Technologist	

12040 - Emergency Medical Technician	14.79
12071 - Licensed Practical Nurse I	17.29
12072 - Licensed Practical Nurse II	19.33
12073 - Licensed Practical Nurse III	21.55
12100 - Medical Assistant	16.12
12130 - Medical Laboratory	18.62
Technician	
12160 - Medical Record Clerk	16.80
12190 - Medical Record Technician	18.79
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine	42.49
Technologist	
12221 - Nursing Assistant I	11.67
12222 - Nursing Assistant II	13.11
12223 - Nursing Assistant III	14.31
12224 - Nursing Assistant IV	16.07
12235 - Optical Dispenser	16.69
12236 - Optical Technician	17.29
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	17.29
12305 - Radiologic Technologist	26.31
12311 - Registered Nurse I	24.71
12312 - Registered Nurse II	30.23
12313 - Registered Nurse II	30.23
Specialist	
12314 - Registered Nurse III	36.58
12315 - Registered Nurse III	36.58
Anesthetist	
12316 - Registered Nurse IV	43.84
12317 - Scheduler (Drug and Alcohol	23.95
Testing)	
12320 - Substance Abuse Treatment	26.56
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	19.42
13042 - Illustrator II	24.06
13043 - Illustrator III	29.43
13047 - Librarian	22.73
13050 - Library Aide/Clerk	13.92
13054 - Library Information	20.53
Technology Systems	
Administrator	1 - 0 0
13058 - Library Technician	15.03
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		18.85
Clerk		
13110 - Video Teleconference		17.49
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.61
14042 - Computer Operator II		19.71
14043 - Computer Operator III		21.97
14044 - Computer Operator IV		24.41
14045 - Computer Operator V		27.04
14071 - Computer Programmer I	(see 1)	24.34
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	(000 1)	17.61
Operator		11.01
14160 - Personal Computer Support		24.41
Technician		21.11
14170 - System Support Specialist		27.04
15000 - Instructional Occupations		27.04
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		51.05
15020 - Aircrew Training Devices		38.58
-		50.50
Instructor (Rated)		42.72
15030 - Air Crew Training Devices		42.12
Instructor (Pilot)		21 00
15050 - Computer Based Training		31.89
Specialist / Instructor		
15060 - Educational Technologist		26.42
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		23.80
15085 - Maintenance Test Pilot Fixed		42.72
Jet/Prop		
15086 - Maintenance Test Pilot		42.72
Rotary Wing		40 = 5
15088 - Non-Maintenance Test/Co-		42.72
Pilot		
15090 - Technical Instructor		20.50
15095 - Technical Instructor/Course		25.10
Developer		
15110 - Test Proctor		16.54

15100 mutar	1 C E A
15120 - Tutor	16.54
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	10 20
	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	14 70
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	26.37
Room)	20 01
19040 - Tool And Die Maker	32.81
21000 - Materials Handling And Packing	
Occupations	10 04
21020 - Forklift Operator	19.04
21030 - Material Coordinator	24.05
21040 - Material Expediter	24.05
21050 - Material Handling Laborer	16.90
21071 - Order Filler	14.22
21080 - Production Line Worker (Food	19.04
Processing)	10 50
21110 - Shipping Packer	16.56
21130 - Shipping/Receiving Clerk	16.56
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	19.04
21410 - Warehouse Specialist	19.04
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.69
23019 - Aircraft Logs and Records	22.97
Technician	
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	28.02 29.69
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	29.69
23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter	19.60
23050 - Aircraft Painter 23060 - Aircraft Servicer	26.32
	22.97
23070 - Aircraft Survival Flight	26.32
Equipment Technician 23080 - Aircraft Worker	21 66
25000 - AlfCrait Worker	24.66

23091 - Aircrew Life Support	24.66
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.02
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	19.38
23125 - Cable Splicer	28.58
23130 - Carpenter Maintenance	21.81
23140 - Carpet Layer	24.71
23160 - Electrician Maintenance	27.90
23181 - Electronics Technician	26.18
Maintenance I	
23182 - Electronics Technician	28.68
Maintenance II	
23183 - Electronics Technician	30.50
Maintenance III	
23260 - Fabric Worker	23.00
23290 - Fire Alarm System Mechanic	24.71
23310 - Fire Extinguisher Repairer	21.32
23311 - Fuel Distribution System	31.38
Mechanic	
23312 - Fuel Distribution System	23.86
Operator	
23370 - General Maintenance Worker	20.77
23380 - Ground Support Equipment	28.02
Mechanic	
23381 - Ground Support Equipment	22.97
Servicer	
23382 - Ground Support Equipment	24.66
Worker	
23391 - Gunsmith I	21.32
23392 - Gunsmith II	24.71
23393 - Gunsmith III	28.06
23410 - Heating Ventilation And Air-	23.39
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.24
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.66
23440 - Heavy Equipment Operator	23.15
23460 - Instrument Mechanic	28.58
23465 - Laboratory/Shelter Mechanic	26.37
23470 - Laborer	16.90
23510 - Locksmith	26.37
23530 - Machinery Maintenance	28.06
Mechanic	
23550 - Machinist Maintenance	25.63
	20.00

23580 - Maintenance Trades Helper	
	15.83
23591 - Metrology Technician I	28.58
23592 - Metrology Technician II	30.30
23593 - Metrology Technician III	31.80
23640 - Millwright	28.58
23710 - Office Appliance Repairer	26.37
23760 - Painter Maintenance	20.11
23790 - Pipefitter Maintenance	26.13
23810 - Plumber Maintenance	25.23
23820 - Pneudraulic Systems Mechanic	28.06
23850 - Rigger	28.06
23870 - Scale Mechanic	24.71
23890 - Sheet-Metal Worker	28.06
Maintenance	
23910 - Small Engine Mechanic	24.71
23931 - Telecommunications Mechanic	28.28
I	
23932 - Telecommunications Mechanic	29.97
II	
23950 - Telephone Lineman	25.51
23960 - Welder Combination	23.09
Maintenance	
23965 - Well Driller	27.81
23970 - Woodcraft Worker	28.06
23980 - Woodworker	21.32
24000 - Personal Needs Occupations	
24550 - Case Manager	16.05
24570 - Child Care Attendant	13.55
24580 - Child Care Center Clerk	16.91
24610 - Chore Aide	12.82
24620 - Family Readiness And Support	16.05
Services	
Coordinator	
24630 - Homemaker	16.05
24630 - Homemaker 25000 - Plant And System Operations	16.05
24630 - Homemaker 25000 - Plant And System Operations Occupations	
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	28.58
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	28.58 24.07
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	28.58 24.07 28.58
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	28.58 24.07 28.58 20.01
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	28.58 24.07 28.58
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	28.58 24.07 28.58 20.01
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	28.58 24.07 28.58 20.01 24.07
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	28.58 24.07 28.58 20.01 24.07 19.08
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	28.58 24.07 28.58 20.01 24.07 19.08 16.40
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	28.58 24.07 28.58 20.01 24.07 19.08 16.40 23.67
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	28.58 24.07 28.58 20.01 24.07 19.08 16.40 23.67 22.03
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	28.58 24.07 28.58 20.01 24.07 19.08 16.40 23.67 22.03 18.83
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	28.58 24.07 28.58 20.01 24.07 19.08 16.40 23.67 22.03

27101 - Guard I			
			16.40
27102 - Guard II			18.83
27131 - Police Officer I			28.47
27132 - Police Officer II			31.54
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.86
28042 - Carnival Equipment Repairer			18.30
28043 - Carnival Worker			12.52
28210 - Gate Attendant/Gate Tender			16.74
28310 - Lifeguard			14.87
28350 - Park Attendant (Aide)			18.73
28510 - Recreation Aide/Health			13.66
Facility Attendant			
28515 - Recreation Specialist			22.70
28630 - Sports Official			14.91
28690 - Swimming Pool Operator			21.21
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.17
29020 - Hatch Tender			25.17
29030 - Line Handler			25.17
29041 - Stevedore I			23.43
29042 - Stevedore II			26.87
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
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)			30.59
Specialist Terminal (HFO) (see 2)			
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I			21.01
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II			21.01 22.23
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III			21.01 22.23 27.53
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			21.01 22.23 27.53 27.53
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			21.01 22.23 27.53 27.53 24.15
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			21.01 22.23 27.53 27.53 24.15 33.81
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			21.01 22.23 27.53 27.53 24.15 33.81 37.34
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			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01
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			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23
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			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78
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			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21
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			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21 17.62
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			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21 17.62 19.77
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			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21 17.62 19.77 22.12
<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 III 30084 - Engineering Technician IV</pre>			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21 17.62 19.77 22.12 27.41
<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 III 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21 17.62 19.77 22.12 27.41 33.53
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 30085 - Engineering Technician V			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21 17.62 19.77 22.12 27.41 33.53 39.73
<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 III 30084 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician V 30090 - Environmental Technician</pre>			21.01 22.23 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21 17.62 19.77 22.12 27.41 33.53 39.73 27.13
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 30085 - Engineering Technician V			21.01 22.23 27.53 27.53 24.15 33.81 37.34 21.01 22.23 24.78 30.21 17.62 19.77 22.12 27.41 33.53 39.73

30221 - Latent Fingerprint	33.81
Technician I	
30222 - Latent Fingerprint	37.34
Technician II	
30240 - Mathematical Technician	27.53
30361 - Paralegal/Legal Assistant I	18.36
30362 - Paralegal/Legal Assistant II	22.74
30363 - Paralegal/Legal Assistant	27.82
III	
30364 - Paralegal/Legal Assistant IV	33.66
30375 - Petroleum Supply Specialist	37.34
30390 - Photo-Optics Technician	27.53
30395 - Radiation Control Technician	37.34
30461 - Technical Writer I	25.36
30462 - Technical Writer II	31.02
30463 - Technical Writer III	37.51
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	20.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	33.81
30502 - Weather Forecaster II	41.13
30620 - Weather Observer Combined (see 2)	24.78
Upper Air Or	21.70
Surface Programs	27 53
Surface Programs30621 - Weather Observer Senior(see 2)	27.53
Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	27.53
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 14.76
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 14.76 20.94
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 14.76 20.94 18.07
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	30.98 14.76 20.94 18.07 14.24
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 14.76 20.94 18.07 14.24 17.83
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 14.76 20.94 18.07 14.24 17.83 15.73
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 14.76 20.94 18.07 14.24 17.83 15.73 19.61
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 14.76 20.94 18.07 14.24 17.83 15.73 19.61 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 14.76 20.94 18.07 14.24 17.83 15.73 19.61 22.25 24.27
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	30.98 14.76 20.94 18.07 14.24 17.83 15.73 19.61 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 14.76 20.94 18.07 14.24 17.83 15.73 19.61 22.25 24.27 24.27
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 14.76 20.94 18.07 14.24 17.83 15.73 19.61 22.25 24.27 24.27 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 Light 31363 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	30.98 14.76 20.94 18.07 14.24 17.83 15.73 19.61 22.25 24.27 24.27 15.10 11.40
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 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 14.76 20.94 18.07 14.24 17.83 15.73 19.61 22.25 24.27 24.27 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.05
I	
99252 - Laboratory Animal Caretaker	18.90
II	
99260 - Marketing Analyst	28.26
99310 - Mortician	33.91
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.46
99730 - Refuse Collector	18.40
99810 - Sales Clerk	14.11
99820 - School Crossing Guard	14.10
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 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.: 2015-5493
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 Millard Piute Sanpete Sevier Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.91
01013 - Accounting Clerk III		17.79
01020 - Administrative Assistant		23.78
01035 - Court Reporter		19.50
01041 - Customer Service		13.30
Representative I		
01042 - Customer Service		14.57
Representative II		

01043 - Customer Service Representative III		16.31
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.67
01060 - Dispatcher Motor Vehicle		21.23
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		13.11
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		19.13
01141 - Messenger Courier		11.64
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant		15.35
(Employment) I		10.00
01262 - Personnel Assistant		17.16
(Employment) II		1/.10
01263 - Personnel Assistant		19.13
(Employment) III		17.15
01270 - Production Control Clerk		20.19
01290 - Rental Clerk		13.32
01300 - Scheduler Maintenance		15.35
01311 - Secretary I		15.35
01312 - Secretary II		17.16
01312 - Secretary II 01313 - Secretary III		19.13
01313 - Secretary III 01320 - Service Order Dispatcher		18.99
-		23.78
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		16.10
		13.01
Operator/Receptionist 01531 - Travel Clerk I		12 20
		13.38
01532 - Travel Clerk II		14.23
01533 - Travel Clerk III		14.94
01611 - Word Processor I		13.94
01612 - Word Processor II		15.88
01613 - Word Processor III		17.61
05000 - Automotive Service Occupations		10.00
05005 - Automobile Body Repairer		19.06
Fiberglass		10 00
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.14
05110 - Mobile Equipment Servicer		15.24
05130 - Motor Equipment Metal		18.82
Mechanic		1
05160 - Motor Equipment Metal Worker		17.14
05190 - Motor Vehicle Mechanic		17.88
05220 - Motor Vehicle Mechanic Helper		14.11

05250 - Motor Vehicle Upholstery	16.19
Worker	
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	14.14
05400 - Transmission Repair	18.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.60
07041 - Cook I	14.54
07042 - Cook II	16.91
07070 - Dishwasher	9.10
07130 - Food Service Worker	10.71
07210 - Meat Cutter	14.81
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.06
09040 - Furniture Handler	14.79
09080 - Furniture Refinisher	24.06
09090 - Furniture Refinisher Helper	17.74
09110 - Furniture Repairer Minor	20.89
09130 - Upholsterer	24.06
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.15
11060 - Elevator Operator	13.06
11090 - Gardener	17.03
11122 - Housekeeping Aide	13.06
11150 - Janitor	13.06
11210 - Laborer Grounds Maintenance	12.97
11240 - Maid or Houseman	11.11
11260 - Pruner	12.19
11270 - Tractor Operator	15.65
11330 - Trail Maintenance Worker	12.97
11360 - Window Cleaner	14.11
12000 - Health Occupations	
12010 - Ambulance Driver	16.14
12011 - Breath Alcohol Technician	19.31
12012 - Certified Occupational	26.49
Therapist Assistant	
12015 - Certified Physical Therapist	26.49
Assistant	
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	34.64
12030 - EKG Technician	29.26
12035 - Electroneurodiagnostic	29.26
Technologist	
-	

12040 - Emergency Medical Technician	16.14
12071 - Licensed Practical Nurse I	17.27
12072 - Licensed Practical Nurse II	19.31
12073 - Licensed Practical Nurse III	21.52
12100 - Medical Assistant	16.75
12130 - Medical Laboratory	18.35
Technician	
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	21.36
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine	42.43
Technologist	11 00
12221 - Nursing Assistant I	11.93
12222 - Nursing Assistant II	13.40
12223 - Nursing Assistant III	14.62
12224 - Nursing Assistant IV	16.43
12235 - Optical Dispenser	19.31
12236 - Optical Technician	17.27
12250 - Pharmacy Technician	17.06
12280 - Phlebotomist	17.27
12305 - Radiologic Technologist	29.26
12311 - Registered Nurse I	23.65
12312 - Registered Nurse II	28.93
12313 - Registered Nurse II	28.93
Specialist	
12314 - Registered Nurse III	35.00
12315 - Registered Nurse III	35.00
Anesthetist	
12316 - Registered Nurse IV	41.96
12317 - Scheduler (Drug and Alcohol	23.92
Testing)	
12320 - Substance Abuse Treatment	28.86
Counselor	
13000 - Information And Arts	
Occupations	1 6 1 0
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	10.45
13054 - Library Information	20.53
Technology Systems	
Administrator	10.10
13058 - Library Technician	13.18
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		15.49
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)	24.46
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	()	16.62
Operator		
14160 - Personal Computer Support		23.93
Technician		
14170 - System Support Specialist		29.16
15000 - Instructional Occupations		
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		27.62
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		22.82
15085 - Maintenance Test Pilot Fixed		42.72
Jet/Prop		14 • 14
15086 - Maintenance Test Pilot		42.72
Rotary Wing		1 - 1 - 1
15088 - Non-Maintenance Test/Co-		42.72
Pilot		14.14
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course		22.82
Developer		22 · UZ
15110 - Test Proctor		15.04
IJIIV - IESC FLOCIOL		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	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	24.06
Room)	21.00
19040 - Tool And Die Maker	30.08
21000 - Materials Handling And Packing	00.00
Occupations	
21020 - Forklift Operator	19.04
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.80
21071 - Order Filler	11.96
21080 - Production Line Worker (Food	19.04
Processing)	19.01
21110 - Shipping Packer	17.25
21130 - Shipping/Receiving Clerk	17.25
21140 - Store Worker I	14.25
21150 - Stock Clerk	17.95
21210 - Tools And Parts Attendant	19.04
21410 - Warehouse Specialist	19.04
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.01
23019 - Aircraft Logs and Records	20.89
Technician	
23021 - Aircraft Mechanic I	25.62
23022 - Aircraft Mechanic II	27.01
23023 - Aircraft Mechanic III	28.50
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft Painter	24.06
23060 - Aircraft Servicer	20.89
23070 - Aircraft Survival Flight	24.06
Equipment Technician	
23080 - Aircraft Worker	22.47

	00 47
23091 - Aircrew Life Support	22.47
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.62
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.06
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	37.76
23130 - Carpenter Maintenance	17.48
23140 - Carpet Layer	22.22
23160 - Electrician Maintenance	24.60
23181 - Electronics Technician	22.47
Maintenance I	
23182 - Electronics Technician	24.06
Maintenance II	
23183 - Electronics Technician	25.62
Maintenance III	
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	25.62
23310 - Fire Extinguisher Repairer	19.32
23311 - Fuel Distribution System	25.62
Mechanic	
23312 - Fuel Distribution System	19.32
Operator	
23370 - General Maintenance Worker	18.20
23380 - Ground Support Equipment	25.62
Mechanic	
23381 - Ground Support Equipment	20.89
Servicer	
23382 - Ground Support Equipment	22.47
Worker	
23391 - Gunsmith I	19.32
23392 - Gunsmith II	22.47
23393 - Gunsmith III	25.62
23410 - Heating Ventilation And Air-	21.87
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.04
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.25
23440 - Heavy Equipment Operator	22.05
23460 - Instrument Mechanic	25.62
23465 - Laboratory/Shelter Mechanic	24.06
23470 - Laborer	14.80
23510 - Locksmith	24.06
23530 - Machinery Maintenance	27.92
Mechanic	
23550 - Machinist Maintenance	26.41
	20.11

23580 - Maintenance Trades Helper	15.83
23591 - Metrology Technician I	25.62
23592 - Metrology Technician II	27.01
23593 - Metrology Technician III	28.50
23640 - Millwright	25.62
23710 - Office Appliance Repairer	24.06
23760 - Painter Maintenance	21.56
23790 - Pipefitter Maintenance	24.12
23810 - Plumber Maintenance	22.68
23820 - Pneudraulic Systems Mechanic	25.62
23850 - Rigger	25.62
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker	25.62
Maintenance	
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic	27.10
I	
23932 - Telecommunications Mechanic	28.73
II	
23950 - Telephone Lineman	25.62
23960 - Welder Combination	22.18
Maintenance	
23965 - Well Driller	25.62
23970 - Woodcraft Worker	25.62
23980 - Woodworker	19.32
24000 - Personal Needs Occupations	10 25
24550 - Case Manager	12.35
24570 - Child Care Attendant	11.10
24580 - Child Care Center Clerk	13.12
24610 - Chore Aide	12.20
24620 - Family Readiness And Support	12.35
Services Coordinator	
24630 - Homemaker	13.78
	13.70
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	25.82
25010 - Boller Tender 25040 - Sewage Plant Operator	23.82
25040 - Sewage Plant Operator 25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.74
25210 - Water Treatment Plant	21.78
Operator	21.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.83
27004 - Alaim Monitor 27007 - Baggage Inspector	14.55
27007 - Baggage Inspector 27008 - Corrections Officer	22.65
27008 - Corrections Officer 27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27030 - Detection Dog handler 27040 - Detention Officer	22.65
27070 - Firefighter	19.73
21010 FILELIGHUEL	T).1)

			1 4 55
27101 - Guard I			14.55
27102 - Guard II			18.83
27131 - Police Officer I			21.56
27132 - Police Officer II			23.96
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.57
28042 - Carnival Equipment Repairer			13.69
28043 - Carnival Worker			9.52
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			17.92
28630 - Sports Official			13.00
28690 - Swimming Pool Operator			21.14
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			24.06
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			17.36
30022 - Archeological Technician II			18.37
30023 - Archeological Technician III			22.75
30030 - Cartographic Technician			22.75
30040 - Civil Engineering Technician			23.99
30051 - Cryogenic Technician I			23.81
30052 - Cryogenic Technician II			26.29
30061 - Drafter/CAD Operator I			17.36
30062 - Drafter/CAD Operator II			18.37
30063 - Drafter/CAD Operator III			20.48
30064 - Drafter/CAD Operator IV			24.96
30081 - Engineering Technician I			14.56
30082 - Engineering Technician II			16.34
30083 - Engineering Technician III			18.28
30084 - Engineering Technician IV			22.65
30085 - Engineering Technician V			27.71
30085 - Engineering Technician V 30086 - Engineering Technician VI			27.71 32.84
30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			27.71 32.84 21.50
30085 - Engineering Technician V 30086 - Engineering Technician VI			27.71 32.84

30221 - Latent Fingerprint 2 Technician I	23.81
	26.29
Technician II	
	22.75
	.2.75
	23.43
	28.66
	34.68
11 1 1	26.29
▲	22.75
30395 - Radiation Control Technician 2	26.29
30461 - Technical Writer I 2	21.50
30462 - Technical Writer II 2	26.29
30463 - Technical Writer III 3	31.82
	25.60
Technician I	
	30.98
1 • • •	50.98
Technician II	
- · · ·	37.13
Technician III	
30494 - Unexploded (UXO) Safety 2	25.60
Escort	
30495 - Unexploded (UXO) Sweep 2	25.60
Personnel	
30501 - Weather Forecaster I 2	24.96
30502 - Weather Forecaster II 3	30.37
	20.48
Upper Air Or	
Surface Programs	
-	2.75
	.2.15
31000 - Transportation/Mobile	
Equipment Operation Occupations	
•	30.98
	7.14
31030 - Bus Driver 2	24.45
31043 - Driver Courier 1	8.34
31260 - Parking and Lot Attendant 1	5.08
	9.92
	7.26
	9.92
-	22.23
	2.2.23
-	
	25.14
99000 - Miscellaneous Occupations	F 1 0
	5.10
99030 - Cashier 1	.0.46
99050 - Desk Clerk 1	1.07 33.91

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.05
I	
99252 - Laboratory Animal Caretaker	18.90
II	
99260 - Marketing Analyst	23.46
99310 - Mortician	33.91
99410 - Pest Controller	23.27
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.46
99711 - Recycling Specialist	24.53
99730 - Refuse Collector	18.94
99810 - Sales Clerk	12.71
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	19.76
99841 - Vending Machine Repairer	25.04
99842 - Vending Machine Repairer	19.76
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 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.: 2015-5495 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 Beaver Garfield Iron Kane

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.91
01013 - Accounting Clerk III		17.79
01020 - Administrative Assistant		23.33
01035 - Court Reporter		19.50
01041 - Customer Service		13.30
Representative I		
01042 - Customer Service		14.57
Representative II		

01043 - Customer Service Representative III		16.31
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.67
01060 - Dispatcher Motor Vehicle		20.71
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		13.11
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		19.13
01141 - Messenger Courier		11.64
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant		15.35
(Employment) I		10.00
01262 - Personnel Assistant		17.16
(Employment) II		1/.10
01263 - Personnel Assistant		19.13
(Employment) III		19.15
01270 - Production Control Clerk		19.79
01290 - Rental Clerk		13.84
01300 - Scheduler Maintenance		15.35
01311 - Secretary I		15.35
01312 - Secretary II		17.16
—		19.13
01313 - Secretary III 01320 Service Order Dispetcher		19.13
01320 - Service Order Dispatcher		23.33
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		16.10
		12.40
Operator/Receptionist 01531 - Travel Clerk I		13.38
01532 - Travel Clerk II		14.23
01533 - Travel Clerk III		14.94
01611 - Word Processor I		13.94
01612 - Word Processor II		15.88
01613 - Word Processor III		17.61
05000 - Automotive Service Occupations		10.00
05005 - Automobile Body Repairer		19.06
Fiberglass		10 00
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.14
05110 - Mobile Equipment Servicer		15.24
05130 - Motor Equipment Metal		18.82
Mechanic		1 7 1 4
05160 - Motor Equipment Metal Worker		17.14
05190 - Motor Vehicle Mechanic		17.88
05220 - Motor Vehicle Mechanic Helper		14.11

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05250 - Motor Vehicle Upholstery	16.19
Worker	
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	14.14
05400 - Transmission Repair	18.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.44
07041 - Cook I	14.54
07042 - Cook II	16.91
07070 - Dishwasher	9.15
07130 - Food Service Worker	10.71
07210 - Meat Cutter	13.78
07260 - Waiter/Waitress	10.50
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.06
09040 - Furniture Handler	14.79
09080 - Furniture Refinisher	24.06
09090 - Furniture Refinisher Helper	17.74
09110 - Furniture Repairer Minor	20.89
09130 - Upholsterer	24.06
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.76
11060 - Elevator Operator	13.06
11090 - Gardener	18.16
11122 - Housekeeping Aide	13.10
11150 - Janitor	13.10
11210 - Laborer Grounds Maintenance	13.90
11240 - Maid or Houseman	11.11
11260 - Pruner	12.87
11270 - Tractor Operator	16.67
11330 - Trail Maintenance Worker	13.90
11360 - Window Cleaner	14.72
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	19.31
12012 - Certified Occupational	26.49
Therapist Assistant	
12015 - Certified Physical Therapist	26.49
Assistant	
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	33.84
12030 - EKG Technician	29.26
12035 - Electroneurodiagnostic	29.26
Technologist	

12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	17.27
12072 - Licensed Practical Nurse II	19.31
12073 - Licensed Practical Nurse III	21.52
12100 - Medical Assistant	15.37
12130 - Medical Laboratory	18.35
Technician	
12160 - Medical Record Clerk	13.90
12190 - Medical Record Technician	21.36
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine	42.43
Technologist	11 00
12221 - Nursing Assistant I	11.93
12222 - Nursing Assistant II	13.40
12223 - Nursing Assistant III	14.62
12224 - Nursing Assistant IV	16.43
12235 - Optical Dispenser	19.31
12236 - Optical Technician	17.27
12250 - Pharmacy Technician	17.23
12280 - Phlebotomist	17.27
12305 - Radiologic Technologist	29.26
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	23.92
Testing)	
12320 - Substance Abuse Treatment	26.17
Counselor	
13000 - Information And Arts	
Occupations	1 6 4 0
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	10.45
13054 - Library Information	20.53
Technology Systems	
Administrator	10 10
13058 - Library Technician	13.18
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		15.49
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)	24.46
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	, , , , , , , , , , , , , , , , , , ,	16.62
Operator		
14160 - Personal Computer Support		23.93
Technician		
14170 - System Support Specialist		29.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		38.58
Instructor (Rated)		
15030 - Air Crew Training Devices		42.72
Instructor (Pilot)		
15050 - Computer Based Training		31.89
Specialist / Instructor		
15060 - Educational Technologist		27.62
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		22.82
15085 - Maintenance Test Pilot Fixed		42.72
Jet/Prop		
15086 - Maintenance Test Pilot		42.72
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.72
Pilot		
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course		22.82
Developer		22.02
15110 - Test Proctor		15.04
		10.01

15120 - Tutor	15.04
15120 - Tutor 16000 - Laundry Dry-Cleaning Pressing	15.04
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	10.50
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	24.06
Room)	24.00
19040 - Tool And Die Maker	30.08
21000 - Materials Handling And Packing	30.00
Occupations	
21020 - Forklift Operator	17.05
21030 - Material Coordinator	20.19
21040 - Material Expediter	20.19
21050 - Material Handling Laborer	14.80
21071 - Order Filler	11.96
21080 - Production Line Worker (Food	17.05
Processing)	± / • 0 0
21110 - Shipping Packer	16.72
21130 - Shipping/Receiving Clerk	16.72
21140 - Store Worker I	14.25
21150 - Stock Clerk	17.95
21210 - Tools And Parts Attendant	17.05
21410 - Warehouse Specialist	17.05
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.01
23019 - Aircraft Logs and Records	20.89
Technician	
23021 - Aircraft Mechanic I	25.62
23022 - Aircraft Mechanic II	27.01
23023 - Aircraft Mechanic III	28.50
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft Painter	24.06
23060 - Aircraft Servicer	20.89
23070 - Aircraft Survival Flight	24.06
Equipment Technician	
23080 - Aircraft Worker	22.47

	00 47
23091 - Aircrew Life Support	22.47
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.62
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.06
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	34.58
23130 - Carpenter Maintenance	18.73
23140 - Carpet Layer	19.36
23160 - Electrician Maintenance	23.96
23181 - Electronics Technician	22.47
Maintenance I	
23182 - Electronics Technician	24.06
Maintenance II	
23183 - Electronics Technician	25.62
Maintenance III	
23260 - Fabric Worker	20.89
23290 - Fire Alarm System Mechanic	25.62
23310 - Fire Extinguisher Repairer	19.32
23311 - Fuel Distribution System	25.62
Mechanic	
23312 - Fuel Distribution System	19.32
Operator	
23370 - General Maintenance Worker	17.84
23380 - Ground Support Equipment	25.62
Mechanic	
23381 - Ground Support Equipment	20.89
Servicer	
23382 - Ground Support Equipment	22.47
Worker	
23391 - Gunsmith I	19.32
23392 - Gunsmith II	22.47
23393 - Gunsmith III	25.62
23410 - Heating Ventilation And Air-	21.19
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.96
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.25
23440 - Heavy Equipment Operator	22.05
23460 - Instrument Mechanic	25.62
23465 - Laboratory/Shelter Mechanic	24.06
23470 - Laborer	14.80
23510 - Locksmith	24.06
23530 - Machinery Maintenance	23.89
Mechanic	
23550 - Machinist Maintenance	24.67
-	

23580 - Maintenance Trades Helper	16.81
23591 - Metrology Technician I	25.62
23592 - Metrology Technician II	27.01
23593 - Metrology Technician III	28.50
23640 - Millwright	25.62
23710 - Office Appliance Repairer	24.06
23760 - Painter Maintenance	19.58
23790 - Pipefitter Maintenance	21.59
23810 - Plumber Maintenance	20.85
23820 - Pneudraulic Systems Mechanic	25.62
23850 - Rigger	25.62
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker	25.62
Maintenance	00 47
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic	24.64
I	06 10
23932 - Telecommunications Mechanic	26.12
23950 - Telephone Lineman	25.62
23960 - Welder Combination	22.18
Maintenance	
23965 - Well Driller	25.62
23970 - Woodcraft Worker	25.62
23980 - Woodworker	19.32
24000 - Personal Needs Occupations	10 25
24550 - Case Manager 24570 - Child Care Attendant	12.35
24570 - Child Care Attendant 24580 - Child Care Center Clerk	10.97 12.46
24500 - Child Care Center Clerk 24610 - Chore Aide	12.40
24610 - Chore Arde 24620 - Family Readiness And Support	12.20
Services	12.55
Coordinator	
24630 - Homemaker	13.78
25000 - Plant And System Operations	13.70
Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	23.82
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.74
25210 - Water Treatment Plant	21.48
Operator	21.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.83
27007 - Baggage Inspector	14.80
27008 - Corrections Officer	22.65
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	22.65
27070 - Firefighter	18.09
	10.00

27101 - Guard I			14.80
27102 - Guard II			18.83
27131 - Police Officer I			21.56
27132 - Police Officer II			23.96
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.14
28042 - Carnival Equipment Repairer			14.31
28043 - Carnival Worker			9.54
28210 - Gate Attendant/Gate Tender			14.60
28310 - Lifeguard			12.44
28350 - Park Attendant (Aide)			16.34
28510 - Recreation Aide/Health			11.92
Facility Attendant			
28515 - Recreation Specialist			19.88
28630 - Sports Official			13.01
28690 - Swimming Pool Operator			17.47
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			24.06
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			17.36
30022 - Archeological Technician II			18.37
30023 - Archeological Technician III			22.75
30030 - Cartographic Technician			22.75
30040 - Civil Engineering Technician			23.99
30051 - Cryogenic Technician I			23.30
30052 - Cryogenic Technician II			25.72
30061 - Drafter/CAD Operator I			17.36
30062 - Drafter/CAD Operator II			18.37
30063 - Drafter/CAD Operator III			20.48
30064 - Drafter/CAD Operator IV			24.96
30081 - Engineering Technician I			14.56
30082 - Engineering Technician II			16.34
30083 - Engineering Technician III			18.28
30084 - Engineering Technician IV			22.65
30085 - Engineering Technician V			27.71
30086 - Engineering Technician VI			32.84
30090 - Environmental Technician			21.50
30095 - Evidence Control Specialist			21.03
30210 - Laboratory Technician			19.34

30221 - Latent Fingerprint	23.30
Technician I	
30222 - Latent Fingerprint	25.72
Technician II	
30240 - Mathematical Technician	22.75
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	23.43
30363 - Paralegal/Legal Assistant	28.66
III	
30364 - Paralegal/Legal Assistant IV	34.68
30375 - Petroleum Supply Specialist	25.72
30390 - Photo-Optics Technician	22.75
30395 - Radiation Control Technician	25.72
30461 - Technical Writer I	21.50
30462 - Technical Writer II	26.29
30463 - Technical Writer III	31.82
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	20.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	24.96
30502 - Weather Forecaster II	30.37
30620 - Weather Observer Combined (see 2)	
Upper Air Or	20.10
Surface Programs	
	22.75
-	
30621 - Weather Observer Senior (see 2)	22.10
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	22.15
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	30.98
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	30.98 16.95
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver	30.98 16.95 24.45
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier	30.98 16.95 24.45 18.59
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 16.95 24.45 18.59 15.08
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 16.95 24.45 18.59 15.08 20.24
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 16.95 24.45 18.59 15.08 20.24 17.26
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 16.95 24.45 18.59 15.08 20.24 17.26 20.24
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 16.95 24.45 18.59 15.08 20.24 17.26 20.24 22.23
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 Heavy	30.98 16.95 24.45 18.59 15.08 20.24 17.26 20.24 22.23 23.66
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide931030 - Bus Driver931043 - Driver Courier931260 - Parking and Lot Attendant931310 - Taxi Driver931361 - Truckdriver Light1362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer	30.98 16.95 24.45 18.59 15.08 20.24 17.26 20.24 22.23
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide931030 - Bus Driver931043 - Driver Courier931260 - Parking and Lot Attendant931310 - Taxi Driver931364 - Truckdriver Light31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations9	30.98 16.95 24.45 18.59 15.08 20.24 17.26 20.24 22.23 23.66 23.66
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot3102031020 - Bus Aide3103031030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	30.98 16.95 24.45 18.59 15.08 20.24 17.26 20.24 22.23 23.66 23.66 15.10
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot3102031020 - Bus Aide3103031030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant3129031310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier	30.98 16.95 24.45 18.59 15.08 20.24 17.26 20.24 22.23 23.66 23.66 15.10 10.46
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot3102031020 - Bus Aide3103031030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	30.98 16.95 24.45 18.59 15.08 20.24 17.26 20.24 22.23 23.66 23.66 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	18.05
I	
99252 - Laboratory Animal Caretaker	18.90
II	
99260 - Marketing Analyst	21.59
99310 - Mortician	33.91
99410 - Pest Controller	23.27
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.46
99711 - Recycling Specialist	24.53
99730 - Refuse Collector	18.94
99810 - Sales Clerk	12.71
99820 - School Crossing Guard	12.77
99830 - Survey Party Chief	18.63
99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	19.76
99841 - Vending Machine Repairer	25.04
99842 - Vending Machine Repairer	19.76
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 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.: 2015-5497 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	Carbon	Daggett	Duchesne	Emery	Grand	San	Juan
Uintał	l									

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.93
01012 - Accounting Clerk II		19.02
01013 - Accounting Clerk III		21.27
01020 - Administrative Assistant		26.61
01035 - Court Reporter		19.50
01041 - Customer Service		13.73
Representative I		
01042 - Customer Service		15.44
Representative II		

01043 - Customer Service		16.85
Representative III		
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.30
01060 - Dispatcher Motor Vehicle		21.76
01070 - Document Preparation Clerk		14.82
01090 - Duplicating Machine Operator		14.82
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		16.29
01120 - Housing Referral Assistant		20.76
01141 - Messenger Courier		14.08
01191 - Order Clerk I		15.64
01192 - Order Clerk II		17.07
01261 - Personnel Assistant		16.64
(Employment) I		
01262 - Personnel Assistant		18.62
(Employment) II		
01263 - Personnel Assistant		20.76
(Employment) III		
01270 - Production Control Clerk		23.95
01290 - Rental Clerk		15.80
01300 - Scheduler Maintenance		16.64
01311 - Secretary I		16.64
01312 - Secretary II		18.62
01313 - Secretary III		20.76
01320 - Service Order Dispatcher		19.46
01410 - Supply Technician		26.61
01420 - Survey Worker		16.43
01460 - Switchboard		14.77
Operator/Receptionist		
01531 - Travel Clerk I		13.38
01532 - Travel Clerk II		14.23
01533 - Travel Clerk III		14.94
01611 - Word Processor I		14.82
01612 - Word Processor II		16.64
01613 - Word Processor III		18.62
05000 - Automotive Service Occupations		10.02
05005 - Automobile Body Repairer		21.29
Fiberglass		21.29
05010 - Automotive	Electrician	18.37
05040 - Automotive Glass Installer	LICCCIICIUII	17.21
05070 - Automotive Grass Installer		17.21
05110 - Mobile Equipment Servicer		15.24
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		19.54
Mechanic		17.04
05160 - Motor Equipment Metal Worker		17.21
05190 - Motor Vehicle Mechanic		19.54
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic		19.54
		14.11
Helper		

05250 - Motor Vehicle Upholstery	16.19
Worker	1 - 01
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter Automotive	18.37
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	15.51
05400 - Transmission Repair	19.54
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.39
07041 - Cook I	13.45
07042 - Cook II	15.58
07070 - Dishwasher	12.66
07130 - Food Service Worker	12.94
07210 - Meat Cutter	17.24
07260 - Waiter/Waitress	10.15
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	26.87
09040 - Furniture Handler	16.51
09080 - Furniture Refinisher	26.87
09090 - Furniture Refinisher Helper	20.01
09110 - Furniture Repairer Minor	23.43
09130 - Upholsterer	26.87
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	14.02
11090 - Gardener	19.64
11122 - Housekeeping Aide	14.07
11150 - Janitor	14.07
11210 - Laborer Grounds Maintenance	14.93
11240 - Maid or Houseman	13.47
11260 - Pruner	13.35
11270 - Tractor Operator	18.09
11330 - Trail Maintenance Worker	14.93
11360 - Window Cleaner	15.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.79
12011 - Breath Alcohol Technician	19.33
12012 - Certified Occupational	26.53
Therapist Assistant	
12015 - Certified Physical Therapist	26.58
Assistant	
12020 - Dental Assistant	15.53
12025 - Dental Hygienist	35.80
12030 - EKG Technician	29.30
12035 - Electroneurodiagnostic	29.30
Technologist	

12040 - Emergency Medical Technician	14.79
12071 - Licensed Practical Nurse I	17.29
12072 - Licensed Practical Nurse II	19.33
12073 - Licensed Practical Nurse III	21.55
12100 - Medical Assistant	16.12
12130 - Medical Laboratory	20.94
Technician	
12160 - Medical Record Clerk	16.80
12190 - Medical Record Technician	20.15
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine	42.49
Technologist	4.4
12221 - Nursing Assistant I	11.67
12222 - Nursing Assistant II	13.11
12223 - Nursing Assistant III	14.31
12224 - Nursing Assistant IV	16.07
12235 - Optical Dispenser	17.61
12236 - Optical Technician	17.29
12250 - Pharmacy Technician	17.97
12280 - Phlebotomist	17.29
12305 - Radiologic Technologist	26.68
12311 - Registered Nurse I	24.71
12312 - Registered Nurse II	30.23
12313 - Registered Nurse II	30.23
Specialist	
12314 - Registered Nurse III	36.58
12315 - Registered Nurse III	36.58
Anesthetist	
12316 - Registered Nurse IV	43.84
12317 - Scheduler (Drug and Alcohol	23.95
Testing)	10.01
12320 - Substance Abuse Treatment	12.94
Counselor	
13000 - Information And Arts	
Occupations	1 6 1 0
13011 - Exhibits Specialist I	16.49
13012 - Exhibits Specialist II	20.44
13013 - Exhibits Specialist III	25.00
13041 - Illustrator I	19.42
13042 - Illustrator II	24.06
13043 - Illustrator III	29.43
13047 - Librarian	22.73
13050 - Library Aide/Clerk	14.29
13054 - Library Information	20.53
Technology Systems	
Administrator	14.00
13058 - Library Technician	14.96
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		18.85
Clerk		
13110 - Video Teleconference		16.34
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.61
14042 - Computer Operator II		19.71
14043 - Computer Operator III		21.97
14044 - Computer Operator IV		24.41
14045 - Computer Operator V		27.04
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	(17.61
Operator		_ / • • -
14160 - Personal Computer Support		24.41
Technician		
14170 - System Support Specialist		27.04
15000 - Instructional Occupations		
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		51.05
15060 - Educational Technologist		26.42
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		26.18
15085 - Maintenance Test Pilot Fixed		42.72
Jet/Prop		72.12
15086 - Maintenance Test Pilot		42.72
		72.12
Rotary Wing		10 70
15088 - Non-Maintenance Test/Co-		42.72
15088 - Non-Maintenance Test/Co- Pilot		
15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		25.72
15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course		
15088 - Non-Maintenance Test/Co- Pilot 15090 - Technical Instructor		25.72

15120 - Tutor	20.77
16000 - Laundry Dry-Cleaning Pressing	20.11
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	26.87
Room)	
19040 - Tool And Die Maker	33.44
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	21.70
21030 - Material Coordinator	24.05
21040 - Material Expediter	24.05
21050 - Material Handling Laborer	16.90
21071 - Order Filler	14.17
21080 - Production Line Worker (Food	21.70
Processing)	
21110 - Shipping Packer	16.56
21130 - Shipping/Receiving Clerk	16.56
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	21.70
21410 - Warehouse Specialist	21.70
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.77
23019 - Aircraft Logs and Records	23.02
Technician	
23021 - Aircraft Mechanic I	28.08
23022 - Aircraft Mechanic II	29.77
23023 - Aircraft Mechanic III	31.24
23040 - Aircraft Mechanic Helper	19.66
23050 - Aircraft Painter	26.40
23060 - Aircraft Servicer	23.02
23070 - Aircraft Survival Flight	26.40
Equipment Technician	04 70
23080 - Aircraft Worker	24.73

23091 - Aircrew Life Support	24.73
Equipment (ALSE) Mechanic	
I	
- 23092 - Aircrew Life Support	28.08
Equipment (ALSE) Mechanic	20.00
II	
23110 - Appliance Mechanic	26.87
23120 - Bicycle Repairer	17.14
23125 - Cable Splicer	32.51
=	21.81
23130 - Carpenter Maintenance	
23140 - Carpet Layer	25.17
23160 - Electrician Maintenance	27.90
23181 - Electronics Technician	27.56
Maintenance I	
23182 - Electronics Technician	29.41
Maintenance II	
23183 - Electronics Technician	31.30
Maintenance III	
23260 - Fabric Worker	23.43
23290 - Fire Alarm System Mechanic	27.38
23310 - Fire Extinguisher Repairer	21.73
23311 - Fuel Distribution System	33.98
Mechanic	
23312 - Fuel Distribution System	25.84
Operator	
23370 - General Maintenance Worker	20.77
23380 - Ground Support Equipment	28.08
Mechanic	20.00
23381 - Ground Support Equipment	23.02
Servicer	23.02
23382 - Ground Support Equipment	24.73
Worker	24.75
23391 - Gunsmith I	01 70
	21.73
23392 - Gunsmith II	25.17
23393 - Gunsmith III	28.58
23410 - Heating Ventilation And Air-	23.12
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.24
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.66
23440 - Heavy Equipment Operator	23.71
23460 - Instrument Mechanic	28.58
23465 - Laboratory/Shelter Mechanic	26.87
23470 - Laborer	16.90
23510 - Locksmith	26.87
23530 - Machinery Maintenance	36.82
Mechanic	
23550 - Machinist Maintenance	25.63
	20.00

23580 - Maintenance Trades Helper	13.20
23591 - Metrology Technician I	28.58
23592 - Metrology Technician II	30.30
23593 - Metrology Technician III	31.80
23640 - Millwright	28.58
23710 - Office Appliance Repairer	26.87
23760 - Painter Maintenance	23.40
23790 - Pipefitter Maintenance	27.94
23810 - Plumber Maintenance	26.26
23820 - Pneudraulic Systems Mechanic	28.58
23850 - Rigger	28.58
23870 - Scale Mechanic	25.17
23890 - Sheet-Metal Worker	28.58
Maintenance	
23910 - Small Engine Mechanic	25.17
23931 - Telecommunications Mechanic	31.47
I	
23932 - Telecommunications Mechanic	33.35
II	
23950 - Telephone Lineman	28.58
23960 - Welder Combination	23.09
Maintenance	
23965 - Well Driller	28.62
23970 - Woodcraft Worker	28.58
23980 - Woodworker	21.73
24000 - Personal Needs Occupations	
24550 - Case Manager	16.05
24570 - Child Care Attendant	13.55
24580 - Child Care Center Clerk	16.91
24610 - Chore Aide	12.82
24620 - Family Readiness And Support	16.05
Services	
Coordinator	
24630 - Homemaker	16.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.58
25040 - Sewage Plant Operator	24.07
25070 - Stationary Engineer	28.58
25190 - Ventilation Equipment Tender	20.01
25210 - Water Treatment Plant	24.07
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.95
27007 - Baggage Inspector	16.40
27008 - Corrections Officer	23.67
27010 - Court Security Officer	21.23
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	23.67
27070 - Firefighter	20.39

27101 - Guard I			16.40
27102 - Guard II			18.83
27131 - Police Officer I			24.48
27132 - Police Officer II			27.21
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.38
28042 - Carnival Equipment Repairer			17.79
28043 - Carnival Worker			12.52
28210 - Gate Attendant/Gate Tender			17.33
28310 - Lifeguard			14.65
28350 - Park Attendant (Aide)			19.39
28510 - Recreation Aide/Health			14.15
Facility Attendant			
28515 - Recreation Specialist			22.70
28630 - Sports Official			15.43
28690 - Swimming Pool Operator			21.21
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.17
29020 - Hatch Tender			25.17
29030 - Line Handler			25.17
29041 - Stevedore I			23.43
29042 - Stevedore II			26.87
30000 - Technical Occupations			20.07
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(000	2 /	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(000	27	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			21.01
30022 - Archeological Technician II			22.23
30023 - Archeological Technician III			27.53
30030 - Cartographic Technician			27.53
30040 - Civil Engineering Technician			24.15
30051 - Cryogenic Technician I			26.75
30052 - Cryogenic Technician II			29.54
30061 - Drafter/CAD Operator I			29.04
30062 - Drafter/CAD Operator II			22.23
30063 - Drafter/CAD Operator III			24.78
30064 - Drafter/CAD Operator IV			30.21
30081 - Engineering Technician I 30082 - Engineering Technician II			18.73 21.03
			21.03
30083 - Engineering Technician III 30084 - Engineering Technician IV			23.53
5 5			
30085 - Engineering Technician V			35.65
30086 - Engineering Technician VI			43.13
30090 - Environmental Technician			29.84
30095 - Evidence Control Specialist			24.15
30210 - Laboratory Technician			26.41

30221 - Latent Fingerprint	26.75
Technician I	
30222 - Latent Fingerprint	29.54
Technician II	
30240 - Mathematical Technician	27.53
30361 - Paralegal/Legal Assistant I	18.36
30362 - Paralegal/Legal Assistant II	22.74
30363 - Paralegal/Legal Assistant	27.82
III	
30364 - Paralegal/Legal Assistant IV	33.66
30375 - Petroleum Supply Specialist	29.54
30390 - Photo-Optics Technician	27.53
30395 - Radiation Control Technician	29.54
30461 - Technical Writer I	25.36
30462 - Technical Writer II	31.02
30463 - Technical Writer III	37.51
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	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	30.21
30502 - Weather Forecaster II	36.75
30620 - Weather Observer Combined (see	
Upper Air Or	2, 21.,0
Surface Programs	
30621 - Weather Observer Senior (see	2) 27.53
31000 - Transportation/Mobile	27 27.00
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.76
31030 - Bus Driver	20.94
31043 - Driver Courier	19.00
31260 - Parking and Lot Attendant	14.24
31290 - Shuttle Bus Driver	18.76
31310 - Taxi Driver	14.26
31361 - Truckdriver Light	20.64
31362 - Truckdriver Medium	
21207 ILUCKULIVEL MEGILUN	22 60
31363 - Thuckdriven Bearing	22.60
31363 - Truckdriver Heavy	24.27
31364 - Truckdriver Tractor-Trailer	
31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	24.27 24.27
31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	24.27 24.27 15.10
31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	24.27 24.27 15.10 11.40
31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	24.27 24.27 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.85
I	
99252 - Laboratory Animal Caretaker	18.28
II	
99260 - Marketing Analyst	28.65
99310 - Mortician	33.91
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.55
99711 - Recycling Specialist	24.71
99730 - Refuse Collector	18.40
99810 - Sales Clerk	14.11
99820 - School Crossing Guard	14.01
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 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.: 2015-5499
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: Idaho

Area: Idaho County of Franklin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.41
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		21.93
01035 - Court Reporter		22.66
01041 - Customer Service		12.62
Representative I		
01042 - Customer Service		13.77
Representative II		

01043 - Customer Service Representative III		15.47
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.10
01060 - Dispatcher Motor Vehicle		19.66
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.15
01112 - General Clerk II		14.34
01112 - General Clerk II 01113 - General Clerk III		16.09
01120 - Housing Referral Assistant		19.32
01141 - Messenger Courier		19.32
01191 - Order Clerk I		16.21
01192 - Order Clerk I		17.69
01261 - Personnel Assistant		15.49
(Employment) I		13.49
01262 - Personnel Assistant		17.33
(Employment) II		11.33
01263 - Personnel Assistant		19.32
(Employment) III		19.32
01270 - Production Control Clerk		18.51
01270 - Production Control Clerk 01290 - Rental Clerk		13.75
		15.49
01300 - Scheduler Maintenance		15.49
01311 - Secretary I 01312 - Secretary I		
01312 - Secretary II		17.33
01313 - Secretary III		19.32
01320 - Service Order Dispatcher		17.79
01410 - Supply Technician		21.93
01420 - Survey Worker		14.18
01460 - Switchboard		12.51
Operator/Receptionist		10 01
01531 - Travel Clerk I		13.31
01532 - Travel Clerk II		13.92
01533 - Travel Clerk III		15.15
01611 - Word Processor I		13.80
01612 - Word Processor II		15.49
01613 - Word Processor III		17.33
05000 - Automotive Service Occupations		00 45
05005 - Automobile Body Repairer		20.47
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		14.24
05070 - Automotive Worker		14.07
05110 - Mobile Equipment Servicer		12.02
05130 - Motor Equipment Metal		15.83
Mechanic		
05160 - Motor Equipment Metal Worker		14.07
05190 - Motor Vehicle Mechanic		15.83
05220 - Motor Vehicle Mechanic		11.50
Helper		

60

05250 - Motor Vehicle Upholstery	13.30
Worker	1 4 0 5
05280 - Motor Vehicle Wrecker	14.07
05310 - Painter Automotive	15.03
05340 - Radiator Repair Specialist	15.27
05370 - Tire Repairer	13.11
05400 - Transmission Repair	15.83
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.08
07041 - Cook I	13.89
07042 - Cook II	16.09
07070 - Dishwasher	9.83
07130 - Food Service Worker	10.10
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.95
09040 - Furniture Handler	11.82
09080 - Furniture Refinisher	17.53
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	17.53
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	11.38
11090 - Gardener	17.38
11122 - Housekeeping Aide	11.38
11150 - Janitor	11.38
11210 - Laborer Grounds Maintenance	13.26
11240 - Maid or Houseman	10.83
11260 - Pruner	11.85
11270 - Tractor Operator	16.01
11330 - Trail Maintenance Worker	13.26
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	18.14
12011 - Breath Alcohol Technician	17.76
12012 - Certified Occupational	24.40
Therapist Assistant	
12015 - Certified Physical Therapist	24.37
Assistant	
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	36.52
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic	26.91
Technologist	
_	

12040 - Emergency Medical Technician	18.14
12071 - Licensed Practical Nurse I	15.88
12072 - Licensed Practical Nurse II	17.76
12073 - Licensed Practical Nurse III	19.80
12100 - Medical Assistant	16.86
12130 - Medical Laboratory	17.53
Technician	
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	17.38
12195 - Medical Transcriptionist	15.88
12210 - Nuclear Medicine	39.03
Technologist	
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.59
12236 - Optical Technician	15.88
12250 - Pharmacy Technician	17.73
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	27.56
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.73
12313 - Registered Nurse II	29.73
Specialist	
12314 - Registered Nurse III	35.97
12315 - Registered Nurse III	35.97
Anesthetist	
12316 - Registered Nurse IV	43.11
12317 - Scheduler (Drug and Alcohol	22.00
Testing)	
12320 - Substance Abuse Treatment	26.86
Counselor	
13000 - Information And Arts	
Occupations	16.06
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.84
13054 - Library Information	20.57
Technology Systems	
Administrator	10 01
13058 - Library Technician	13.31
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36

13071 - Photographer I		15.75
13072 - Photographer II		18.44
13073 - Photographer III		21.82
13074 - Photographer IV		26.71
13075 - Photographer V		32.31
13090 - Technical Order Library		17.38
Clerk		
13110 - Video Teleconference		18.11
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.47
14042 - Computer Operator II		17.30
14043 - Computer Operator III		19.28
14044 - Computer Operator IV		21.43
14045 - Computer Operator V		23.73
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.92
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	(/	15.47
Operator		
14160 - Personal Computer Support		17.04
Technician		_ / • • • •
14170 - System Support Specialist		24.75
15000 - Instructional Occupations		21.70
15010 - Aircrew Training Devices		29.56
Instructor (Non-Rated)		23.00
15020 - Aircrew Training Devices		35.77
Instructor (Rated)		00.11
15030 - Air Crew Training Devices		42.87
Instructor (Pilot)		12.07
15050 - Computer Based Training		29.56
Specialist / Instructor		23.00
15060 - Educational Technologist		27.85
15070 - Flight Instructor (Pilot)		42.87
15080 - Graphic Artist		21.84
15085 - Maintenance Test Pilot Fixed		42.87
Jet/Prop		12.01
15086 - Maintenance Test Pilot		42.87
Rotary Wing		12.07
15088 - Non-Maintenance Test/Co-		42.87
Pilot		12.01
15090 - Technical Instructor		18.36
15095 - Technical Instructor/Course		22.46
Developer		22.40
15110 - Test Proctor		14.79
IJIIV - IESC FLOCIOL		14.19

15100 mater	14 70
15120 - Tutor	14.79
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	10.39
16030 - Counter Attendant	10.39
	12.40
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	12.40
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Shirts 16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.39
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	10.09
-	
Repair Occupations 19010 - Machine-Tool Operator (Tool	20.02
Room)	20.02
19040 - Tool And Die Maker	24.91
	24.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.84
21020 - Material Coordinator	18.51
21030 - Material Expediter	18.51
21040 - Material Expeditor 21050 - Material Handling Laborer	12.61
21050 - Material Handling Laborer 21071 - Order Filler	13.14
21071 - Older Filler 21080 - Production Line Worker (Food	17.84
Processing)	1/.04
21110 - Shipping Packer	15.98
21130 - Shipping Receiving Clerk	15.98
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	17.84
21410 - Warehouse Specialist	17.84
23000 - Mechanics And Maintenance And	17.01
Repair Occupations	
23010 - Aerospace Structural Welder	22.57
23019 - Aircraft Logs and Records	17.46
Technician	
23021 - Aircraft Mechanic I	21.30
23022 - Aircraft Mechanic II	22.57
23023 - Aircraft Mechanic III	23.69
23040 - Aircraft Mechanic Helper	14.90
23050 - Aircraft Painter	20.02
23060 - Aircraft Servicer	17.46
23070 - Aircraft Survival Flight	20.02
Equipment Technician	
23080 - Aircraft Worker	18.75

23091 - Aircrew Life Support	18.75
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	21.30
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	19.15
23120 - Bicycle Repairer	16.18
23125 - Cable Splicer	29.76
23130 - Carpenter Maintenance	17.46
23140 - Carpet Layer	19.20
23160 - Electrician Maintenance	25.55
23181 - Electronics Technician	25.06
Maintenance I	
23182 - Electronics Technician	26.75
Maintenance II	
23183 - Electronics Technician	28.46
Maintenance III	
23260 - Fabric Worker	17.46
23290 - Fire Alarm System Mechanic	21.30
23310 - Fire Extinguisher Repairer	16.18
23311 - Fuel Distribution System	21.65
Mechanic	
23312 - Fuel Distribution System	17.67
Operator	
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment	21.30
Mechanic	
23381 - Ground Support Equipment	17.46
Servicer	
23382 - Ground Support Equipment	18.75
Worker	
23391 - Gunsmith I	16.18
23392 - Gunsmith II	18.75
23393 - Gunsmith III	21.89
23410 - Heating Ventilation And Air-	21.12
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.39
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.30
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	21.30
23465 - Laboratory/Shelter Mechanic	20.02
23470 - Laborer	12.61
23510 - Locksmith	20.02
23530 - Machinery Maintenance	25.63
Mechanic	20.00
23550 - Machinist Maintenance	23.21

23580 - Maintenance Trades Helper	14.56
23591 - Metrology Technician I	21.30
23592 - Metrology Technician II	22.57
23593 - Metrology Technician III	23.69
23640 - Millwright	22.43
23710 - Office Appliance Repairer	20.02
23760 - Painter Maintenance	16.25
23790 - Pipefitter Maintenance	23.91
23810 - Plumber Maintenance	22.33
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 - Scale Mechanic	18.75
23890 - Sheet-Metal Worker	21.30
Maintenance	10 85
23910 - Small Engine Mechanic	18.75
23931 - Telecommunications Mechanic	25.37
I	
23932 - Telecommunications Mechanic	26.95
II	01 00
23950 - Telephone Lineman	21.30
23960 - Welder Combination	20.12
Maintenance	01 00
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.89
23980 - Woodworker	16.18
24000 - Personal Needs Occupations	12 00
24550 - Case Manager	13.29
24570 - Child Care Attendant	10.74
24580 - Child Care Center Clerk 24610 - Chore Aide	13.95
	12.49 13.29
24620 - Family Readiness And Support Services	13.29
Coordinator	
24630 - Homemaker	13.29
25000 - Plant And System Operations	13.29
Occupations	
25010 - Boiler Tender	21.30
25040 - Sewage Plant Operator	19.17
25070 - Stationary Engineer	21.30
25190 - Ventilation Equipment Tender	14.90
25210 - Water Treatment Plant	19.17
Operator	19.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98
	10.00

			10.00
27101 - Guard I			13.20
27102 - Guard II			15.80
27131 - Police Officer I			22.26
27132 - Police Officer II			24.73
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.34
28042 - Carnival Equipment Repairer			14.41
28043 - Carnival Worker			10.11
28210 - Gate Attendant/Gate Tender			14.60
28310 - Lifeguard			12.05
28350 - Park Attendant (Aide)			15.36
28510 - Recreation Aide/Health			11.92
Facility Attendant			
28515 - Recreation Specialist			18.75
28630 - Sports Official			13.01
28690 - Swimming Pool Operator			17.28
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			19.42
29020 - Hatch Tender			19.42
29030 - Line Handler			19.42
29041 - Stevedore I			17.46
29042 - Stevedore II			20.02
30000 - Technical Occupations			20102
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	<i>4</i> /	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(500	27	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			17.79
30022 - Archeological Technician II			20.76
30023 - Archeological Technician III			24.38
30030 - Cartographic Technician			24.39
30040 - Civil Engineering Technician			23.61
30051 - Cryogenic Technician I			26.15
30052 - Cryogenic Technician II			28.88
30061 - Drafter/CAD Operator I			17.59
30062 - Drafter/CAD Operator II			20.76
30063 - Drafter/CAD Operator III			21.94
30064 - Drafter/CAD Operator IV			26.15
30081 - Engineering Technician I 30082 - Engineering Technician II			15.17
30082 - Engineering Technician II 30083 - Engineering Technician III			19.06
30083 - Engineering Technician III 30084 - Engineering Technician IV			23.61
30085 - Engineering Technician V			28.88
30086 - Engineering Technician VI			34.03
30090 - Environmental Technician			23.61 23.61
30095 - Evidence Control Specialist			1 4 6
30210 - Laboratory Technician			21.24

30221 - Latent Fingerprint Technician I			26.15
30222 - Latent Fingerprint			28.88
Technician II			20.00
30240 - Mathematical Technician			24.45
			24.43
30361 - Paralegal/Legal Assistant I			
30362 - Paralegal/Legal Assistant II			25.29
30363 - Paralegal/Legal Assistant			30.93
30364 - Paralegal/Legal Assistant IV			37.43
30375 - Petroleum Supply Specialist			28.88
30390 - Photo-Optics Technician			24.45
30395 - Radiation Control Technician			28.88
30461 - Technical Writer I			23.61
30462 - Technical Writer II			28.88
30463 - Technical Writer III			34.94
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			57.15
			25.60
30494 - Unexploded (UXO) Safety			23.00
Escort			05 60
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			26.15
30502 - Weather Forecaster II			31.79
	see	2)	21.94
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	see	2)	23.97
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			15.02
31030 - Bus Driver			20.25
31043 - Driver Courier			15.08
31260 - Parking and Lot Attendant			13.42
31290 - Shuttle Bus Driver			16.37
31310 - Taxi Driver			13.78
31361 - Truckdriver Light			16.37
31362 - Truckdriver Medium			17.69
31363 - Truckdriver Heavy			23.29
31364 - Truckdriver Tractor-Trailer			23.29
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.96
99030 - Cashier 99050 - Desk Clerk 99095 - Embalmer			10.96 10.71 25.86

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.18
I	
99252 - Laboratory Animal Caretaker	14.38
II	
99260 - Marketing Analyst	24.93
99310 - Mortician	25.86
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	19.11
99730 - Refuse Collector	14.10
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
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 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.: 2015-5501 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: Utah

Area: Utah County of Cache

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.41
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		21.93
01035 - Court Reporter		19.50
01041 - Customer Service		12.62
Representative I		
01042 - Customer Service		13.77
Representative II		

01043 - Customer Service Representative III		15.47
01051 - Data Entry Operator I		13.08
01052 - Data Entry Operator II		14.28
01060 - Dispatcher Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.15
01112 - General Clerk II		14.34
01113 - General Clerk III		16.09
01120 - Housing Referral Assistant		19.32
01141 - Messenger Courier		11.64
01191 - Order Clerk I		16.21
01192 - Order Clerk II		17.69
01261 - Personnel Assistant		15.49
(Employment) I		
01262 - Personnel Assistant		17.33
(Employment) II		
01263 - Personnel Assistant		19.32
(Employment) III		
01270 - Production Control Clerk		18.23
01290 - Rental Clerk		13.75
01300 - Scheduler Maintenance		15.49
01311 - Secretary I		15.49
01312 - Secretary II		17.33
01313 - Secretary III		19.32
01320 - Service Order Dispatcher		17.11
01410 - Supply Technician		21.93
01420 - Survey Worker		14.64
01460 - Switchboard		12.51
Operator/Receptionist		
01531 - Travel Clerk I		13.31
01532 - Travel Clerk II		13.92
01533 - Travel Clerk III		15.15
01611 - Word Processor I		13.94
01612 - Word Processor II		15.88
01613 - Word Processor III		17.61
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		20.97
Fiberglass		
05010 - Automotive		18.09
	Electrician	10.05
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	17.17
	Electrician	
05040 - Automotive Glass Installer	Electrician	17.17
05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.17 17.14
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.17 17.14 15.24
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	17.17 17.14 15.24
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.17 17.14 15.24 18.82
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.17 17.14 15.24 18.82 17.14

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05250 - Motor Vehicle Upholstery	16.19
Worker	
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	13.11
05400 - Transmission Repair	18.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.98
07041 - Cook I	13.89
07042 - Cook II	16.09
07070 - Dishwasher	9.83
07130 - Food Service Worker	10.10
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	12.65
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.98
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	18.98
09090 - Furniture Refinisher Helper	14.15
09110 - Furniture Repairer Minor	16.56
09130 - Upholsterer	18.98
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.90
11060 - Elevator Operator	11.38
11090 - Gardener	17.38
11122 - Housekeeping Aide	11.38
11150 - Janitor	11.38
11210 - Laborer Grounds Maintenance	13.26
11240 - Maid or Houseman	10.83
11260 - Pruner	11.85
11270 - Tractor Operator	16.01
11330 - Trail Maintenance Worker	13.26
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	17.76
12012 - Certified Occupational	24.37
Therapist Assistant	
12015 - Certified Physical Therapist	24.37
Assistant	-
12020 - Dental Assistant	13.69
12025 - Dental Hygienist	35.33
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic	26.91
Technologist	

12040 - Emergency Medical Technician	16.59
12071 - Licensed Practical Nurse I	15.88
12072 - Licensed Practical Nurse II	17.76
12073 - Licensed Practical Nurse III	19.80
12100 - Medical Assistant	16.86
12130 - Medical Laboratory	15.88
Technician	
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	17.38
12195 - Medical Transcriptionist	15.88
12210 - Nuclear Medicine	39.03
Technologist	
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.59
12236 - Optical Technician	15.88
12250 - Pharmacy Technician	17.73
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	27.09
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.73
12313 - Registered Nurse II	29.73
Specialist	
12314 - Registered Nurse III	35.97
12315 - Registered Nurse III	35.97
Anesthetist	
12316 - Registered Nurse IV	43.11
12317 - Scheduler (Drug and Alcohol	22.00
Testing)	
12320 - Substance Abuse Treatment	26.86
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	13.18
13061 - Media Specialist I	14.81
13062 - Media Specialist II	16.57
13063 - Media Specialist III	18.48

13071 - Photographer I		17.15
13072 - Photographer II		19.35
13073 - Photographer III		23.77
13074 - Photographer IV		29.08
13075 - Photographer V		35.18
13090 - Technical Order Library		17.38
Clerk		
13110 - Video Teleconference		16.34
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.47
14042 - Computer Operator II		17.30
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
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)	
14150 - Peripheral Equipment	(366 1)	15.47
Operator		10.47
-		21.75
14160 - Personal Computer Support		21.75
Technician		
14170 - System Support Specialist		24.75
15010 - 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		42.87
Instructor (Pilot)		
15050 - Computer Based Training		31.89
Specialist / Instructor		
15060 - Educational Technologist		27.85
15070 - Flight Instructor (Pilot)		42.87
15080 - Graphic Artist		21.84
15085 - Maintenance Test Pilot Fixed		42.87
Jet/Prop		
15086 - Maintenance Test Pilot		42.87
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.87
Pilot		
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course		22.82
Developer		
15110 - Test Proctor		15.04

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15120 - Tutor	15.04
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 20
16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	12.40
16070 - Finisher Flatwork Machine	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.07
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	
Repair Occupations	0.0.00
19010 - Machine-Tool Operator (Tool	20.02
Room)	04 01
19040 - Tool And Die Maker	24.91
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.84
21030 - Material Coordinator	18.38
21040 - Material Expediter	18.38
21050 - Material Handling Laborer	12.84
21071 - Order Filler	13.16
21080 - Production Line Worker (Food	17.84
Processing)	
21110 - Shipping Packer	15.98
21130 - Shipping/Receiving Clerk	15.98
21140 - Store Worker I	12.86
21150 - Stock Clerk	17.48
21210 - Tools And Parts Attendant	17.84
21410 - Warehouse Specialist	17.84
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23019 - Aircraft Logs and Records	19.31
Technician	04.00
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft Painter	22.63
23060 - Aircraft Servicer	19.31
23070 - Aircraft Survival Flight	22.63
Equipment Technician	
23080 - Aircraft Worker	20.59

22001 - Aingnou Life Support	20.59
23091 - Aircrew Life Support	20.59
Equipment (ALSE) Mechanic	
-	24 20
23092 - Aircrew Life Support	24.30
Equipment (ALSE) Mechanic	
II	10 15
23110 - Appliance Mechanic	19.15
23120 - Bicycle Repairer	16.18
23125 - Cable Splicer	25.98
23130 - Carpenter Maintenance	17.48
23140 - Carpet Layer	18.75
23160 - Electrician Maintenance	25.55
23181 - Electronics Technician	25.06
Maintenance I	
23182 - Electronics Technician	26.75
Maintenance II	
23183 - Electronics Technician	28.46
Maintenance III	
23260 - Fabric Worker	17.46
23290 - Fire Alarm System Mechanic	21.30
23310 - Fire Extinguisher Repairer	16.18
23311 - Fuel Distribution System	23.58
Mechanic	
23312 - Fuel Distribution System	17.93
Operator	
23370 - General Maintenance Worker	19.38
23380 - Ground Support Equipment	24.30
Mechanic	
23381 - Ground Support Equipment	19.31
Servicer	
23382 - Ground Support Equipment	20.59
Worker	
23391 - Gunsmith I	16.18
23392 - Gunsmith II	18.75
23393 - Gunsmith III	21.30
23410 - Heating Ventilation And Air-	21.12
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.39
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.00
23465 - Laboratory/Shelter Mechanic	20.02
23470 - Laborer	12.61
23510 - Locksmith	20.02
23530 - Machinery Maintenance	25.63
Mechanic	20.00
23550 - Machinist Maintenance	23.24
2000 Machinist Mathlehance	23.24

23580 - Maintenance Trades Helper	14.56
23591 - Metrology Technician I	23.00
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.51
23640 - Millwright	22.04
23710 - Office Appliance Repairer	20.36
23760 - Painter Maintenance	18.43
23790 - Pipefitter Maintenance	23.76
23810 - Plumber Maintenance	22.94
23820 - Pneudraulic Systems Mechanic	21.30
23850 - Rigger	21.30
23870 - Scale Mechanic	18.75
23890 - Sheet-Metal Worker	21.30
Maintenance	
23910 - Small Engine Mechanic	18.75
23931 - Telecommunications Mechanic	27.10
I	
23932 - Telecommunications Mechanic	28.73
II	
23950 - Telephone Lineman	21.30
23960 - Welder Combination	20.12
Maintenance	
23965 - Well Driller	21.48
23970 - Woodcraft Worker	21.30
23980 - Woodworker	16.18
24000 - Personal Needs Occupations	
24550 - Case Manager	13.13
24570 - Child Care Attendant	11.19
24580 - Child Care Center Clerk	13.95
24610 - Chore Aide	12.51
24620 - Family Readiness And Support	13.13
Services	
Coordinator	
24630 - Homemaker	15.16
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	19.53
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant	19.53
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.83
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02

27101 - Guard I			12.47
27102 - Guard II			18.83
27131 - Police Officer I			21.57
27132 - Police Officer II			23.97
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.34
28042 - Carnival Equipment Repairer			13.40
28043 - Carnival Worker			9.13
28210 - Gate Attendant/Gate Tender			14.59
28310 - Lifeguard			12.05
28350 - Park Attendant (Aide)			16.32
28510 - Recreation Aide/Health			11.91
Facility Attendant			
28515 - Recreation Specialist			18.75
28630 - Sports Official			13.00
28690 - Swimming Pool Operator			15.88
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			
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			17.36
30022 - Archeological Technician II			19.06
30023 - Archeological Technician III			23.61
30030 - Cartographic Technician			23.23
30040 - Civil Engineering Technician			23.61
30051 - Cryogenic Technician I			26.15
30052 - Cryogenic Technician II			28.88
30061 - Drafter/CAD Operator I			17.36
			19.06
30062 - Drafter/CAD Operator II			
30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III			
30063 - Drafter/CAD Operator III			21.24
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV			21.24 26.15
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			21.24 26.15 15.17
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			21.24 26.15 15.17 17.03
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			21.24 26.15 15.17 17.03 19.06
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			21.24 26.15 15.17 17.03 19.06 23.61
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			21.24 26.15 15.17 17.03 19.06 23.61 28.88
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			21.24 26.15 15.17 17.03 19.06 23.61 28.88 34.93
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			21.24 26.15 15.17 17.03 19.06 23.61 28.88 34.93 23.61
30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			21.24 26.15 15.17 17.03 19.06 23.61 28.88 34.93

30221 - Latent Fingerprint	26.15
Technician I	
30222 - Latent Fingerprint	28.88
Technician II	
30240 - Mathematical Technician	23.61
30361 - Paralegal/Legal Assistant I	20.43
30362 - Paralegal/Legal Assistant II	25.29
30363 - Paralegal/Legal Assistant	30.93
III	
30364 - Paralegal/Legal Assistant IV	37.43
30375 - Petroleum Supply Specialist	28.88
30390 - Photo-Optics Technician	23.61
30395 - Radiation Control Technician	28.88
30461 - Technical Writer I	23.61
30462 - Technical Writer II	28.88
30463 - Technical Writer III	34.94
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	26.15
30502 - Weather Forecaster II	31.79
30620 - Weather Observer Combined (see 2)	21.24
Upper Air Or	-
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.61
31000 - Transportation/Mobile	20101
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.02
31030 - Bus Driver	21.24
31043 - Driver Courier	15.08
31260 - Parking and Lot Attendant	13.42
-	
31290 - Shuttle Bus Driver	16.37
31290 - Shuttle Bus Driver 31310 - Taxi Driver	16.37 14.26
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	16.37 14.26 16.37
31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	16.37 14.26 16.37 18.08
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	16.37 14.26 16.37 18.08 23.88
<pre>31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	16.37 14.26 16.37 18.08
<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>	16.37 14.26 16.37 18.08 23.88 23.88
<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>	16.37 14.26 16.37 18.08 23.88 23.88 23.88
<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>	16.37 14.26 16.37 18.08 23.88 23.88 23.88 15.10 10.96
<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>	16.37 14.26 16.37 18.08 23.88 23.88 23.88

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.56
I	
99252 - Laboratory Animal Caretaker	14.20
II	
99260 - Marketing Analyst	24.93
99310 - Mortician	33.91
99410 - Pest Controller	22.38
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.98
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.21
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.82
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 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.: 2015-5503
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: Idaho

Area: Idaho Counties of Ada Boise Canyon Gem Owyhee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.89
01013 - Accounting Clerk III		18.91
01020 - Administrative Assistant		25.92
01035 - Court Reporter		22.66
01041 - Customer Service		13.10
Representative I		
01042 - Customer Service		14.73
Representative II		

01043 - Customer Service Representative III		16.07
01051 - Data Entry Operator I		14.79
01052 - Data Entry Operator II		16.13
01060 - Dispatcher Motor Vehicle		18.20
01070 - Document Preparation Clerk		14.42
01090 - Duplicating Machine Operator		14.42
01111 - General Clerk I		13.65
01112 - General Clerk II		14.89
01113 - General Clerk III		16.72
01120 - Housing Referral Assistant		20.16
01141 - Messenger Courier		13.74
01191 - Order Clerk I		18.54
01192 - Order Clerk II		20.22
01261 - Personnel Assistant		15.85
(Employment) I		10.00
01262 - Personnel Assistant		17.74
(Employment) II		1/./4
01263 - Personnel Assistant		19.78
(Employment) III		19.70
01270 - Production Control Clerk		24.81
01290 - Rental Clerk		14.95
01300 - Scheduler Maintenance		14.95
01311 - Secretary I		16.17
01312 - Secretary II		18.09
—		20.16
01313 - Secretary III 01320 Service Order Dispetcher		16.49
01320 - Service Order Dispatcher		25.92
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		17.49
		14.49
Operator/Receptionist		1 0 7
01531 - Travel Clerk I		16.97
01532 - Travel Clerk II		17.79
01533 - Travel Clerk III		19.31
01611 - Word Processor I		14.40
01612 - Word Processor II		16.17
01613 - Word Processor III		18.09
05000 - Automotive Service Occupations		00 40
05005 - Automobile Body Repairer		23.40
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.90
05070 - Automotive Worker		18.90
05110 - Mobile Equipment Servicer		16.41
05130 - Motor Equipment Metal		21.41
Mechanic		10 00
05160 - Motor Equipment Metal Worker		18.90
05190 - Motor Vehicle Mechanic		21.41
05220 - Motor Vehicle Mechanic Helper		15.05
HOLDOT		

05250 - Motor Vehicle Upholstery Worker	17.73
	10.00
05280 - Motor Vehicle Wrecker	18.90
05310 - Painter Automotive	20.08
05340 - Radiator Repair Specialist	18.90
05370 - Tire Repairer	13.63
05400 - Transmission Repair	21.41
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.87
07041 - Cook I	12.66
07042 - Cook II	14.58
07070 - Dishwasher	11.02
07130 - Food Service Worker	11.31
07210 - Meat Cutter	17.32
07260 - Waiter/Waitress	9.58
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	16.95
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	16.39
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer Minor	14.48
09130 - Upholsterer	16.04
11000 - General Services And Support	10.01
Occupations	
11030 - Cleaner Vehicles	13.17
11060 - Elevator Operator	12.89
11090 - Gardener	20.16
11122 - Housekeeping Aide	12.89
11150 - Janitor	12.89
11210 - Laborer Grounds Maintenance	15.19
11240 - Maid or Houseman	11.43
11240 - Maid of Houseman 11260 - Pruner	13.33
11270 - Tractor Operator	18.49
11330 - Trail Maintenance Worker	15.19
11360 - Window Cleaner	
12000 - Health Occupations	14.68
12010 - Ambulance Driver	19.95
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	
	21.32
12012 - Certified Occupational	28.06
Therapist Assistant	04 10
12015 - Certified Physical Therapist	24.19
Assistant	1 7 7 4
12020 - Dental Assistant	17.74
12025 - Dental Hygienist	36.07
12030 - EKG Technician	32.08
12035 - Electroneurodiagnostic	32.08
Technologist	

12040 - Emergency Medical Technician	19.95
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.77
12100 - Medical Assistant	17.80
12130 - Medical Laboratory	20.33
Technician	
12160 - Medical Record Clerk	19.28
12190 - Medical Record Technician	21.58
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine	49.84
Technologist	
12221 - Nursing Assistant I	11.81
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.26
12235 - Optical Dispenser	16.37
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	17.80
12280 - Phlebotomist	16.08
12305 - Radiologic Technologist	31.55
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.30
12313 - Registered Nurse II	29.30
Specialist	
12314 - Registered Nurse III	35.46
12315 - Registered Nurse III	35.46
Anesthetist	
12316 - Registered Nurse IV	42.50
12317 - Scheduler (Drug and Alcohol	26.41
Testing)	
12320 - Substance Abuse Treatment	21.86
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.53
13054 - Library Information	20.57
Technology Systems	
Administrator	
13058 - Library Technician	14.04
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36

13071 - Photographer I		14.91
13072 - Photographer II		16.76
13073 - Photographer III		20.66
13074 - Photographer IV		25.28
13075 - Photographer V		30.59
13090 - Technical Order Library		16.31
Clerk		
13110 - Video Teleconference		19.92
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		21.53
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.92
14072 - Computer Programmer III	(see 1)	23.72
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	17.26
14150 - Peripheral Equipment		1/.20
Operator		00.00
14160 - Personal Computer Support		23.92
Technician		
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		27.93
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		33.80
Instructor (Rated)		
15030 - Air Crew Training Devices		40.51
Instructor (Pilot)		
15050 - Computer Based Training		27.93
Specialist / Instructor		
15060 - Educational Technologist		31.70
15070 - Flight Instructor (Pilot)		40.51
15080 - Graphic Artist		22.07
15085 - Maintenance Test Pilot Fixed		40.51
Jet/Prop		
15086 - Maintenance Test Pilot		40.51
Rotary Wing		
15088 - Non-Maintenance Test/Co-		40.51
Pilot		
15090 - Technical Instructor		22.93
15095 - Technical Instructor/Course		28.05
Developer		
15110 - Test Proctor		18.51
		-0.01

	10 51
15120 - Tutor	18.51
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	10.39
16010 - Assembler 16030 - Counter Attendant	10.39
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	12.40
16090 - Presser Hand	10.39
	10.39
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Shirts 16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.30
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.07
16250 - Washer Machine	10.89
	10.09
19000 - Machine Tool Operation And	
Repair Occupations 19010 - Machine-Tool Operator (Tool	22.50
Room)	22.30
19040 - Tool And Die Maker	27.36
	27.30
21000 - Materials Handling And Packing	
Occupations 21020 - Forklift Operator	18.23
21020 - Material Coordinator	24.81
	24.81
21040 - Material Expediter 21050 - Material Handling Laborer	14.72
21050 - Material Handling Laborer 21071 - Order Filler	14.72
21071 - Order Filler 21080 - Production Line Worker (Food	14.00
Processing)	10.25
21110 - Shipping Packer	15.59
21130 - Shipping/Receiving Clerk	15.59
21140 - Store Worker I	11.96
21150 - Stock Clerk	17.44
21210 - Tools And Parts Attendant	18.23
21410 - Warehouse Specialist	18.23
23000 - Mechanics And Maintenance And	10.20
Repair Occupations	
23010 - Aerospace Structural Welder	31.16
23019 - Aircraft Logs and Records	24.44
Technician	<u> </u>
23021 - Aircraft Mechanic I	29.51
23022 - Aircraft Mechanic II	31.16
23023 - Aircraft Mechanic III	32.57
23040 - Aircraft Mechanic Helper	20.75
23050 - Aircraft Painter	27.70
23060 - Aircraft Servicer	24.44
23070 - Aircraft Survival Flight	27.70
Equipment Technician	
23080 - Aircraft Worker	26.07

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	26.07
T	
23092 - Aircrew Life Support	29.51
Equipment (ALSE) Mechanic	29.51
II	
	18.73
23110 - Appliance Mechanic	14.98
23120 - Bicycle Repairer	
23125 - Cable Splicer	40.92
23130 - Carpenter Maintenance	17.67
23140 - Carpet Layer	19.20
23160 - Electrician Maintenance	24.91
23181 - Electronics Technician	21.33
Maintenance I	
23182 - Electronics Technician	22.66
Maintenance II	
23183 - Electronics Technician	26.15
Maintenance III	
23260 - Fabric Worker	19.87
23290 - Fire Alarm System Mechanic	22.06
23310 - Fire Extinguisher Repairer	18.38
23311 - Fuel Distribution System	29.92
Mechanic	
23312 - Fuel Distribution System	23.52
Operator	
23370 - General Maintenance Worker	17.79
23380 - Ground Support Equipment	29.51
Mechanic	29.01
23381 - Ground Support Equipment	24.44
Servicer	21.11
23382 - Ground Support Equipment	26.07
Worker	20.07
23391 - Gunsmith I	18.38
23391 - Gunsmith I 23392 - Gunsmith II	21.18
23392 - Gunsmith II 23393 - Gunsmith III	
	23.98
23410 - Heating Ventilation And Air-	22.07
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.30
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.74
23440 - Heavy Equipment Operator	22.34
23460 - Instrument Mechanic	23.98
23465 - Laboratory/Shelter Mechanic	22.50
23470 - Laborer	14.72
23510 - Locksmith	22.50
23530 - Machinery Maintenance	23.33
Mechanic	
23550 - Machinist Maintenance	22.30

23580 - Maintenance Trades Helper	14.90
23591 - Metrology Technician I	23.98
23592 - Metrology Technician II	25.32
23593 - Metrology Technician III	26.46
23640 - Millwright	23.98
23710 - Office Appliance Repairer	21.14
23760 - Painter Maintenance	16.06
23790 - Pipefitter Maintenance	27.90
23810 - Plumber Maintenance	26.19
23820 - Pneudraulic Systems Mechanic	23.98
23850 - Rigger	23.98
23870 - Scale Mechanic	21.18
23890 - Sheet-Metal Worker	23.16
Maintenance	
23910 - Small Engine Mechanic	18.94
23931 - Telecommunications Mechanic	27.40
I	
23932 - Telecommunications Mechanic	28.93
II	
23950 - Telephone Lineman	22.81
23960 - Welder Combination	18.93
Maintenance	
23965 - Well Driller	23.51
23970 - Woodcraft Worker	23.98
23980 - Woodworker	18.38
24000 - Personal Needs Occupations	
24550 - Case Manager	18.15
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	13.86
24610 - Chore Aide	11.88
24620 - Family Readiness And Support	18.15
Services	
Coordinator	
24630 - Homemaker	18.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.98
25040 - Sewage Plant Operator	20.34
25070 - Stationary Engineer	23.98
25190 - Ventilation Equipment Tender	16.85
25210 - Water Treatment Plant	20.34
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	19.49
27010 - Court Security Officer	23.12
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	19.49
27070 - Firefighter	26.76

27101 - Guard I			13.20
27102 - Guard II			15.80
27131 - Police Officer I			26.71
27132 - Police Officer II			29.69
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.52
28042 - Carnival Equipment Repairer			14.75
28043 - Carnival Worker			10.11
28210 - Gate Attendant/Gate Tender			16.36
28310 - Lifeguard			12.01
28350 - Park Attendant (Aide)			18.30
28510 - Recreation Aide/Health			13.35
Facility Attendant			
28515 - Recreation Specialist			22.67
28630 - Sports Official			14.56
28690 - Swimming Pool Operator			17.28
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			28.44
29020 - Hatch Tender			28.44
29030 - Line Handler			28.44
29041 - Stevedore I			26.68
29042 - Stevedore II			30.22
30000 - Technical Occupations			00.22
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	<i>2</i> /	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(000	2)	27.70
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			18.14
30022 - Archeological Technician II			20.76
30023 - Archeological Technician III			25.14
30030 - Cartographic Technician			25.14
30040 - Civil Engineering Technician			25.53
30051 - Cryogenic Technician I			27.67
30052 - Cryogenic Technician II			30.56
30061 - Drafter/CAD Operator I			18.14
30062 - Drafter/CAD Operator II			20.76
30063 - Drafter/CAD Operator III			22.63
30063 - Drafter/CAD Operator IV			27.85
			14.76 16.57
			18.55
30083 - Engineering Technician III			
30084 - Engineering Technician IV			22.97
30085 - Engineering Technician V			28.10
30086 - Engineering Technician VI			34.00
30090 - Environmental Technician			25.44
30095 - Evidence Control Specialist			24.98
30210 - Laboratory Technician			22.74

30221 - Latent Fingerprint	24.23
Technician I	
30222 - Latent Fingerprint	26.76
Technician II	
30240 - Mathematical Technician	27.65
30361 - Paralegal/Legal Assistant I	20.07
30362 - Paralegal/Legal Assistant II	24.86
30363 - Paralegal/Legal Assistant	30.42
III	
30364 - Paralegal/Legal Assistant IV	36.80
30375 - Petroleum Supply Specialist	30.56
30390 - Photo-Optics Technician	24.45
30395 - Radiation Control Technician	30.56
30461 - Technical Writer I	24.75
30462 - Technical Writer II	30.28
30463 - Technical Writer III	34.46
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	20.00
30501 - Weather Forecaster I	27.85
30502 - Weather Forecaster II	33.88
30620 - Weather Observer Combined (see 2)	
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.14
31000 - Transportation/Mobile	20.11
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
	13.15
	18.32
31020 - Bus Aide	TO • 77
31020 - Bus Aide 31030 - Bus Driver	
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	14.53
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	14.53 10.69
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver</pre>	14.53 10.69 15.85
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver</pre>	14.53 10.69 15.85 13.02
<pre>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>	14.53 10.69 15.85 13.02 16.24
<pre>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>	14.53 10.69 15.85 13.02 16.24 17.55
<pre>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>	14.53 10.69 15.85 13.02 16.24 17.55 22.13
<pre>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>	14.53 10.69 15.85 13.02 16.24 17.55
<pre>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>	14.53 10.69 15.85 13.02 16.24 17.55 22.13 22.13
<pre>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>	14.53 10.69 15.85 13.02 16.24 17.55 22.13 22.13 15.10
<pre>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>	14.53 10.69 15.85 13.02 16.24 17.55 22.13 22.13 15.10 12.15
<pre>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>	14.53 10.69 15.85 13.02 16.24 17.55 22.13 22.13 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.22
I	
99252 - Laboratory Animal Caretaker	15.51
II	
99260 - Marketing Analyst	27.45
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.91
99711 - Recycling Specialist	24.13
99730 - Refuse Collector	17.48
99810 - Sales Clerk	12.90
99820 - School Crossing Guard	14.08
99830 - Survey Party Chief	25.13
99831 - Surveying Aide	17.03
99832 - Surveying Technician	22.85
99840 - Vending Machine Attendant	14.11
99841 - Vending Machine Repairer	17.73
99842 - Vending Machine Repairer	14.11
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.: 2015-5505 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: Idaho

Area: Idaho County of Kootenai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.91
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.74
01020 - Administrative Assistant		24.31
01035 - Court Reporter		22.66
01041 - Customer Service		13.31
Representative I		
01042 - Customer Service		14.52
Representative II		

01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		13.40
01052 - Data Entry Operator II		14.62
01060 - Dispatcher Motor Vehicle		18.24
01070 - Document Preparation Clerk		14.62
01090 - Duplicating Machine Operator		14.62
01111 - General Clerk I		13.28
01112 - General Clerk II		14.49
01113 - General Clerk III		16.27
01120 - Housing Referral Assistant		20.47
01141 - Messenger Courier		11.92
01191 - Order Clerk I		15.41
01192 - Order Clerk II		16.81
01261 - Personnel Assistant		15.70
(Employment) I		10.70
01262 - Personnel Assistant		17.57
(Employment) II		1/•J/
01263 - Personnel Assistant		19.59
(Employment) III		19.39
01270 - Production Control Clerk		18.78
01290 - Rental Clerk		16.45
01300 - Scheduler Maintenance		16.41
01311 - Secretary I		16.41
01312 - Secretary II		18.36
—		20.47
01313 - Secretary III 01320 Service Order Dispetcher		16.49
01320 - Service Order Dispatcher		24.31
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		16.69
		13.00
Operator/Receptionist 01531 - Travel Clerk I		13.31
01532 - Travel Clerk II 01533 - Travel Clerk III		13.92 15.15
01533 - Travel Clerk III 01611 - Word Processor I		15.15
01612 - Word Processor II 01613 - Word Processor III		16.41
		18.36
05000 - Automotive Service Occupations		18.09
05005 - Automobile Body Repairer		18.09
Fiberglass		10 11
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer 05070 - Automotive Worker		18.47
		18.47
05110 - Mobile Equipment Servicer		16.30
05130 - Motor Equipment Metal		20.56
Mechanic		10 47
05160 - Motor Equipment Metal Worker		18.47
05190 - Motor Vehicle Mechanic		20.56
05220 - Motor Vehicle Mechanic		15.31
Helper		

05250 - Motor Vehicle Upholstery	17.41
Worker	10.45
05280 - Motor Vehicle Wrecker	18.47
05310 - Painter Automotive	19.52
05340 - Radiator Repair Specialist	18.47
05370 - Tire Repairer	15.43
05400 - Transmission Repair	20.56
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.03
07041 - Cook I	12.89
07042 - Cook II	14.55
07070 - Dishwasher	10.10
07130 - Food Service Worker	11.46
07210 - Meat Cutter	17.64
07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	16.85
09040 - Furniture Handler	11.68
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.54
09110 - Furniture Repairer Minor	15.04
09130 - Upholsterer	16.85
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.12
11060 - Elevator Operator	13.29
11090 - Gardener	19.13
11122 - Housekeeping Aide	13.29
11150 - Janitor	13.29
11210 - Laborer Grounds Maintenance	15.45
11240 - Maid or Houseman	12.00
11260 - Pruner	14.16
11270 - Tractor Operator	17.91
11330 - Trail Maintenance Worker	15.45
11360 - Window Cleaner	14.50
12000 - Health Occupations	
12010 - Ambulance Driver	20.90
12011 - Breath Alcohol Technician	20.90
12012 - Certified Occupational	28.66
Therapist Assistant	
12015 - Certified Physical Therapist	26.31
Assistant	-
12020 - Dental Assistant	18.17
12025 - Dental Hygienist	40.77
12030 - EKG Technician	31.66
12035 - Electroneurodiagnostic	31.66
Technologist	

12040 - Emergency Medical Technician	20.90
12071 - Licensed Practical Nurse I	18.67
12072 - Licensed Practical Nurse II	20.90
12073 - Licensed Practical Nurse III	23.30
12100 - Medical Assistant	18.01
12130 - Medical Laboratory	19.28
Technician	
12160 - Medical Record Clerk	17.29
12190 - Medical Record Technician	19.35
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine	45.92
Technologist	11 60
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	20.90
12236 - Optical Technician	18.67
12250 - Pharmacy Technician	18.79
12280 - Phlebotomist	17.65
12305 - Radiologic Technologist	30.47
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	25.88
Testing)	
12320 - Substance Abuse Treatment	24.56
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.00
13012 - Exhibits Specialist II	22.30
13013 - Exhibits Specialist III	27.28
13041 - Illustrator I	18.00
13042 - Illustrator II	22.30
13043 - Illustrator III	27.28
13047 - Librarian	24.80
13050 - Library Aide/Clerk	14.07
13054 - Library Information	22.39
Technology Systems	
Administrator	
13058 - Library Technician	14.75
13061 - Media Specialist I	16.15
13062 - Media Specialist II	18.08
13063 - Media Specialist III	20.16

13071 - Photographer I		16.15
13072 - Photographer II		18.08
13073 - Photographer III		22.39
13074 - Photographer IV		27.39
13075 - Photographer V		33.14
13090 - Technical Order Library		18.08
Clerk		
13110 - Video Teleconference		18.11
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.57
14042 - Computer Operator II		17.42
14043 - Computer Operator III		19.42
14044 - Computer Operator IV		21.58
14045 - Computer Operator V		23.90
14071 - Computer Programmer I	(see 1)	19.38
14072 - Computer Programmer II	(see 1)	24.95
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	()	15.57
Operator		
14160 - Personal Computer Support		21.58
Technician		
14170 - System Support Specialist		23.53
15000 - Instructional Occupations		20.00
15010 - Aircrew Training Devices		28.34
Instructor (Non-Rated)		20.01
15020 - Aircrew Training Devices		34.28
Instructor (Rated)		01.10
15030 - Air Crew Training Devices		40.93
Instructor (Pilot)		10.00
15050 - Computer Based Training		28.34
Specialist / Instructor		20.01
15060 - Educational Technologist		27.60
15070 - Flight Instructor (Pilot)		40.93
15080 - Graphic Artist		18.46
15085 - Maintenance Test Pilot Fixed		40.93
Jet/Prop		
15086 - Maintenance Test Pilot		40.93
Rotary Wing		
15088 - Non-Maintenance Test/Co-		40.93
Pilot		10.55
15090 - Technical Instructor		20.29
15095 - Technical Instructor/Course		24.82
Developer		21.02
15110 - Test Proctor		16.38
TOTIO TESC FLOCIOL		10.00

15120 - Tutor	16.38
16000 - Laundry Dry-Cleaning Pressing	10.30
And Related Occupations 16010 - Assembler	10.39
16010 - Assembler 16030 - Counter Attendant	10.39
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	12.40
	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.08
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.59
Room)	
19040 - Tool And Die Maker	29.84
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.00
21030 - Material Coordinator	18.78
21040 - Material Expediter	18.78
21050 - Material Handling Laborer	14.71
21071 - Order Filler	13.79
21080 - Production Line Worker (Food	19.00
Processing)	
21110 - Shipping Packer	16.55
21130 - Shipping/Receiving Clerk	16.55
21140 - Store Worker I	14.47
21150 - Stock Clerk	18.41
21210 - Tools And Parts Attendant	19.00
21410 - Warehouse Specialist	19.00
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.23
23019 - Aircraft Logs and Records	21.93
Technician	
23021 - Aircraft Mechanic I	25.90
23022 - Aircraft Mechanic II	27.23
23023 - Aircraft Mechanic III	28.54
23040 - Aircraft Mechanic Helper	19.31
23050 - Aircraft Painter	24.59
23060 - Aircraft Servicer	21.93
23070 - Aircraft Survival Flight	24.59
Equipment Technician	
23080 - Aircraft Worker	23.27

23091 - Aircrew Life Support	23.27
Equipment (ALSE) Mechanic	
I	05.00
23092 - Aircrew Life Support	25.90
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.88
23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	32.74
23130 - Carpenter Maintenance	21.40
23140 - Carpet Layer	23.27
23160 - Electrician Maintenance	26.62
23181 - Electronics Technician	23.27
Maintenance I	
23182 - Electronics Technician	24.59
Maintenance II	
23183 - Electronics Technician	26.15
Maintenance III	
23260 - Fabric Worker	21.93
23290 - Fire Alarm System Mechanic	25.90
23310 - Fire Extinguisher Repairer	20.62
23311 - Fuel Distribution System	25.90
Mechanic	
23312 - Fuel Distribution System	20.62
Operator	
23370 - General Maintenance Worker	17.60
23380 - Ground Support Equipment	25.90
Mechanic	
23381 - Ground Support Equipment	21.93
Servicer	
23382 - Ground Support Equipment	23.25
Worker	
23391 - Gunsmith I	20.62
23392 - Gunsmith II	23.27
23393 - Gunsmith III	25.90
23410 - Heating Ventilation And Air-	20.96
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.04
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.96
23440 - Heavy Equipment Operator	26.61
23460 - Instrument Mechanic	25.90
23465 - Laboratory/Shelter Mechanic	24.59
23470 - Laborer	14.71
23510 - Locksmith	24.59
23530 - Machinery Maintenance	23.07
Mechanic	,
23550 - Machinist Maintenance	23.13

23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	25.90
23592 - Metrology Technician II	27.23
23593 - Metrology Technician III	28.54
23640 - Millwright	26.05
23710 - Office Appliance Repairer	25.27
23760 - Painter Maintenance	18.57
23790 - Pipefitter Maintenance	23.91
23810 - Plumber Maintenance	22.62
23820 - Pneudraulic Systems Mechanic	25.90
23850 - Rigger	25.90
23870 - Scale Mechanic	23.27
23890 - Sheet-Metal Worker	25.90
Maintenance	
23910 - Small Engine Mechanic	23.27
23931 - Telecommunications Mechanic	27.06
I	
23932 - Telecommunications Mechanic	28.45
II	
23950 - Telephone Lineman	23.49
23960 - Welder Combination	19.26
Maintenance	
23965 - Well Driller	25.90
23970 - Woodcraft Worker	25.90
23980 - Woodworker	20.62
24000 - Personal Needs Occupations	
24550 - Case Manager	15.77
24570 - Child Care Attendant	11.54
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	12.37
24620 - Family Readiness And Support	15.77
Services	
Coordinator	
24630 - Homemaker	15.77
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.90
25040 - Sewage Plant Operator	23.22
25070 - Stationary Engineer	25.90
25190 - Ventilation Equipment Tender	19.31
25210 - Water Treatment Plant	23.22
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.27
27007 - Baggage Inspector	15.18
27008 - Corrections Officer	27.85
27010 - Court Security Officer	27.85
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	27.85
27070 - Firefighter	27.85

27101 - Guard I		15.18
27102 - Guard II		16.99
27131 - Police Officer I		27.33
27132 - Police Officer II		30.37
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.15
28042 - Carnival Equipment Repairer		15.11
28043 - Carnival Worker		11.19
28210 - Gate Attendant/Gate Tender		17.49
28310 - Lifeguard		14.38
28350 - Park Attendant (Aide)		18.59
28510 - Recreation Aide/Health		14.29
Facility Attendant		
28515 - Recreation Specialist		21.87
28630 - Sports Official		15.59
28690 - Swimming Pool Operator		17.28
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.27
29020 - Hatch Tender		23.27
29030 - Line Handler		23.27
29041 - Stevedore I		21.93
29042 - Stevedore II		24.59
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		17.79
30022 - Archeological Technician II		20.76
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		25.32
30051 - Cryogenic Technician I		25.77
30052 - Cryogenic Technician II		28.46
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.77
30081 - Engineering Technician I		15.03
30082 - Engineering Technician II		16.87
30083 - Engineering Technician III		18.88
30084 - Engineering Technician IV		23.32
30085 - Engineering Technician V		28.61
30086 - Engineering Technician VI		34.62
30090 - Environmental Technician		23.27
30095 - Evidence Control Specialist		23.27
30210 - Laboratory Technician		20.91

30221 - Latent Fingerprint	25.77
Technician I	
30222 - Latent Fingerprint	28.46
Technician II	
30240 - Mathematical Technician	24.45
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.11
30363 - Paralegal/Legal Assistant	28.27
III	
30364 - Paralegal/Legal Assistant IV	34.21
30375 - Petroleum Supply Specialist	28.77
30390 - Photo-Optics Technician	24.45
30395 - Radiation Control Technician	28.46
30461 - Technical Writer I	23.27
30462 - Technical Writer II	28.46
30463 - Technical Writer III	34.44
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	27.84
30502 - Weather Forecaster II	31.34
30620 - Weather Observer Combined (see 2)	21.94
Upper Air Or	<u> </u>
Surface Programs	
	23.97
_	23.51
30621 - Weather Observer Senior (see 2)	
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	30 98
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	30.98
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	15.31
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver	15.31 20.17
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	15.31 20.17 16.50
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	15.31 20.17 16.50 14.00
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	15.31 20.17 16.50 14.00 16.36
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	15.31 20.17 16.50 14.00 16.36 14.48
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	15.31 20.17 16.50 14.00 16.36 14.48 18.00
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium	15.31 20.17 16.50 14.00 16.36 14.48 18.00 19.35
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	15.31 20.17 16.50 14.00 16.36 14.48 18.00 19.35 23.54
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer	15.31 20.17 16.50 14.00 16.36 14.48 18.00 19.35
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations1000 - 1000 - 1000 - 1000 - 1000 - 10000 - 10000 - 10000 - 10000 - 10000 - 100000 - 100000 - 100000 - 100000000	15.31 20.17 16.50 14.00 16.36 14.48 18.00 19.35 23.54 23.54
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	15.31 20.17 16.50 14.00 16.36 14.48 18.00 19.35 23.54 23.54 15.10
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier	15.31 20.17 16.50 14.00 16.36 14.48 18.00 19.35 23.54 23.54 23.54
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	15.31 20.17 16.50 14.00 16.36 14.48 18.00 19.35 23.54 23.54 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.49
I	
99252 - Laboratory Animal Caretaker	14.40
II	
99260 - Marketing Analyst	25.92
99310 - Mortician	25.86
99410 - Pest Controller	22.47
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	19.32
99711 - Recycling Specialist	21.87
99730 - Refuse Collector	17.29
99810 - Sales Clerk	13.43
99820 - School Crossing Guard	15.33
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	15.11
99832 - Surveying Technician	20.27
99840 - Vending Machine Attendant	19.78
99841 - Vending Machine Repairer	23.84
99842 - Vending Machine Repairer	19.71
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.: 2015-5507 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: Idaho

Area: Idaho Counties of Bonneville Butte Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.42
01012 - Accounting Clerk II		16.19
01013 - Accounting Clerk III		18.12
01020 - Administrative Assistant		21.53
01035 - Court Reporter		22.66
01041 - Customer Service		12.31
Representative I		
01042 - Customer Service		13.84
Representative II		

01043 - Customer Service Representative III		15.09
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher Motor Vehicle		22.54
01070 - Document Preparation Clerk		14.42
01090 - Duplicating Machine Operator		14.42
01111 - General Clerk I		12.52
01112 - General Clerk II		13.65
01113 - General Clerk III		15.33
01120 - Housing Referral Assistant		19.79
01141 - Messenger Courier		11.76
01191 - Order Clerk I		16.24
01192 - Order Clerk II		17.72
01261 - Personnel Assistant		15.67
(Employment) I		10.07
01262 - Personnel Assistant		17.64
(Employment) II		17.04
01263 - Personnel Assistant		19.67
(Employment) III		19.07
01270 - Production Control Clerk		23.63
01290 - Rental Clerk		14.10
01290 - Scheduler Maintenance		15.87
01311 - Secretary I		15.87
01312 - Secretary II		17.75
—		19.79
01313 - Secretary III 01220 - Secretary Dispetator		
01320 - Service Order Dispatcher		20.14
01410 - Supply Technician		21.53
01420 - Survey Worker		14.19
01460 - Switchboard		13.31
Operator/Receptionist		10 01
01531 - Travel Clerk I		13.31
01532 - Travel Clerk II		13.92
01533 - Travel Clerk III		15.15
01611 - Word Processor I		14.33
01612 - Word Processor II		15.54
01613 - Word Processor III		17.39
05000 - Automotive Service Occupations		04 05
05005 - Automobile Body Repairer		24.25
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		19.43
05070 - Automotive Worker		19.43
05110 - Mobile Equipment Servicer		16.84
05130 - Motor Equipment Metal		22.00
Mechanic		10.55
05160 - Motor Equipment Metal Worker		19.43
05190 - Motor Vehicle Mechanic		22.00
05220 - Motor Vehicle Mechanic		15.46
Helper		

05250 - Motor Vehicle Upholstery	18.22
Worker	10.40
05280 - Motor Vehicle Wrecker	19.43
05310 - Painter Automotive	20.64
05340 - Radiator Repair Specialist	19.76
05370 - Tire Repairer	14.92
05400 - Transmission Repair	22.00
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.91
07041 - Cook I	11.31
07042 - Cook II	13.03
07070 - Dishwasher	10.59
07130 - Food Service Worker	10.95
07210 - Meat Cutter	15.84
07260 - Waiter/Waitress	9.57
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	14.63
09080 - Furniture Refinisher	19.79
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer Minor	17.80
09130 - Upholsterer	19.79
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.90
11060 - Elevator Operator	11.92
11090 - Gardener	17.65
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer Grounds Maintenance	13.30
11240 - Maid or Houseman	10.34
11260 - Pruner	11.67
11270 - Tractor Operator	16.18
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	13.58
12000 - Health Occupations	
12010 - Ambulance Driver	18.38
12011 - Breath Alcohol Technician	18.38
12012 - Certified Occupational	25.21
Therapist Assistant	
12015 - Certified Physical Therapist	28.49
Assistant	
12020 - Dental Assistant	18.17
12025 - Dental Hygienist	36.97
12030 - EKG Technician	27.89
12035 - Electroneurodiagnostic	27.89
Technologist	

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12071 - Tigongod Pragtigal Nurso T	3.38
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Technician	
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Technologist	
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	3.75
5	5.15
).76
5).76
Specialist	
5	7.22
12315 - Registered Nurse III 3	7.22
Anesthetist	
	1.61
	2.76
Testing)	
12320 - Substance Abuse Treatment 20	5.55
Counselor	
13000 - Information And Arts	
Occupations	
•	5.36
).27
13013 - Exhibits Specialist III 24	1.80
13041 - Illustrator I 10	5.36
).27
	1.80
	2.59
13050 - Library Aide/Clerk 13	3.53
).57
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13054 - Library Information 20	
13054 - Library Information20Technology Systems20Administrator20	3.31
13054 - Library Information20Technology Systems20Administrator13058 - Library Technician13058 - Library Technician13	3.31 1.72
13054 - Library Information20Technology Systems1Administrator113058 - Library Technician113061 - Media Specialist I14	

13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		20.69
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.16
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.15
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	19.38
14072 - Computer Programmer II	(see 1)	25.17
14072 - Computer Programmer III	(see 1)	20.17
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	16.16
14150 - Peripheral Equipment		10.10
Operator		
14160 - Personal Computer Support		22.55
Technician		
14170 - System Support Specialist		25.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		33.37
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		40.37
Instructor (Rated)		
15030 - Air Crew Training Devices		44.41
Instructor (Pilot)		
15050 - Computer Based Training		33.37
Specialist / Instructor		
15060 - Educational Technologist		25.09
15070 - Flight Instructor (Pilot)		44.41
15080 - Graphic Artist		22.02
15085 - Maintenance Test Pilot Fixed		51.70
Jet/Prop		
15086 - Maintenance Test Pilot		51.70
Rotary Wing		
15088 - Non-Maintenance Test/Co-		51.70
Pilot		
15090 - Technical Instructor		29.57
15095 - Technical Instructor/Course		36.18
Developer		
15110 - Test Proctor		23.83

15120 - Tutor	23.83
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 20
16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	12.40
16070 - Finisher Flatwork Machine	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10 07
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	20.92
Room)	
19040 - Tool And Die Maker	28.44
21000 - Materials Handling And Packing	
Occupations	1 (1)
21020 - Forklift Operator	16.10
21030 - Material Coordinator	23.63
21040 - Material Expediter	23.63
21050 - Material Handling Laborer	13.37
21071 - Order Filler	13.34
21080 - Production Line Worker (Food	16.10
Processing)	1 - 7 - 7 - 7 - 7 - 7 - 7 - 7 - 7 - 7 -
21110 - Shipping Packer	15.73
21130 - Shipping/Receiving Clerk	15.73
21140 - Store Worker I	12.16
21150 - Stock Clerk 21210 - Tools And Parts Attendant	17.44
	16.10 16.10
21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And	10.10
Repair Occupations	
23010 - Aerospace Structural Welder	25.95
23010 - Aerospace Structural Weider 23019 - Aircraft Logs and Records	20.95
Technician	20.91
23021 - Aircraft Mechanic I	24.68
23022 - Aircraft Mechanic II	25.95
23022 - Aircraft Mechanic III	27.20
23040 - Aircraft Mechanic Helper	18.14
23050 - Aircraft Painter	23.43
23060 - Aircraft Servicer	20.91
23070 - Aircraft Survival Flight	23.43
Equipment Technician	23.13
23080 - Aircraft Worker	22.17
20000 MILOLULO MOLACI	

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23091 - Aircrew Life Support	22.17
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.68
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.66
23120 - Bicycle Repairer	15.59
23125 - Cable Splicer	39.61
23130 - Carpenter Maintenance	20.45
23140 - Carpet Layer	22.17
23160 - Electrician Maintenance	25.82
23181 - Electronics Technician	22.17
Maintenance I	
23182 - Electronics Technician	23.43
Maintenance II	
23183 - Electronics Technician	26.15
Maintenance III	
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	22.53
23310 - Fire Extinguisher Repairer	19.65
23311 - Fuel Distribution System	24.68
Mechanic	
23312 - Fuel Distribution System	19.65
Operator	
23370 - General Maintenance Worker	17.12
23380 - Ground Support Equipment	24.68
Mechanic	
23381 - Ground Support Equipment	20.91
Servicer	
23382 - Ground Support Equipment	22.17
Worker	
23391 - Gunsmith I	19.65
23392 - Gunsmith II	22.17
23393 - Gunsmith III	24.68
23410 - Heating Ventilation And Air-	22.22
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.46
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.53
23440 - Heavy Equipment Operator	22.28
23460 - Instrument Mechanic	24.68
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	13.37
23510 - Locksmith	23.27
23530 - Machinery Maintenance	25.67
Mechanic	20.07
23550 - Machinist Maintenance	23.32
	20.02

23580 - Maintenance Trades Helper	14.29
23591 - Metrology Technician I	24.68
23592 - Metrology Technician II	25.95
23593 - Metrology Technician III	27.20
23640 - Millwright	24.68
23710 - Office Appliance Repairer	20.16
23760 - Painter Maintenance	17.59
23790 - Pipefitter Maintenance	27.30
23810 - Plumber Maintenance	25.61
23820 - Pneudraulic Systems Mechanic	24.68
23850 - Rigger	24.68
23870 - Scale Mechanic	22.17
23890 - Sheet-Metal Worker	26.10
Maintenance	10 80
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic	30.70
I	
23932 - Telecommunications Mechanic	32.62
II	
23950 - Telephone Lineman	24.68
23960 - Welder Combination	18.46
Maintenance	
23965 - Well Driller	26.60
23970 - Woodcraft Worker	24.68
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	10.00
24550 - Case Manager	18.68
24570 - Child Care Attendant	9.62
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	10.96
24620 - Family Readiness And Support	18.68
Services	
Coordinator	10 05
24630 - Homemaker	18.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.68
25040 - Sewage Plant Operator	20.92
25070 - Stationary Engineer	24.68
25190 - Ventilation Equipment Tender	18.17
25210 - Water Treatment Plant	20.92
Operator	
27000 - Protective Service Occupations	10 10
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector 27008 - Corrections Officer	17.57
	21.83
27010 - Court Security Officer	20.69
27030 - Detection Dog Handler	21.03
27040 - Detention Officer	21.83
27070 - Firefighter	

27101 - Guard I	17.57
27102 - Guard II	21.03
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.15
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	18.81
28310 - Lifeguard	15.22
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health	15.36
Facility Attendant	
28515 - Recreation Specialist	23.68
28630 - Sports Official	16.75
28690 - Swimming Pool Operator	19.01
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	22.17
29020 - Hatch Tender	22.17
29030 - Line Handler	22.17
29041 - Stevedore I	20.91
29042 - Stevedore II	23.43
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2	2) 40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2	2) 27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.58
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.08
30022 - Archeological Technician II	20.76
30023 - Archeological Technician III	25.06
30030 - Cartographic Technician	25.06
30040 - Civil Engineering Technician	25.55
30051 - Cryogenic Technician I	27.76
30052 - Cryogenic Technician II	30.66
30061 - Drafter/CAD Operator I	18.08
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	22.56
30064 - Drafter/CAD Operator IV	27.76
30081 - Engineering Technician I	15.70
30082 - Engineering Technician II	17.61
30083 - Engineering Technician III	19.77
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.87
30086 - Engineering Technician VI	36.14
	50.14
30090 - Environmental Technician	29.71
30090 - Environmental Technician 30095 - Evidence Control Specialist	

30221 - Latent Fingerprint	27.76
Technician I	
30222 - Latent Fingerprint	30.66
Technician II	
30240 - Mathematical Technician	25.06
30361 - Paralegal/Legal Assistant I	19.12
30362 - Paralegal/Legal Assistant II	23.68
30363 - Paralegal/Legal Assistant	28.97
III	
30364 - Paralegal/Legal Assistant IV	35.04
30375 - Petroleum Supply Specialist	30.66
30390 - Photo-Optics Technician	25.06
30395 - Radiation Control Technician	30.66
30461 - Technical Writer I	27.87
30462 - Technical Writer II	33.90
30463 - Technical Writer III	38.49
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	20.00
30501 - Weather Forecaster I	27.76
30502 - Weather Forecaster II	33.77
30620 - Weather Observer Combined (see 2)	22.56
Upper Air Or	
Upper Air Or Surface Programs	
Surface Programs	25 06
Surface Programs30621 - Weather Observer Senior(see 2)	25.06
Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	25.06
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 12.43
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 12.43 16.87
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 12.43 16.87 14.42
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 12.43 16.87 14.42 11.06
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 12.43 16.87 14.42 11.06 16.94
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 12.43 16.87 14.42 11.06 16.94 14.33
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 12.43 16.87 14.42 11.06 16.94 14.33 15.40
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 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	30.98 12.43 16.87 14.42 11.06 16.94 14.33 15.40 16.39
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	30.98 12.43 16.87 14.42 11.06 16.94 14.33 15.40 16.39 19.07
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 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	30.98 12.43 16.87 14.42 11.06 16.94 14.33 15.40 16.39
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 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	30.98 12.43 16.87 14.42 11.06 16.94 14.33 15.40 16.39 19.07 19.07
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 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 12.43 16.87 14.42 11.06 16.94 14.33 15.40 16.39 19.07 19.07 19.07
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 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	30.98 12.43 16.87 14.42 11.06 16.94 14.33 15.40 16.39 19.07 19.07 19.07 19.07
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 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	30.98 12.43 16.87 14.42 11.06 16.94 14.33 15.40 16.39 19.07 19.07 19.07

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.55
I	
99252 - Laboratory Animal Caretaker	19.14
II	
99260 - Marketing Analyst	24.54
99310 - Mortician	25.86
99410 - Pest Controller	22.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.56
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	15.53
99810 - Sales Clerk	13.55
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	15.11
99832 - Surveying Technician	20.27
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	24.01
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	Wage Determination No.: 2015-5509 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: Idaho

Area: Idaho County of Bannock

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.69
01012 - Accounting Clerk II		15.37
01013 - Accounting Clerk III		17.20
01020 - Administrative Assistant		20.40
01035 - Court Reporter		22.66
01041 - Customer Service		12.78
Representative I		
01042 - Customer Service		14.36
Representative II		

01043 - Customer Service Representative III		15.67
01051 - Data Entry Operator I		12.42
01052 - Data Entry Operator II		13.56
01060 - Dispatcher Motor Vehicle		21.62
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		13.29
01112 - General Clerk II		14.51
01113 - General Clerk III		16.29
01120 - Housing Referral Assistant		18.99
01141 - Messenger Courier		11.06
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant		14.36
(Employment) I		14.50
01262 - Personnel Assistant		16.06
(Employment) II		10.00
01263 - Personnel Assistant		17.90
		17.90
(Employment) III		19.64
01270 - Production Control Clerk		
01290 - Rental Clerk		14.76
01300 - Scheduler Maintenance		15.22
01311 - Secretary I		15.22
01312 - Secretary II		17.04
01313 - Secretary III		18.99
01320 - Service Order Dispatcher		19.32
01410 - Supply Technician		20.40
01420 - Survey Worker		15.17
01420 - Survey Worker 01460 - Switchboard		
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		15.17 13.41
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		15.17 13.41 13.31
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		15.17 13.41 13.31 13.92
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		15.17 13.41 13.31 13.92 15.15
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		15.17 13.41 13.31 13.92 15.15 13.56
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		15.17 13.41 13.31 13.92 15.15 13.56 15.22
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		15.17 13.41 13.31 13.92 15.15 13.56
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		15.17 13.41 13.31 13.92 15.15 13.56 15.22 17.04
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		15.17 13.41 13.31 13.92 15.15 13.56 15.22
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		15.17 13.41 13.31 13.92 15.15 13.56 15.22 17.04 22.93
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	15.17 13.41 13.31 13.92 15.15 13.56 15.22 17.04 22.93 17.79
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	15.17 13.41 13.92 15.15 13.56 15.22 17.04 22.93 17.79 17.23
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	15.17 13.41 13.92 15.15 13.56 15.22 17.04 22.93 17.79 17.23 17.03
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	15.17 13.41 13.92 15.15 13.56 15.22 17.04 22.93 17.79 17.23 17.03 14.53
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	15.17 13.41 13.92 15.15 13.56 15.22 17.04 22.93 17.79 17.23 17.03
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	15.17 13.41 13.92 15.15 13.56 15.22 17.04 22.93 17.79 17.23 17.03 14.53 19.15
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	15.17 13.41 13.92 15.15 13.56 15.22 17.04 22.93 17.79 17.23 17.03 14.53
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	15.17 13.41 13.92 15.15 13.56 15.22 17.04 22.93 17.79 17.23 17.03 14.53 19.15
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	15.17 13.41 13.92 15.15 13.56 15.22 17.04 22.93 17.79 17.23 17.03 14.53 19.15

05250 - Motor Vehicle Upholstery Worker	16.09
	1 - 0 0
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter Automotive	18.18
05340 - Radiator Repair Specialist	17.91
05370 - Tire Repairer	14.64
05400 - Transmission Repair	19.15
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.41
07041 - Cook I	11.21
07042 - Cook II	12.91
07070 - Dishwasher	10.21
07130 - Food Service Worker	12.56
07210 - Meat Cutter	15.96
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And	3.00
Repair Occupations	
09010 - Electrostatic Spray Painter	21.91
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	21.03
09090 - Furniture Refinisher Helper	16.84
09110 - Furniture Repairer Minor	19.85
09130 - Upholsterer	20.66
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	10.76
11060 - Elevator Operator	11.54
11090 - Gardener	18.57
11122 - Housekeeping Aide	11.54
11150 - Janitor	11.54
11210 - Laborer Grounds Maintenance	13.99
11240 - Maid or Houseman	10.79
11260 - Pruner	12.28
11270 - Tractor Operator	17.03
11330 - Trail Maintenance Worker	13.99
11360 - Window Cleaner	13.15
12000 - Health Occupations	
12010 - Ambulance Driver	21.29
12011 - Breath Alcohol Technician	21.29
12012 - Certified Occupational	29.20
Therapist Assistant	
12015 - Certified Physical Therapist	30.22
Assistant	
12020 - Dental Assistant	15.60
12025 - Dental Hygienist	34.32
12030 - EKG Technician	32.26
12035 - Electroneurodiagnostic	32.20
Technologist	52.20

12040 - Emergency Medical Technician	21.29
12071 - Licensed Practical Nurse I	19.03
12072 - Licensed Practical Nurse II	21.29
12073 - Licensed Practical Nurse III	23.74
12100 - Medical Assistant	17.38
12130 - Medical Laboratory	19.03
Technician	
12160 - Medical Record Clerk	19.44
12190 - Medical Record Technician	21.76
12195 - Medical Transcriptionist	19.03
12210 - Nuclear Medicine	46.79
Technologist	
12221 - Nursing Assistant I	11.18
12222 - Nursing Assistant II	12.57
12223 - Nursing Assistant III	13.71
12224 - Nursing Assistant IV	15.40
12235 - Optical Dispenser	21.29
12236 - Optical Technician	19.02
12250 - Pharmacy Technician	16.27
12280 - Phlebotomist	18.00
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II	27.78
Specialist	
12314 - Registered Nurse III	33.61
12315 - Registered Nurse III	33.61
Anesthetist	
12316 - Registered Nurse IV	40.14
12317 - Scheduler (Drug and Alcohol	26.37
Testing)	
12320 - Substance Abuse Treatment	24.65
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.23
13012 - Exhibits Specialist II	21.34
13013 - Exhibits Specialist III	26.08
13041 - Illustrator I	17.23
13042 - Illustrator II	21.34
13043 - Illustrator III	26.08
13047 - Librarian	23.63
13050 - Library Aide/Clerk	13.58
13054 - Library Information	21.34
Technology Systems	
Administrator	
13058 - Library Technician	16.10
13061 - Media Specialist I	15.39
13062 - Media Specialist II	17.23
13063 - Media Specialist III	19.20

13071 - Photographer I		15.25
13072 - Photographer II		17.23
13073 - Photographer III		21.15
13074 - Photographer IV		25.90
13075 - Photographer V		31.58
13090 - Technical Order Library		17.04
Clerk		
13110 - Video Teleconference		18.25
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.84
14042 - Computer Operator II		17.73
14043 - Computer Operator III		19.77
14044 - Computer Operator IV		21.96
14045 - Computer Operator V		24.32
14071 - Computer Programmer I	(see 1)	17.62
14072 - Computer Programmer II	(see 1)	22.88
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		15.84
Operator		
14160 - Personal Computer Support		21.96
Technician		
14170 - System Support Specialist		23.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		27.58
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		33.36
Instructor (Rated)		
15030 - Air Crew Training Devices		36.70
Instructor (Pilot)		
15050 - Computer Based Training		27.58
Specialist / Instructor		
15060 - Educational Technologist		22.29
15070 - Flight Instructor (Pilot)		36.70
15080 - Graphic Artist		20.24
15085 - Maintenance Test Pilot Fixed		36.70
Jet/Prop		
15086 - Maintenance Test Pilot		36.70
Rotary Wing		
15088 - Non-Maintenance Test/Co-		36.70
Pilot		
15090 - Technical Instructor		20.19
15095 - Technical Instructor/Course		24.70
Developer		
15110 - Test Proctor		16.30

15120 - Tutor	16.30
16000 - Laundry Dry-Cleaning Pressing	10.30
And Related Occupations	
16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	12.40
16070 - Finisher Flatwork Machine	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.00
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	10.05
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.00
Room)	21.00
19040 - Tool And Die Maker	25.54
21000 - Materials Handling And Packing	20.01
Occupations	
21020 - Forklift Operator	15.49
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	13.38
21071 - Order Filler	13.64
21080 - Production Line Worker (Food	15.49
Processing)	10.19
21110 - Shipping Packer	17.14
21130 - Shipping/Receiving Clerk	17.14
21140 - Store Worker I	12.16
21150 - Stock Clerk	17.44
21210 - Tools And Parts Attendant	15.49
21410 - Warehouse Specialist	15.49
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	23.63
23019 - Aircraft Logs and Records	18.54
Technician	
23021 - Aircraft Mechanic I	22.38
23022 - Aircraft Mechanic II	23.63
23023 - Aircraft Mechanic III	24.70
23040 - Aircraft Mechanic Helper	15.73
23050 - Aircraft Painter	21.00
23060 - Aircraft Servicer	18.54
23070 - Aircraft Survival Flight	21.00
Equipment Technician	
23080 - Aircraft Worker	19.77

Equipment (ALSE) Mechanic I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 23120 - Bicycle Repairer 23120 - Carbet Splicer 23130 - Carpenter Maintenance 23140 - Carpet Layer 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23183 - Electronics Technician 23183 - Fire Alarm System Mechanic 23380 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23312 - Fuel Distribution System 00perator 23370 - General Maintenance Worker 23381 - Ground Support Equipment 23382 - Ground Support Equipment 23382 - Ground Support Equipment 23382 - Ground Support Equipment 23393 - Gunsmith I 23393 - Gunsmith I 23393 - Gunsmith I 23393 - Gunsmith II 23393 - Gunsmith II 23410 - Heating Ventilation And Air- 20:74 Conditioning Mechanic 23340 - Heavy Equipment Mechanic 23450 - Heavy Equipment Mechanic 23460 - Instrument Mechanic 24:83 23460 - Instrument Mechanic 24:53 23465 - Laboratory/Shelter Mechanic 24:53 23465 - Laboratory/Shelter Mechanic 24:53 2350 - Machinery Maintenance 22:38	23091 - Aircrew Life Support	19.77
23092 - Aircrew Life Support 22.38 Equipment (ALSE) Mechanic 11 23110 - Appliance Mechanic 21.00 23120 - Bicycle Repairer 15.96 23120 - Caple Splicer 29.76 23130 - Carpenter Maintenance 17.46 23140 - Carpet Layer 19.77 23160 - Electrician Maintenance 26.76 23181 - Electronics Technician 22.66 Maintenance II 23183 - Electronics Technician 26.15 Maintenance III 23100 - Fire Alarm System Mechanic 22.38 2310 - Fire Extinguisher Repairer 17.16 23310 - Fire Extinguisher Repairer 17.16 23312 - Fuel Distribution System 18.33 Operator 23.02 Mechanic 23380 - Ground Support Equipment 18.54 23391 - Ground Support Equipment 18.54 Servicer 23391 - Gunsmith I 17.16 23391 - Gunsmith I 19.77 23392 - Ground Support Equipment 20.72 23391 - Gunsmith I 19.77 23392 - Ground Support Equipment 20.74 23400 - Heaving Ventilation And Air	Equipment (ALSE) Mechanic	
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 15.96 23125 - Cable Splicer 23130 - Carpenter Maintenance 27.76 23130 - Carpet Layer 19.77 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician 23183 - Electronics Technician 23183 - Electronics Technician 23183 - Electronics Technician 23180 - Fabric Worker 23260 - Fabric Worker 23310 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System 23310 - Ground Support Equipment 23380 - Ground Support Equipment 23381 - Ground Support Equipment 23382 - Ground Support Equipment 23382 - Ground Support Equipment 23392 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith II 23394 - Ground Support Equipment 23391 - Heating Ventilation And Air- 23410 - Heating Ventilation And Air- 2346	I	
Equipment (ALSE) Mechanic II 23110 - Appliance Mechanic 23120 - Bicycle Repairer 15.96 23125 - Cable Splicer 23130 - Carpenter Maintenance 27.76 23130 - Carpet Layer 19.77 23160 - Electrician Maintenance 23181 - Electronics Technician Maintenance II 23182 - Electronics Technician 23183 - Electronics Technician 23183 - Electronics Technician 23183 - Electronics Technician 23180 - Fabric Worker 23260 - Fabric Worker 23310 - Fire Alarm System Mechanic 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System 23310 - Ground Support Equipment 23380 - Ground Support Equipment 23381 - Ground Support Equipment 23382 - Ground Support Equipment 23382 - Ground Support Equipment 23392 - Gunsmith II 23392 - Gunsmith II 23393 - Gunsmith II 23394 - Ground Support Equipment 23391 - Heating Ventilation And Air- 23410 - Heating Ventilation And Air- 2346	23092 - Aircrew Life Support	22.38
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Mechanic		
	-	25.67
23550 - Machinist Maintenance 22.38		
	23550 - Machinist Maintenance	22.38

23580 - Maintenance Trades Helper	15.73
23591 - Metrology Technician I	22.53
23592 - Metrology Technician II	23.66
23593 - Metrology Technician III	24.78
23640 - Millwright	23.02
23710 - Office Appliance Repairer	21.00
23760 - Painter Maintenance	21.00
23790 - Pipefitter Maintenance	23.53
23810 - Plumber Maintenance	22.07
23820 - Pneudraulic Systems Mechanic	23.02
23850 - Rigger	23.02
23870 - Scale Mechanic	19.77
23890 - Sheet-Metal Worker	22.38
Maintenance	
23910 - Small Engine Mechanic	19.77
23931 - Telecommunications Mechanic	29.15
I	
23932 - Telecommunications Mechanic	30.78
II	
23950 - Telephone Lineman	22.50
23960 - Welder Combination	18.62
Maintenance	
23965 - Well Driller	22.38
23970 - Woodcraft Worker	23.02
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	17.17
24570 - Child Care Attendant	9.47
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	10.53
24620 - Family Readiness And Support	17.17
Services	
Coordinator	
24630 - Homemaker	16.41
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.38
25040 - Sewage Plant Operator	22.96
25070 - Stationary Engineer	22.38
25190 - Ventilation Equipment Tender	15.73
25210 - Water Treatment Plant	22.96
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.10
27007 - Baggage Inspector	16.02
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	18.02
27040 - Detention Officer	18.72
27070 - Firefighter	18.98

27101 - Guard I			16.02
27102 - Guard II			18.02
27131 - Police Officer I			25.05
27132 - Police Officer II			27.83
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.65
28042 - Carnival Equipment Repairer			14.41
28043 - Carnival Worker			10.11
28210 - Gate Attendant/Gate Tender			14.60
28310 - Lifeguard			11.71
28350 - Park Attendant (Aide)			15.36
28510 - Recreation Aide/Health			11.92
Facility Attendant			, <i></i> _
28515 - Recreation Specialist			18.48
28630 - Sports Official			13.01
28690 - Swimming Pool Operator			19.01
			19.01
29000 - Stevedoring/Longshoremen			
Occupational Services			0.0 0.0
29010 - Blocker And Bracer			20.68
29020 - Hatch Tender			20.68
29030 - Line Handler			20.68
29041 - Stevedore I			18.67
29042 - Stevedore II			21.45
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			17.79
30022 - Archeological Technician II			20.76
30023 - Archeological Technician III			24.38
30030 - Cartographic Technician			24.39
30040 - Civil Engineering Technician			24.65
30051 - Cryogenic Technician I			21.24
30052 - Cryogenic Technician II			23.46
30061 - Drafter/CAD Operator I			17.59
30062 - Drafter/CAD Operator II			20.76
30063 - Drafter/CAD Operator III			21.94
30064 - Drafter/CAD Operator IV			25.54
30081 - Engineering Technician I			13.93
30082 - Engineering Technician II			15.62
5 5			
30083 - Engineering Technician III			18.43
30084 - Engineering Technician IV			21.66
30085 - Engineering Technician V			26.49
30086 - Engineering Technician VI			30.94
30090 - Environmental Technician			22.32
30095 - Evidence Control Specialist 30210 - Laboratory Technician			19.18

30221 - Latent Fingerprint	21.24
Technician I	
30222 - Latent Fingerprint	23.46
Technician II	
30240 - Mathematical Technician	24.45
30361 - Paralegal/Legal Assistant I	20.14
30362 - Paralegal/Legal Assistant II	24.94
30363 - Paralegal/Legal Assistant	30.52
III	
30364 - Paralegal/Legal Assistant IV	36.92
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	24.45
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	20.81
30462 - Technical Writer II	25.45
30463 - Technical Writer III	27.75
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	20.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
	21.94
30620 - Weather Observer Combined (see 2)	
30620 - Weather Observer Combined (see 2)	21.74
Upper Air Or	21.71
Upper Air Or Surface Programs	
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2)	23.97
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	23.97
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	23.97 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	23.97 30.98 13.18
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	23.97 30.98 13.18 18.85
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	23.97 30.98 13.18 18.85 13.20
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	23.97 30.98 13.18 18.85 13.20 11.57
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	23.97 30.98 13.18 18.85 13.20 11.57 14.40
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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57
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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57 14.40
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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57 14.40 15.56
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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57 14.40 15.56 20.27
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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57 14.40 15.56
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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57 14.40 15.56 20.27 20.27
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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57 14.40 15.56 20.27 20.27 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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57 14.40 15.56 20.27 20.27 15.10 11.12
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 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	23.97 30.98 13.18 18.85 13.20 11.57 14.40 15.57 14.40 15.56 20.27 20.27 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.50
I	
99252 - Laboratory Animal Caretaker	15.82
II	
99260 - Marketing Analyst	26.66
99310 - Mortician	25.86
99410 - Pest Controller	22.52
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	19.11
99730 - Refuse Collector	14.60
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	24.01
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 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.: 2015-5511 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: Idaho

Area: Idaho Counties of Benewah Bonner Boundary Clearwater Idaho Latah Lewis Shoshone

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		16.29
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		20.51
01035 - Court Reporter		22.66
01041 - Customer Service		13.65
Representative I		
01042 - Customer Service		14.90
Representative II		

01043 - Customer Service		16.74
Representative III		10 50
01051 - Data Entry Operator I 01052 - Data Entry Operator II		12.52
01052 - Data Entry Operator II		13.66
01060 - Dispatcher Motor Vehicle		
01070 - Document Preparation Clerk		14.98
01090 - Duplicating Machine Operator		14.98
01111 - General Clerk I		13.55
01112 - General Clerk II		14.78
01113 - General Clerk III		16.59
01120 - Housing Referral Assistant		20.98
01141 - Messenger Courier		12.22
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant		16.32
(Employment) I		
01262 - Personnel Assistant		18.26
(Employment) II		
01263 - Personnel Assistant		20.36
(Employment) III		
01270 - Production Control Clerk		22.84
01290 - Rental Clerk		12.35
01300 - Scheduler Maintenance		16.83
01311 - Secretary I		16.83
01312 - Secretary II		18.82
01313 - Secretary III		20.98
01320 - Service Order Dispatcher		17.11
01410 - Supply Technician		20.51
01420 - Survey Worker		16.69
01460 - Switchboard		14.03
Operator/Receptionist		
01531 - Travel Clerk I		13.31
01532 - Travel Clerk II		13.92
01533 - Travel Clerk III		15.15
01611 - Word Processor I		14.98
01612 - Word Processor II		16.83
01613 - Word Processor III		18.82
05000 - Automotive Service Occupations		10.02
05005 - Automobile Body Repairer		22.17
Fiberglass		22•11
05010 - Automotive	Electrician	21.93
05040 - Automotive Glass Installer	DICCCLICIAN	20.70
05040 - Automotive Glass Installer 05070 - Automotive Worker		20.70
05110 - Mobile Equipment Servicer		18.15
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		23.24
Mechanic		23.24
		20.70
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		23.24
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic		23.24
		10.02
Helper		

05250 - Motor Vehicle Upholstery	19.46
Worker	00 50
05280 - Motor Vehicle Wrecker	20.70
05310 - Painter Automotive	21.93
05340 - Radiator Repair Specialist	20.70
05370 - Tire Repairer	17.61
05400 - Transmission Repair	23.24
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.08
07041 - Cook I	12.35
07042 - Cook II	14.08
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.86
07210 - Meat Cutter	17.18
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.72
09040 - Furniture Handler	15.30
09080 - Furniture Refinisher	20.72
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	20.66
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.75
11060 - Elevator Operator	13.30
11090 - Gardener	21.14
11122 - Housekeeping Aide	13.30
11150 - Janitor	13.30
11210 - Laborer Grounds Maintenance	16.53
11240 - Maid or Houseman	11.62
11260 - Pruner	14.84
11270 - Tractor Operator	19.59
11330 - Trail Maintenance Worker	16.53
11360 - Window Cleaner	14.81
12000 - Health Occupations	
12010 - Ambulance Driver	17.42
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational	28.33
Therapist Assistant	
12015 - Certified Physical Therapist	25.75
Assistant	
12020 - Dental Assistant	17.20
12025 - Dental Hygienist	42.08
12030 - EKG Technician	31.28
12035 - Electroneurodiagnostic	31.28
Technologist	
-	

12040 - Emergency Medical Technician	17.42
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.65
12073 - Licensed Practical Nurse III	23.01
12100 - Medical Assistant	16.99
12130 - Medical Laboratory	25.23
Technician	
12160 - Medical Record Clerk	16.96
12190 - Medical Record Technician	18.96
12195 - Medical Transcriptionist	17.26
12210 - Nuclear Medicine	45.36
Technologist	11 50
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.39
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	18.77
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	19.49
12280 - Phlebotomist	16.58
12305 - Radiologic Technologist	29.92
12311 - Registered Nurse I	23.25
12312 - Registered Nurse II	28.43
12313 - Registered Nurse II	28.43
Specialist	
12314 - Registered Nurse III	34.40
12315 - Registered Nurse III	34.40
Anesthetist	
12316 - Registered Nurse IV	41.24
12317 - Scheduler (Drug and Alcohol	25.58
Testing)	
12320 - Substance Abuse Treatment	25.56
Counselor	
13000 - Information And Arts	
Occupations	1 - 0 4
13011 - Exhibits Specialist I	17.24
13012 - Exhibits Specialist II	21.35
13013 - Exhibits Specialist III	26.12
13041 - Illustrator I	17.24
13042 - Illustrator II	21.35
13043 - Illustrator III	26.12
13047 - Librarian	23.65
13050 - Library Aide/Clerk	13.53
13054 - Library Information	21.35
Technology Systems	
Administrator	16.00
13058 - Library Technician	16.22
13061 - Media Specialist I	15.41
13062 - Media Specialist II	17.24
13063 - Media Specialist III	19.22

13071 - Photographer I		15.02
13072 - Photographer II		16.84
13073 - Photographer III		20.81
13074 - Photographer IV		25.46
13075 - Photographer V		30.87
13090 - Technical Order Library		16.55
Clerk		
13110 - Video Teleconference		18.11
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.16
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.15
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	23.10
14073 - Computer Programmer III	(see 1)	20.10
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	(266 1)	16.16
Operator		10.10
-		22.55
14160 - Personal Computer Support		22.55
Technician		04 07
14170 - System Support Specialist		24.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.88
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.37
Instructor (Rated)		
15030 - Air Crew Training Devices		44.78
Instructor (Pilot)		
15050 - Computer Based Training		30.88
Specialist / Instructor		
15060 - Educational Technologist		27.30
15070 - Flight Instructor (Pilot)		44.78
15080 - Graphic Artist		18.55
15085 - Maintenance Test Pilot Fixed		44.78
Jet/Prop		
15086 - Maintenance Test Pilot		44.78
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.78
Pilot		
15090 - Technical Instructor		20.63
15095 - Technical Instructor/Course		25.23
Developer		
15110 - Test Proctor		16.67

	1 ((7
15120 - Tutor	16.67
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 20
16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	12.40
16070 - Finisher Flatwork Machine	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10 07
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.88
Room)	
19040 - Tool And Die Maker	29.01
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.67
21030 - Material Coordinator	22.84
21040 - Material Expediter	22.84
21050 - Material Handling Laborer	14.57
21071 - Order Filler	12.91
21080 - Production Line Worker (Food	18.67
Processing)	
21110 - Shipping Packer	16.34
21130 - Shipping/Receiving Clerk	16.34
21140 - Store Worker I	13.25
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	18.67
21410 - Warehouse Specialist	18.67
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.79
23019 - Aircraft Logs and Records	22.09
Technician	
23021 - Aircraft Mechanic I	26.38
23022 - Aircraft Mechanic II	27.79
23023 - Aircraft Mechanic III	29.09
23040 - Aircraft Mechanic Helper	19.10
23050 - Aircraft Painter	24.90
23060 - Aircraft Servicer	22.09
23070 - Aircraft Survival Flight	24.90
Equipment Technician	
23080 - Aircraft Worker	23.50

23091 - Aircrew Life Support	23.50
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.38
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.88
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	45.23
23130 - Carpenter Maintenance	21.88
23140 - Carpet Layer	22.54
23160 - Electrician Maintenance	26.33
23180 - Electronics Technician	20.53
	22.94
Maintenance I	00.00
23182 - Electronics Technician	23.88
Maintenance II	
23183 - Electronics Technician	26.15
Maintenance III	
23260 - Fabric Worker	21.19
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	19.76
23311 - Fuel Distribution System	25.30
Mechanic	
23312 - Fuel Distribution System	19.76
Operator	
23370 - General Maintenance Worker	18.39
23380 - Ground Support Equipment	26.38
Mechanic	
23381 - Ground Support Equipment	22.09
Servicer	
23382 - Ground Support Equipment	23.50
Worker	20.00
23391 - Gunsmith I	19.76
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.30
23410 - Heating Ventilation And Air-	23.09
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.33
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.21
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	25.30
23465 - Laboratory/Shelter Mechanic	23.88
23470 - Laborer	14.57
23510 - Locksmith	23.88
23530 - Machinery Maintenance	28.24
Mechanic	
23550 - Machinist Maintenance	21.31
· · · · · · · · · · · · · · · · · · ·	

23580 - Maintenance Trades Helper	14.26
23591 - Metrology Technician I	25.30
23592 - Metrology Technician II	26.66
23593 - Metrology Technician III	27.90
23640 - Millwright	26.18
23710 - Office Appliance Repairer	23.88
23760 - Painter Maintenance	16.26
23790 - Pipefitter Maintenance	21.74
23810 - Plumber Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker	23.83
Maintenance	
23910 - Small Engine Mechanic	18.91
23931 - Telecommunications Mechanic	27.86
I	
23932 - Telecommunications Mechanic	29.28
II	
23950 - Telephone Lineman	25.30
23960 - Welder Combination	20.70
Maintenance	
23965 - Well Driller	26.66
23970 - Woodcraft Worker	25.30
23980 - Woodworker	19.76
24000 - Personal Needs Occupations	
24550 - Case Manager	16.78
24570 - Child Care Attendant	11.50
24580 - Child Care Center Clerk	14.33
24610 - Chore Aide	11.60
24620 - Family Readiness And Support	16.78
Services	
Coordinator	1 (70
24630 - Homemaker	16.78
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.15
25040 - Sewage Plant Operator	19.60
25070 - Stationary Engineer	22.15
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	16.04 19.60
25210 - Water Treatment Plant	19.00
Operator	
Operator 27000 - Protoctive Service Occupations	
27000 - Protective Service Occupations	10 10
27000 - Protective Service Occupations 27004 - Alarm Monitor	18.18
27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	15.00
27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	15.00 20.06
27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	15.00 20.06 19.91
27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	15.00 20.06 19.91 17.38
27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	15.00 20.06 19.91

27101 - Guard I			15.00
27102 - Guard II			17.38
27131 - Police Officer I			22.26
27132 - Police Officer II			24.73
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.03
28042 - Carnival Equipment Repairer			14.41
28043 - Carnival Worker			10.11
28210 - Gate Attendant/Gate Tender			17.24
28310 - Lifeguard			15.09
28350 - Park Attendant (Aide)			19.28
28510 - Recreation Aide/Health			14.07
Facility Attendant			
28515 - Recreation Specialist			21.33
28630 - Sports Official			15.35
28690 - Swimming Pool Operator			19.01
29000 - Stevedoring/Longshoremen			10.01
Occupational Services			
29010 - Blocker And Bracer			22.54
29010 - Blocker And Bracer 29020 - Hatch Tender			
			22.54
29030 - Line Handler			22.54
29041 - Stevedore I			21.19
29042 - Stevedore II			23.88
30000 - Technical Occupations		.	
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.79
30022 - Archeological Technician II			20.76
30023 - Archeological Technician III			24.38
30030 - Cartographic Technician			24.39
30040 - Civil Engineering Technician			24.21
30051 - Cryogenic Technician I			26.81
30052 - Cryogenic Technician II			29.61
30061 - Drafter/CAD Operator I			17.59
30062 - Drafter/CAD Operator II			20.76
30063 - Drafter/CAD Operator III			21.94
30064 - Drafter/CAD Operator IV			26.81
30081 - Engineering Technician I			15.87
30082 - Engineering Technician II			17.83
30083 - Engineering Technician III			19.94
30084 - Engineering Technician IV			24.70
30085 - Engineering Technician V			30.21
30086 - Engineering Technician VI			36.56
30090 - Environmental Technician			24.21
30095 - Evidence Control Specialist			24.21
30210 - Laboratory Technician			20.26
JULIN - HADOLACOLY TECHNILCIAN			20.20

30221 - Latent Fingerprint			26.81
Technician I			
30222 - Latent Fingerprint			29.61
Technician II			
30240 - Mathematical Technician			24.45
30361 - Paralegal/Legal Assistant I			17.77
30362 - Paralegal/Legal Assistant II			22.01
30363 - Paralegal/Legal Assistant			26.92
III			
30364 - Paralegal/Legal Assistant IV			32.57
30375 - Petroleum Supply Specialist			29.61
30390 - Photo-Optics Technician			24.45
30395 - Radiation Control Technician			29.61
30461 - Technical Writer I			24.21
30462 - Technical Writer II			29.61
30463 - Technical Writer III			35.84
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			26.81
30502 - Weather Forecaster II			32.62
30620 - Weather Observer Combined	(see	2)	21.94
Upper Air Or	、	,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.21
31000 - Transportation/Mobile	(500	2,	
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.74
31030 - Bus Driver			20.17
31043 - Driver Courier			
			15.00
31260 - Parking and Lot Attendant			13.23
31290 - Shuttle Bus Driver			14.87
31310 - Taxi Driver			11.84
31361 - Truckdriver Light			16.36
31362 - Truckdriver Medium			17.69
31363 - Truckdriver Heavy			21.89
31364 - Truckdriver Tractor-Trailer			21.89
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.55
99050 - Desk Clerk			11.97
99095 - Embalmer			25.86

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.38
I	
99252 - Laboratory Animal Caretaker	14.44
II	
99260 - Marketing Analyst	25.89
99310 - Mortician	25.86
99410 - Pest Controller	22.50
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.99
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.05
99810 - Sales Clerk	12.77
99820 - School Crossing Guard	14.71
99830 - Survey Party Chief	20.63
99831 - Surveying Aide	13.99
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	19.45
99841 - Vending Machine Repairer	23.93
99842 - Vending Machine Repairer	19.45
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an 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.: 2015-5513 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: Idaho

Area: Idaho Counties of Adams Elmore Payette Valley Washington

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		16.29
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		20.51
01035 - Court Reporter		22.66
01041 - Customer Service		13.65
Representative I		
01042 - Customer Service		14.90
Representative II		

01043 - Customer Service Representative III		16.74
01051 - Data Entry Operator I		12.52
01052 - Data Entry Operator II		13.66
01060 - Dispatcher Motor Vehicle		19.13
01070 - Document Preparation Clerk		14.98
01090 - Duplicating Machine Operator		14.98
01111 - General Clerk I		13.55
01112 - General Clerk II		14.78
01113 - General Clerk III		16.59
01120 - Housing Referral Assistant		20.98
01141 - Messenger Courier		12.22
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant		16.32
(Employment) I		10.52
01262 - Personnel Assistant		18.26
		10.20
(Employment) II 01263 - Personnel Assistant		20.36
		20.30
(Employment) III		22 40
01270 - Production Control Clerk		22.46
01290 - Rental Clerk		13.28
01300 - Scheduler Maintenance		16.83
01311 - Secretary I		16.83
		18.82
01312 - Secretary II		
01313 - Secretary III		20.98
01313 - Secretary III 01320 - Service Order Dispatcher		20.98 17.11
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		20.98 17.11 20.51
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		20.98 17.11 20.51 16.69
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		20.98 17.11 20.51
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		20.98 17.11 20.51 16.69 14.03
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		20.98 17.11 20.51 16.69 14.03
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		20.98 17.11 20.51 16.69 14.03 13.31 13.92
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		20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15
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 01513 - Travel Clerk III		20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98
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		20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83
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		20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98
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		20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82
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		20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83
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		20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80
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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.13
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 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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.13 20.70
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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.80 21.13 20.70 20.60
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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.13 20.70
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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.80 21.13 20.70 20.60
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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.80 21.13 20.70 20.60 16.84 23.18
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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.13 20.70 20.60 16.84
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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.80 21.13 20.70 20.60 16.84 23.18
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	20.98 17.11 20.51 16.69 14.03 13.31 13.92 15.15 14.98 16.83 18.82 21.80 21.13 20.70 20.60 16.84 23.18

05250 - Motor Vehicle Upholstery	19.46
Worker	0.0
05280 - Motor Vehicle Wrecker	20.60
05310 - Painter Automotive	21.93
05340 - Radiator Repair Specialist	20.70
05370 - Tire Repairer	17.61
05400 - Transmission Repair	23.18
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.39
07041 - Cook I	12.35
07042 - Cook II	14.08
07070 - Dishwasher	9.86
07130 - Food Service Worker	11.86
07210 - Meat Cutter	17.18
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.72
09040 - Furniture Handler	15.30
09080 - Furniture Refinisher	20.72
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	20.66
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	13.30
11090 - Gardener	20.67
11122 - Housekeeping Aide	13.30
11150 - Janitor	13.30
11210 - Laborer Grounds Maintenance	16.14
11240 - Maid or Houseman	11.62
11260 - Pruner	14.49
11270 - Tractor Operator	19.16
11330 - Trail Maintenance Worker	16.14
11360 - Window Cleaner	14.81
12000 - Health Occupations	
12010 - Ambulance Driver	17.77
12011 - Breath Alcohol Technician	20.65
12012 - Certified Occupational	28.33
Therapist Assistant	
12015 - Certified Physical Therapist	25.75
Assistant	
12020 - Dental Assistant	17.20
12025 - Dental Hygienist	42.08
12030 - EKG Technician	31.28
12035 - Electroneurodiagnostic	31.28
Technologist	
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12040 - Emergency Medical Technician	17.77
12071 - Licensed Practical Nurse I	18.46
12072 - Licensed Practical Nurse II	20.65
12073 - Licensed Practical Nurse III	23.01
12100 - Medical Assistant	16.99
12130 - Medical Laboratory	23.33
Technician	
12160 - Medical Record Clerk	16.96
12190 - Medical Record Technician	21.38
12195 - Medical Transcriptionist	16.78
12210 - Nuclear Medicine	45.36
Technologist	
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.39
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	18.77
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	19.49
12280 - Phlebotomist	16.58
12305 - Radiologic Technologist	29.92
12311 - Registered Nurse I	23.16
12312 - Registered Nurse II	28.33
12313 - Registered Nurse II	28.33
Specialist	
12314 - Registered Nurse III	34.28
12315 - Registered Nurse III	34.28
Anesthetist	
12316 - Registered Nurse IV	41.09
12317 - Scheduler (Drug and Alcohol	25.58
Testing)	
12320 - Substance Abuse Treatment	24.88
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.24
13012 - Exhibits Specialist II	21.35
13013 - Exhibits Specialist III	26.12
13041 - Illustrator I	17.24
13042 - Illustrator II	21.35
13043 - Illustrator III	26.12
13047 - Librarian	23.65
13050 - Library Aide/Clerk	13.53
13054 - Library Information	21.35
Technology Systems	
Administrator	
13058 - Library Technician	16.22
13061 - Media Specialist I	15.41
13062 - Media Specialist II	17.24
13063 - Media Specialist III	19.22

13071 - Photographer I		15.02
13072 - Photographer II		16.80
13073 - Photographer III		20.81
13074 - Photographer IV		25.46
13075 - Photographer V		30.80
13090 - Technical Order Library		16.55
Clerk		
13110 - Video Teleconference		18.11
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.16
14042 - Computer Operator II		18.07
14043 - Computer Operator III		20.15
14044 - Computer Operator IV		22.55
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	18.65
14072 - Computer Programmer II	(see 1)	23.10
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	(800 1)	16.16
Operator		10.10
14160 - Personal Computer Support		22.55
Technician		22.00
14170 - System Support Specialist		24.97
15000 - Instructional Occupations		24.97
15010 - Aircrew Training Devices		30.88
Instructor (Non-Rated)		50.00
15020 - Aircrew Training Devices		37.37
Instructor (Rated)		57.57
		44.78
15030 - Air Crew Training Devices Instructor (Pilot)		44./0
		20.00
15050 - Computer Based Training		30.88
Specialist / Instructor		07 00
15060 - Educational Technologist		27.30
15070 - Flight Instructor (Pilot)		44.78
15080 - Graphic Artist		22.46
15085 - Maintenance Test Pilot Fixed		44.78
Jet/Prop		
15086 - Maintenance Test Pilot		44.78
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.78
Pilot		0.0.0.0
15090 - Technical Instructor		20.20
15095 - Technical Instructor/Course		24.71
Developer		
15110 - Test Proctor		16.27

	1 6 0 7
15120 - Tutor	16.27
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 20
16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	12.40
16070 - Finisher Flatwork Machine	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.07
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.88
Room)	
19040 - Tool And Die Maker	29.01
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.67
21030 - Material Coordinator	22.84
21040 - Material Expediter	22.84
21050 - Material Handling Laborer	14.57
21071 - Order Filler	12.91
21080 - Production Line Worker (Food	18.67
Processing)	
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	13.21
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	18.67
21410 - Warehouse Specialist	18.67
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.79
23019 - Aircraft Logs and Records	22.09
Technician	
23021 - Aircraft Mechanic I	26.38
23022 - Aircraft Mechanic II	27.79
23023 - Aircraft Mechanic III	29.09
23040 - Aircraft Mechanic Helper	19.10
23050 - Aircraft Painter	24.90
23060 - Aircraft Servicer	22.09
23070 - Aircraft Survival Flight	24.90
Equipment Technician	
23080 - Aircraft Worker	23.50

23091 - Aircrew Life Support	23.50
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.38
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.88
23120 - Bicycle Repairer	16.48
23125 - Cable Splicer	43.57
23130 - Carpenter Maintenance	20.98
23140 - Carpet Layer	22.41
23160 - Electrician Maintenance	26.33
23181 - Electronics Technician	22.54
Maintenance I	
23182 - Electronics Technician	23.88
Maintenance II	
23183 - Electronics Technician	26.15
Maintenance III	
23260 - Fabric Worker	21.19
23290 - Fire Alarm System Mechanic	25.30
23310 - Fire Extinguisher Repairer	19.76
23311 - Fuel Distribution System	25.30
Mechanic	20.00
23312 - Fuel Distribution System	19.76
Operator	19.10
23370 - General Maintenance Worker	18.93
23380 - Ground Support Equipment	26.38
Mechanic	20.30
23381 - Ground Support Equipment	22.09
Servicer	22.09
23382 - Ground Support Equipment	23.50
Worker	23.30
23391 - Gunsmith I	19.76
23392 - Gunsmith II	22.54
23392 - Gunsmith II 23393 - Gunsmith III	25.30
23410 - Heating Ventilation And Air-	23.09
Conditioning Mechanic	
23411 - Heating Ventilation And Air	24.33
-	24.33
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.06
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	25.30
23465 - Laboratory/Shelter Mechanic	23.88
23470 - Laborer	14.57
23510 - Locksmith	23.88
23530 - Machinery Maintenance	23.46
Mechanic	01 05
23550 - Machinist Maintenance	21.27

23580 - Maintenance Trades Helper	16.21
23591 - Metrology Technician I	25.30
23592 - Metrology Technician II	26.66
23593 - Metrology Technician III	27.90
23640 - Millwright	26.18
23710 - Office Appliance Repairer	23.88
23760 - Painter Maintenance	17.24
23790 - Pipefitter Maintenance	23.06
23810 - Plumber Maintenance	21.64
23820 - Pneudraulic Systems Mechanic	25.30
23850 - Rigger	25.30
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker	25.30
Maintenance	
23910 - Small Engine Mechanic	17.84
23931 - Telecommunications Mechanic	25.35
I	
23932 - Telecommunications Mechanic	26.71
II	
23950 - Telephone Lineman	25.30
23960 - Welder Combination	18.96
Maintenance	
23965 - Well Driller	26.66
23970 - Woodcraft Worker	25.30
23980 - Woodworker	19.76
24000 - Personal Needs Occupations	
24550 - Case Manager	16.78
24570 - Child Care Attendant	11.50
24580 - Child Care Center Clerk	14.33
24610 - Chore Aide	11.60
24620 - Family Readiness And Support	16.78
Services	
Coordinator	
24630 - Homemaker	16.78
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	23.06
25040 - Sewage Plant Operator	19.53
25070 - Stationary Engineer	23.06
25190 - Ventilation Equipment Tender	16.21
25210 - Water Treatment Plant	19.53
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.18
27007 - Baggage Inspector	15.00
27008 - Corrections Officer	20.06
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	17.38
27040 - Detention Officer	20.06
27070 - Firefighter	18.98

27101 - Guard I			
			15.00
27102 - Guard II			17.38
27131 - Police Officer I			22.26
27132 - Police Officer II			24.74
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.13
28042 - Carnival Equipment Repairer			15.85
28043 - Carnival Worker			11.12
28210 - Gate Attendant/Gate Tender			17.24
28310 - Lifeguard			13.72
28350 - Park Attendant (Aide)			18.59
28510 - Recreation Aide/Health			14.07
Facility Attendant			
28515 - Recreation Specialist			20.55
28630 - Sports Official			15.35
28690 - Swimming Pool Operator			23.00
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.54
29020 - Hatch Tender			22.54
29030 - Line Handler			22.54
29041 - Stevedore I			21.19
29042 - Stevedore II			23.88
30000 - Technical Occupations			20.00
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	<i>L</i> /	10.29
30011 - Air Traffic Control	(see	2)	07 70
			21 IX
	(500	<i></i> /	27.78
Specialist Station (HFO)	(500	2)	
Specialist Station (HFO) 30012 - Air Traffic Control	(200	2)	30.59
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		2)	30.59
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I		2)	30.59 17.79
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II		-)	30.59 17.79 20.76
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III		2)	30.59 17.79 20.76 24.38
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			30.59 17.79 20.76 24.38 24.39
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			30.59 17.79 20.76 24.38 24.39 24.21
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			30.59 17.79 20.76 24.38 24.39 24.21 26.81
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			30.59 17.79 20.76 24.38 24.39 24.21 26.81 29.61
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			30.59 17.79 20.76 24.38 24.39 24.21 26.81 29.61 17.59
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			30.59 17.79 20.76 24.38 24.39 24.21 26.81 29.61 17.59 20.76
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - 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			30.59 17.79 20.76 24.38 24.39 24.21 26.81 29.61 17.59 20.76 21.94
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			30.59 17.79 20.76 24.38 24.39 24.21 26.81 29.61 17.59 20.76 21.94 26.81
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 IV 30081 - Engineering Technician I			30.59 17.79 20.76 24.38 24.39 24.21 26.81 17.59 20.76 21.94 26.81 15.87
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			30.59 17.79 20.76 24.38 24.39 24.21 26.81 29.61 17.59 20.76 21.94 26.81 15.87 17.83
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 IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			30.59 17.79 20.76 24.38 24.39 24.21 26.81 29.61 17.59 20.76 21.94 26.81 15.87 17.83 19.94
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 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			30.59 17.79 20.76 24.38 24.39 24.21 26.81 17.59 20.76 21.94 26.81 15.87 17.83 19.94 24.70
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 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 IV 30085 - Engineering Technician V			30.59 17.79 20.76 24.38 24.39 24.21 26.81 29.61 17.59 20.76 21.94 26.81 15.87 17.83 19.94 24.70 30.21
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Escort
30495 - Unexploded (UXO) Sweep 25.60
Personnel
30501 - Weather Forecaster I 26.81
30502 - Weather Forecaster II 32.62
30620 - Weather Observer Combined (see 2) 21.94
Upper Air Or
Surface Programs
30621 - Weather Observer Senior (see 2) 24.21
31000 - Transportation/Mobile
Equipment Operation Occupations
31010 - Airplane Pilot 30.98
31020 - Bus Aide 14.74
31030 - Bus Driver 20.17
31043 - Driver Courier 16.93
31043 - Driver Courier 16.93 31260 - Parking and Lot Attendant 13.23
31043 - Driver Courier 16.93 31260 - Parking and Lot Attendant 13.23 31290 - Shuttle Bus Driver 16.76
31043 - Driver Courier 16.93 31260 - Parking and Lot Attendant 13.23 31290 - Shuttle Bus Driver 16.76 31310 - Taxi Driver 14.32
31043 - Driver Courier 16.93 31260 - Parking and Lot Attendant 13.23 31290 - Shuttle Bus Driver 16.76 31310 - Taxi Driver 14.32 31361 - Truckdriver Light 18.44
31043 - Driver Courier 16.93 31260 - Parking and Lot Attendant 13.23 31290 - Shuttle Bus Driver 16.76 31310 - Taxi Driver 14.32 31361 - Truckdriver Light 18.44 31362 - Truckdriver Medium 19.92
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99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.38
I	
99252 - Laboratory Animal Caretaker	14.44
II	
99260 - Marketing Analyst	26.11
99310 - Mortician	25.86
99410 - Pest Controller	22.50
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.99
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.05
99810 - Sales Clerk	12.77
99820 - School Crossing Guard	14.71
99830 - Survey Party Chief	20.63
99831 - Surveying Aide	13.99
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	19.45
99841 - Vending Machine Repairer	23.93
99842 - Vending Machine Repairer	19.45
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an 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.: 2015-5515 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: Idaho

Area: Idaho Counties of Blaine Camas Cassia Gooding Lincoln Minidoka

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		17.09
01013 - Accounting Clerk III		19.12
01020 - Administrative Assistant		25.33
01035 - Court Reporter		22.66
01041 - Customer Service		12.46
Representative I		
01042 - Customer Service		14.03
Representative II		

01043 - Customer Service Representative III		15.30
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		20.27
01070 - Document Preparation Clerk		14.57
01090 - Duplicating Machine Operator		14.57
01111 - General Clerk I		13.79
01112 - General Clerk II		15.05
01113 - General Clerk III		16.91
01120 - Housing Referral Assistant		19.15
01141 - Messenger Courier		11.08
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant		16.09
(Employment) I		
01262 - Personnel Assistant		17.99
(Employment) II		
01263 - Personnel Assistant		20.05
(Employment) III		
01270 - Production Control Clerk		20.39
01290 - Rental Clerk		12.35
01300 - Scheduler Maintenance		15.35
01311 - Secretary I		15.35
01312 - Secretary II		17.17
01313 - Secretary III		19.15
01320 - Service Order Dispatcher		18.14
01410 - Supply Technician		25.33
01420 - Survey Worker		13.79
01460 - Switchboard		13.54
Operator/Receptionist		
01531 - Travel Clerk I		13.31
01532 - Travel Clerk II		13.92
01533 - Travel Clerk III		15.15
01611 - Word Processor I		13.68
01612 - Word Processor II		15.35
01613 - Word Processor III		17.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.36
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.61
05070 - Automotive Worker		17.61
05110 - Mobile Equipment Servicer		15.29
05130 - Motor Equipment Metal		19.94
Mechanic		
05160 - Motor Equipment Metal Worker		17.61
05190 - Motor Vehicle Mechanic		19.94
05220 - Motor Vehicle Mechanic		14.01
Helper		

05250 - Motor Vehicle Upholstery	16.52
Worker	1
05280 - Motor Vehicle Wrecker	17.61
05310 - Painter Automotive	18.71
05340 - Radiator Repair Specialist	18.01
05370 - Tire Repairer	14.25
05400 - Transmission Repair	19.94
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.09
07041 - Cook I	11.61
07042 - Cook II	13.38
07070 - Dishwasher	9.55
07130 - Food Service Worker	11.53
07210 - Meat Cutter	17.64
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.92
09040 - Furniture Handler	13.36
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	16.01
09110 - Furniture Repairer Minor	18.22
09130 - Upholsterer	18.78
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.56
11060 - Elevator Operator	12.21
11090 - Gardener	21.51
11122 - Housekeeping Aide	12.59
11150 - Janitor	12.59
11210 - Laborer Grounds Maintenance	16.26
11240 - Maid or Houseman	11.83
11260 - Pruner	14.27
11270 - Tractor Operator	19.72
11330 - Trail Maintenance Worker	16.26
11360 - Window Cleaner	14.35
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	18.87
12012 - Certified Occupational	26.28
Therapist Assistant	
12015 - Certified Physical Therapist	29.06
Assistant	
12020 - Dental Assistant	15.83
12025 - Dental Hygienist	37.30
12030 - EKG Technician	29.03
12035 - Electroneurodiagnostic	29.03
Technologist	
-	

12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	17.13
12072 - Licensed Practical Nurse II	19.15
12073 - Licensed Practical Nurse III	21.35
12100 - Medical Assistant	16.55
12130 - Medical Laboratory	25.66
Technician	
12160 - Medical Record Clerk	16.87
12190 - Medical Record Technician	18.86
12195 - Medical Transcriptionist	18.35
12210 - Nuclear Medicine	42.10
Technologist	
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	16.64
12236 - Optical Technician	17.13
12250 - Pharmacy Technician	17.23
12280 - Phlebotomist	15.78
12305 - Radiologic Technologist	29.16
12311 - Registered Nurse I	23.47
12312 - Registered Nurse II	28.72
12313 - Registered Nurse II	28.72
Specialist	
12314 - Registered Nurse III	34.74
12315 - Registered Nurse III	34.74
Anesthetist	
12316 - Registered Nurse IV	41.64
12317 - Scheduler (Drug and Alcohol	23.38
Testing)	
12320 - Substance Abuse Treatment	27.14
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.53
13054 - Library Information	20.57
Technology Systems	
Administrator	
13058 - Library Technician	13.35
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36

13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		18.25
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
		18.32
14043 - Computer Operator III		
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	19.37
14072 - Computer Programmer II	(see 1)	23.99
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		14.69
Operator		
14160 - Personal Computer Support		22.55
Technician		
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.70
Instructor (Non-Rated)		00.70
15020 - Aircrew Training Devices		37.15
Instructor (Rated)		57.15
		44.52
15030 - Air Crew Training Devices		44.JZ
Instructor (Pilot)		
15050 - Computer Based Training		30.70
Specialist / Instructor		
15060 - Educational Technologist		24.49
15070 - Flight Instructor (Pilot)		44.52
15080 - Graphic Artist		20.89
15085 - Maintenance Test Pilot Fixed		44.52
Jet/Prop		
15086 - Maintenance Test Pilot		44.52
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.52
Pilot		
15090 - Technical Instructor		21.17
15095 - Technical Instructor/Course		25.89
Developer		
15110 - Test Proctor		17.09
		1.00

	17 00
15120 - Tutor	17.09
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 20
16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	12.40
16070 - Finisher Flatwork Machine	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.05
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.91
Room)	
19040 - Tool And Die Maker	27.85
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.96
21030 - Material Coordinator	20.39
21040 - Material Expediter	20.39
21050 - Material Handling Laborer	14.44
21071 - Order Filler	13.82
21080 - Production Line Worker (Food	17.96
Processing)	
21110 - Shipping Packer	16.30
21130 - Shipping/Receiving Clerk	16.30
21140 - Store Worker I	11.96
21150 - Stock Clerk	17.44
21210 - Tools And Parts Attendant	17.96
21410 - Warehouse Specialist	17.96
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	32.01
23019 - Aircraft Logs and Records	25.11
Technician	
23021 - Aircraft Mechanic I	30.32
23022 - Aircraft Mechanic II	32.01
23023 - Aircraft Mechanic III	33.45
23040 - Aircraft Mechanic Helper	21.31
23050 - Aircraft Painter	28.45
23060 - Aircraft Servicer	25.11
23070 - Aircraft Survival Flight	28.45
Equipment Technician	
23080 - Aircraft Worker	26.79

23091 - Aircrew Life Support	26.79
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.32
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.66
23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	42.95
23130 - Carpenter Maintenance	23.04
23140 - Carpet Layer	21.56
23160 - Electrician Maintenance	26.27
23181 - Electronics Technician	28.57
Maintenance I	
23182 - Electronics Technician	30.34
Maintenance II	
23183 - Electronics Technician	34.81
Maintenance III	
23260 - Fabric Worker	20.22
23290 - Fire Alarm System Mechanic	24.41
23310 - Fire Extinguisher Repairer	18.71
23311 - Fuel Distribution System	26.81
Mechanic	
23312 - Fuel Distribution System	20.56
Operator	
23370 - General Maintenance Worker	20.03
23380 - Ground Support Equipment	30.32
Mechanic	
23381 - Ground Support Equipment	25.11
Servicer	
23382 - Ground Support Equipment	26.79
Worker	
23391 - Gunsmith I	18.71
23392 - Gunsmith II	21.56
23393 - Gunsmith III	24.41
23410 - Heating Ventilation And Air-	18.80
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	19.85
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.98
23440 - Heavy Equipment Operator	20.48
23460 - Instrument Mechanic	24.41
23465 - Laboratory/Shelter Mechanic	22.91
23470 - Laborer	14.44
23510 - Locksmith	22.91
23530 - Machinery Maintenance	26.84
Mechanic	20.04
23550 - Machinist Maintenance	21.02
	21.02

23580 - Maintenance Trades Helper	14.49
23591 - Metrology Technician I	24.41
23592 - Metrology Technician II	25.78
23593 - Metrology Technician III	26.94
23640 - Millwright	24.41
23710 - Office Appliance Repairer	22.91
23760 - Painter Maintenance	19.78
23790 - Pipefitter Maintenance	24.41
23810 - Plumber Maintenance	22.90
23820 - Pneudraulic Systems Mechanic	24.41
23850 - Rigger	24.41
23870 - Scale Mechanic	21.56
23890 - Sheet-Metal Worker	24.41
Maintenance	
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic	28.61
I	
23932 - Telecommunications Mechanic	30.21
II	
23950 - Telephone Lineman	27.23
23960 - Welder Combination	20.31
Maintenance	
23965 - Well Driller	24.41
23970 - Woodcraft Worker	24.41
23980 - Woodworker	18.71
24000 - Personal Needs Occupations	
24550 - Case Manager	17.50
24570 - Child Care Attendant	10.27
24580 - Child Care Center Clerk	12.81
24610 - Chore Aide	11.86
24620 - Family Readiness And Support	17.50
Services	
Coordinator	
24630 - Homemaker	16.41
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.43
25210 - Water Treatment Plant	21.61
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.09
27007 - Baggage Inspector	14.75
27008 - Corrections Officer	19.47
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	19.47
27070 - Firefighter	18.98
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	27.43 19.28
25040 - Sewage Plant Operator	21.61
	21.61
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27101 - Guard I	14.75
27102 - Guard II	17.18
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.06
28042 - Carnival Equipment Repairer	15.34
28043 - Carnival Worker	10.21
28210 - Gate Attendant/Gate Tender	19.44
28310 - Lifequard	11.34
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health	15.86
Facility Attendant	
28515 - Recreation Specialist	23.31
28630 - Sports Official	17.31
28690 - Swimming Pool Operator	17.67
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.69
29020 - Hatch Tender	23.69
29030 - Line Handler	23.69
29041 - Stevedore I	22.22
29042 - Stevedore II	25.17
30000 - Technical Occupations	
30010 - Air Traffic Control	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO)	
30021 - Archeological Technician I	17.79
30022 - Archeological Technician II	20.76
30023 - Archeological Technician III	24.38
30030 - Cartographic Technician	24.39
30040 - Civil Engineering Technician	23.79
30051 - Cryogenic Technician I	25.28
30052 - Cryogenic Technician II	27.92
30061 - Drafter/CAD Operator I	17.59
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	21.94
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	15.10
30082 - Engineering Technician II	16.96
30083 - Engineering Technician III	18.97
30084 - Engineering Technician IV	23.49
30085 - Engineering Technician V	28.74
30086 - Engineering Technician VI	34.77
30090 - Environmental Technician	22.83
30095 - Evidence Control Specialist	22.83
30210 - Laboratory Technician	20.54

30221 - Latent Fingerprint		25.28
Technician I		
30222 - Latent Fingerprint		27.92
Technician II		
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		18.26
30362 - Paralegal/Legal Assistant II		22.62
30363 - Paralegal/Legal Assistant		27.67
III		
30364 - Paralegal/Legal Assistant IV		33.48
30375 - Petroleum Supply Specialist		27.92
30390 - Photo-Optics Technician		24.45
30395 - Radiation Control Technician		27.92
30461 - Technical Writer I		23.27
30462 - Technical Writer II		28.47
30463 - Technical Writer III		34.44
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		
rersonner		
		25.54
30501 - Weather Forecaster I		25.54
30501 - Weather Forecaster I 30502 - Weather Forecaster II	20 2)	31.07
30501 - Weather Forecaster I30502 - Weather Forecaster II30620 - Weather Observer Combined	ee 2)	
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or	ee 2)	31.07
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (So Upper Air Or Surface Programs		31.07 21.94
30501 - Weather Forecaster I30502 - Weather Forecaster II30620 - Weather Observer Combined (sUpper Air OrSurface Programs30621 - Weather Observer Senior (s	ee 2) ee 2)	31.07
30501 - Weather Forecaster I30502 - Weather Forecaster II30620 - Weather Observer CombinedUpper Air OrSurface Programs30621 - Weather Observer Senior31000 - Transportation/Mobile		31.07 21.94
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (So Upper Air Or Surface Programs 30621 - Weather Observer Senior (So 31000 - Transportation/Mobile Equipment Operation Occupations		31.07 21.94 23.97
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot		31.07 21.94 23.97 30.98
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (SU Upper Air Or Surface Programs 30621 - Weather Observer Senior (SU 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide		31.07 21.94 23.97 30.98 12.18
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (So Upper Air Or Surface Programs 30621 - Weather Observer Senior (So 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver		31.07 21.94 23.97 30.98 12.18 17.08
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier		31.07 21.94 23.97 30.98 12.18 17.08 15.00
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier		31.07 21.94 23.97 30.98 12.18 17.08 15.00
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (So Upper Air Or Surface Programs 30621 - Weather Observer Senior (So 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36 13.21
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36 13.21 16.36
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36 13.21 16.36 17.69 21.08
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36 13.21 16.36 17.69
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S Upper Air Or Surface Programs 30621 - Weather Observer Senior (S 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36 13.21 16.36 17.69 21.08 21.08
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S) Upper Air Or Surface Programs 30621 - Weather Observer Senior (S) 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36 13.21 16.36 17.69 21.08 21.08 21.08
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (Surface Programs 30621 - Weather Observer Senior (Surface Programs 30621 - Weather Observer Senior (Surface Programs) 30621 - Weather Observer Senior (Surface Programs) 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36 13.21 16.36 17.69 21.08 21.08 21.08
30501 - Weather Forecaster I 30502 - Weather Forecaster II 30620 - Weather Observer Combined (S) Upper Air Or Surface Programs 30621 - Weather Observer Senior (S) 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		31.07 21.94 23.97 30.98 12.18 17.08 15.00 11.57 16.36 13.21 16.36 17.69 21.08 21.08 21.08

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.00
I	
99252 - Laboratory Animal Caretaker	16.36
II	
99260 - Marketing Analyst	29.20
99310 - Mortician	28.45
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.19
99711 - Recycling Specialist	24.71
99730 - Refuse Collector	18.60
99810 - Sales Clerk	12.16
99820 - School Crossing Guard	13.78
99830 - Survey Party Chief	20.76
99831 - Surveying Aide	14.08
99832 - Surveying Technician	18.88
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	24.01
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.: 2015-5517 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: Idaho

Area: Idaho Counties of Bear Lake Bingham Caribou Clark Custer Fremont Lemhi Madison Oneida Power Teton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.60
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		24.45
01035 - Court Reporter		22.66
01041 - Customer Service		12.14
Representative I		
01042 - Customer Service		13.65
Representative II		

01043 - Customer Service Representative III		14.89
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		20.65
01070 - Document Preparation Clerk		14.57
01090 - Duplicating Machine Operator		14.57
01111 - General Clerk I		13.56
01112 - General Clerk II		14.81
01113 - General Clerk III		16.62
01120 - Housing Referral Assistant		19.03
01141 - Messenger Courier		11.08
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant		16.09
(Employment) I		10.05
01262 - Personnel Assistant		17.99
(Employment) II		
01263 - Personnel Assistant		20.05
(Employment) III		
01270 - Production Control Clerk		20.36
01290 - Rental Clerk		12.35
01300 - Scheduler Maintenance		15.26
01311 - Secretary I		15.26
01312 - Secretary II		17.08
01313 - Secretary III		19.03
01320 - Service Order Dispatcher		18.45
01410 - Supply Technician		24.45
01420 - Survey Worker		12.96
01460 - Switchboard		13.54
Operator/Receptionist		
01531 - Travel Clerk I		13.31
01532 - Travel Clerk II		13.92
01533 - Travel Clerk III		15.15
01611 - Word Processor I		13.59
01612 - Word Processor II		15.26
01613 - Word Processor III		17.08
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		20.28
Fiberglass		
05010 - Automotive	Electrician	18.24
05040 - Automotive Glass Installer		17.23
05070 - Automotive Worker		17.17
05110 - Mobile Equipment Servicer		14.91
05130 - Motor Equipment Metal		19.44
Mechanic		
05160 - Motor Equipment Metal Worker		17.17
05190 - Motor Vehicle Mechanic		19.44
05220 - Motor Vehicle Mechanic		13.92
Helper		

05250 - Motor Vehicle Upholstery	16.10
Worker	1 - 1 -
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter Automotive	18.24
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	14.51
05400 - Transmission Repair	19.44
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.89
07041 - Cook I	11.61
07042 - Cook II	13.38
07070 - Dishwasher	9.55
07130 - Food Service Worker	11.38
07210 - Meat Cutter	16.44
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.64
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	20.64
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	18.59
09130 - Upholsterer	20.64
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.56
11060 - Elevator Operator	12.21
11090 - Gardener	20.66
11122 - Housekeeping Aide	12.21
11150 - Janitor	12.21
11210 - Laborer Grounds Maintenance	15.68
11240 - Maid or Houseman	11.83
11260 - Pruner	13.75
11270 - Tractor Operator	18.94
11330 - Trail Maintenance Worker	15.68
11360 - Window Cleaner	13.91
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	18.87
12012 - Certified Occupational	26.28
Therapist Assistant	
12015 - Certified Physical Therapist	29.06
Assistant	
12020 - Dental Assistant	15.42
12025 - Dental Hygienist	38.24
12030 - EKG Technician	29.03
12035 - Electroneurodiagnostic	29.03
Technologist	
-	

12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	17.13
12072 - Licensed Practical Nurse II	19.15
12073 - Licensed Practical Nurse III	21.35
12100 - Medical Assistant	16.55
12130 - Medical Laboratory	25.75
Technician	
12160 - Medical Record Clerk	16.87
12190 - Medical Record Technician	18.86
12195 - Medical Transcriptionist	17.13
12210 - Nuclear Medicine	42.10
Technologist	
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.20
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.18
12235 - Optical Dispenser	16.47
12236 - Optical Technician	17.13
12250 - Pharmacy Technician	16.41
12280 - Phlebotomist	15.26
12305 - Radiologic Technologist	29.16
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II	27.78
Specialist	
12314 - Registered Nurse III	33.61
12315 - Registered Nurse III	33.61
Anesthetist	
12316 - Registered Nurse IV	40.21
12317 - Scheduler (Drug and Alcohol	23.38
Testing)	
12320 - Substance Abuse Treatment	27.14
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.00
13012 - Exhibits Specialist II	22.30
13013 - Exhibits Specialist III	27.28
13041 - Illustrator I	18.00
13042 - Illustrator II	22.30
13043 - Illustrator III	27.28
13047 - Librarian	24.85
13050 - Library Aide/Clerk	13.53
13054 - Library Information	22.44
Technology Systems	
Administrator	
13058 - Library Technician	13.35
13061 - Media Specialist I	16.19
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.20

13071 - Photographer I		14.72
13072 - Photographer II		18.44
13073 - Photographer III		20.66
13074 - Photographer IV		25.40
13075 - Photographer V		31.23
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		18.25
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	19.84
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III	(see 1)	21.07
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst I	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	14.69
14150 - Peripheral Equipment		14.09
Operator		
14160 - Personal Computer Support		22.55
Technician		
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		01 06
15010 - Aircrew Training Devices		31.06
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.59
Instructor (Rated)		
15030 - Air Crew Training Devices		44.52
Instructor (Pilot)		
15050 - Computer Based Training		31.06
Specialist / Instructor		
15060 - Educational Technologist		24.49
15070 - Flight Instructor (Pilot)		44.52
15080 - Graphic Artist		20.89
15085 - Maintenance Test Pilot Fixed		44.52
Jet/Prop		
15086 - Maintenance Test Pilot		44.52
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.52
Pilot		
15090 - Technical Instructor		20.20
15095 - Technical Instructor/Course		24.71
Developer		
15110 - Test Proctor		16.27
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15120 - Tutor	16.27
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.20
16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	12.40
16070 - Finisher Flatwork Machine	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.05
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.91
Room)	
19040 - Tool And Die Maker	27.85
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.96
21030 - Material Coordinator	20.36
21040 - Material Expediter	20.36
21050 - Material Handling Laborer	13.07
21071 - Order Filler	13.63
21080 - Production Line Worker (Food	17.96
Processing)	
21110 - Shipping Packer	16.30
21130 - Shipping/Receiving Clerk	16.30
21140 - Store Worker I	11.96
21150 - Stock Clerk	17.44
21210 - Tools And Parts Attendant	17.96
21410 - Warehouse Specialist	17.96
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.65
23019 - Aircraft Logs and Records	24.82
Technician	
23021 - Aircraft Mechanic I	29.97
23022 - Aircraft Mechanic II	31.65
23023 - Aircraft Mechanic III	33.07
23040 - Aircraft Mechanic Helper	21.06
23050 - Aircraft Painter	28.12
23060 - Aircraft Servicer	24.82
23070 - Aircraft Survival Flight	28.12
Equipment Technician	
23080 - Aircraft Worker	26.46

23091 - Aircrew Life Support	26.46
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.97
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.91
23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	42.95
23130 - Carpenter Maintenance	23.04
23140 - Carpet Layer	21.56
23160 - Electrician Maintenance	26.27
23181 - Electronics Technician	31.69
Maintenance I	
23182 - Electronics Technician	33.67
Maintenance II	
23183 - Electronics Technician	35.89
Maintenance III	
23260 - Fabric Worker	20.22
23290 - Fire Alarm System Mechanic	24.41
23310 - Fire Extinguisher Repairer	18.71
23311 - Fuel Distribution System	25.41
Mechanic	
23312 - Fuel Distribution System	19.48
Operator	
23370 - General Maintenance Worker	20.03
23380 - Ground Support Equipment	29.97
Mechanic	
23381 - Ground Support Equipment	24.82
Servicer	
23382 - Ground Support Equipment	26.46
Worker	
23391 - Gunsmith I	18.71
23392 - Gunsmith II	21.56
23393 - Gunsmith III	24.41
23410 - Heating Ventilation And Air-	20.88
Conditioning	20.00
Mechanic	
23411 - Heating Ventilation And Air	22.04
Contidioning	22.01
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.78
23440 - Heavy Equipment Operator	20.69
23460 - Instrument Mechanic	24.41
23465 - Laboratory/Shelter Mechanic	22.91
23405 - Laboratory/Sherter Mechanic	13.07
23510 - Locksmith	22.91
23530 - Machinery Maintenance	26.84
Mechanic	20.04
23550 - Machinist Maintenance	21.02
25550 - Machinist Mathlellance	21.02

23580 - Maintenance Trades Helper	14.40
23591 - Metrology Technician I	24.41
23592 - Metrology Technician II	25.78
23593 - Metrology Technician III	26.94
23640 - Millwright	24.41
23710 - Office Appliance Repairer	22.91
23760 - Painter Maintenance	19.78
23790 - Pipefitter Maintenance	22.02
23810 - Plumber Maintenance	20.66
23820 - Pneudraulic Systems Mechanic	24.41
23850 - Rigger	24.41
23870 - Scale Mechanic	21.56
23890 - Sheet-Metal Worker	24.41
Maintenance	
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic	28.61
I	
23932 - Telecommunications Mechanic	30.21
II	
23950 - Telephone Lineman	22.50
23960 - Welder Combination	20.31
Maintenance	
23965 - Well Driller	24.41
23970 - Woodcraft Worker	24.41
23980 - Woodworker	18.71
24000 - Personal Needs Occupations	
24550 - Case Manager	17.50
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.81
24610 - Chore Aide	11.86
24620 - Family Readiness And Support	17.50
Services	
Coordinator	
24630 - Homemaker	16.41
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.43
25040 - Sewage Plant Operator	21.39
25070 - Stationary Engineer	27.43
25190 - Ventilation Equipment Tender	19.28
25210 - Water Treatment Plant	21.39
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.09
27007 - Baggage Inspector	15.35
27008 - Corrections Officer	19.15
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	17.18
27040 - Detention Officer	19.15
27070 - Firefighter	20.88

27101 - Guard I			15.35
27102 - Guard II			17.18
27131 - Police Officer I			22.26
27132 - Police Officer II			24.74
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.07
28042 - Carnival Equipment Repairer			15.35
28043 - Carnival Worker			10.22
28210 - Gate Attendant/Gate Tender			19.44
28310 - Lifequard			13.72
28350 - Park Attendant (Aide)			20.45
28510 - Recreation Aide/Health			15.86
Facility Attendant			
28515 - Recreation Specialist			22.89
28630 - Sports Official			17.31
28690 - Swimming Pool Operator			17.69
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.50
29020 - Hatch Tender			23.50
29030 - Line Handler			23.50
29041 - Stevedore I			21.64
29042 - Stevedore II			24.51
30000 - Technical Occupations			21.01
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)	(800	2 /	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.05
30021 - Archeological Technician I			17.79
30022 - Archeological Technician II			20.76
30023 - Archeological Technician III			24.38
30030 - Cartographic Technician			24.39
30040 - Civil Engineering Technician			23.79
30051 - Cryogenic Technician I			25.28
30052 - Cryogenic Technician II			27.92
30061 - Drafter/CAD Operator I			17.59
30062 - Drafter/CAD Operator II			20.76
30063 - Drafter/CAD Operator III			21.94
30064 - Drafter/CAD Operator IV			25.54
30081 - Engineering Technician I			14.73
30082 - Engineering Technician II			16.53
30083 - Engineering Technician III			18.50
30084 - Engineering Technician IV			22.91
30085 - Engineering Technician V			28.03
30086 - Engineering Technician VI			33.91
30090 - Environmental Technician			22.83
30095 - Evidence Control Specialist			22.83
30210 - Laboratory Technician			22.03
JULIN HADDLALOLY LEGHILLGLAH			ムム・ムフ

30221 - Latent Fingerprint	25.28
Technician I	
30222 - Latent Fingerprint	27.92
Technician II	
30240 - Mathematical Technician	24.45
30361 - Paralegal/Legal Assistant I	18.26
30362 - Paralegal/Legal Assistant II	22.62
30363 - Paralegal/Legal Assistant	27.67
III	
30364 - Paralegal/Legal Assistant IV	33.48
30375 - Petroleum Supply Specialist	27.92
30390 - Photo-Optics Technician	24.45
30395 - Radiation Control Technician	27.92
30461 - Technical Writer I	23.27
30462 - Technical Writer II	28.47
30463 - Technical Writer III	34.44
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	20.00
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer Combined (see 2)	21.94
Upper Air Or	21.91
Surface Programs	
_	23 97
30621 - Weather Observer Senior (see 2)	23.97
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	23.97
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	30.98
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	30.98 12.18
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver	30.98 12.18 17.08
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier	30.98 12.18 17.08 13.64
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 12.18 17.08 13.64 11.57
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver	30.98 12.18 17.08 13.64 11.57 14.87
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 12.18 17.08 13.64 11.57 14.87 13.23
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 12.18 17.08 13.64 11.57 14.87 13.23 14.87
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 12.18 17.08 13.64 11.57 14.87 13.23 14.87 16.08
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 12.18 17.08 13.64 11.57 14.87 13.23 14.87 16.08 21.05
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 12.18 17.08 13.64 11.57 14.87 13.23 14.87 16.08
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation OccupationsS1010 - Airplane Pilot1020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1043 - Driver Courier31260 - Parking and Lot Attendant1290 - Shuttle Bus Driver31310 - Taxi Driver131361 - Truckdriver Light31362 - Truckdriver Medium1363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations	30.98 12.18 17.08 13.64 11.57 14.87 13.23 14.87 16.08 21.05 21.05
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 99020 - Cabin Safety Specialist	30.98 12.18 17.08 13.64 11.57 14.87 13.23 14.87 16.08 21.05 21.05 15.10
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier	30.98 12.18 17.08 13.64 11.57 14.87 13.23 14.87 16.08 21.05 21.05 21.05 15.10 10.32
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 99020 - Cabin Safety Specialist	30.98 12.18 17.08 13.64 11.57 14.87 13.23 14.87 16.08 21.05 21.05 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.95
I	
99252 - Laboratory Animal Caretaker	17.40
II	
99260 - Marketing Analyst	29.20
99310 - Mortician	28.45
99410 - Pest Controller	21.82
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.19
99711 - Recycling Specialist	25.79
99730 - Refuse Collector	18.60
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	13.78
99830 - Survey Party Chief	20.76
99831 - Surveying Aide	14.08
99832 - Surveying Technician	18.88
99840 - Vending Machine Attendant	19.11
99841 - Vending Machine Repairer	24.01
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.: 2015-5519 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: Idaho

Area: Idaho County of Nez Perce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.07
01012 - Accounting Clerk II		19.17
01013 - Accounting Clerk III		21.44
01020 - Administrative Assistant		24.10
01035 - Court Reporter		22.66
01041 - Customer Service		14.34
Representative I		
01042 - Customer Service		16.03
Representative II		

01043 - Customer Service Representative III		17.58
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		21.63
01070 - Document Preparation Clerk		14.80
01090 - Duplicating Machine Operator		14.80
01111 - General Clerk I		13.04
01112 - General Clerk II		14.23
01113 - General Clerk III		15.98
01120 - Housing Referral Assistant		20.67
01141 - Messenger Courier		12.03
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant		16.40
(Employment) I		10.40
01262 - Personnel Assistant		18.35
(Employment) II		10.55
01263 - Personnel Assistant		20.45
		20.45
(Employment) III		22 40
01270 - Production Control Clerk		22.40
01290 - Rental Clerk		14.43
01300 - Scheduler Maintenance		16.58
01311 - Secretary I		16.58
01312 - Secretary II		18.56
01313 - Secretary III		20.67
01320 - Service Order Dispatcher		19.95
01410 - Supply Technician		24.10
01420 - Survey Worker		16.12
01460 - Switchboard		15.24
Operator/Receptionist		
01531 - Travel Clerk I		13.31
01532 - Travel Clerk II		13.92
01533 - Travel Clerk III		15.15
01611 - Word Processor I		14.77
01612 - Word Processor II		16.58
01613 - Word Processor III		18.56
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.07
Fiberglass		
		18.82
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer	Electrician	17.81
	Electrician	
05040 - Automotive Glass Installer	Electrician	17.81
05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	17.81 17.81
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	17.81 17.81 15.78
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	17.81 17.81 15.78
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	17.81 17.81 15.78 19.82
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	17.81 17.81 15.78 19.82 17.81

05250 - Motor Vehicle Upholstery	16.79
Worker	1 7 0 1
05280 - Motor Vehicle Wrecker	17.81
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	17.81
05370 - Tire Repairer	15.12
05400 - Transmission Repair	19.82
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.75
07041 - Cook I	12.87
07042 - Cook II	14.52
07070 - Dishwasher	11.30
07130 - Food Service Worker	11.72
07210 - Meat Cutter	16.04
07260 - Waiter/Waitress	10.79
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.91
09040 - Furniture Handler	17.19
09080 - Furniture Refinisher	21.03
09090 - Furniture Refinisher Helper	19.93
09110 - Furniture Repairer Minor	20.45
09130 - Upholsterer	20.66
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.13
11060 - Elevator Operator	13.34
11090 - Gardener	16.74
11122 - Housekeeping Aide	13.99
11150 - Janitor	13.99
11210 - Laborer Grounds Maintenance	13.52
11240 - Maid or Houseman	13.33
11260 - Pruner	12.39
11270 - Tractor Operator	15.68
11330 - Trail Maintenance Worker	13.52
11360 - Window Cleaner	15.26
12000 - Health Occupations	
12010 - Ambulance Driver	22.42
12011 - Breath Alcohol Technician	22.42
12012 - Certified Occupational	30.76
Therapist Assistant	
12015 - Certified Physical Therapist	27.68
Assistant	
12020 - Dental Assistant	18.45
12025 - Dental Hygienist	38.12
12030 - EKG Technician	33.98
12035 - Electroneurodiagnostic	33.98
Technologist	

12040 - Emergency Medical Technician	22.42
12071 - Licensed Practical Nurse I	20.05
12072 - Licensed Practical Nurse II	22.42
12073 - Licensed Practical Nurse III	24.99
12100 - Medical Assistant	17.79
12130 - Medical Laboratory	26.02
Technician	
12160 - Medical Record Clerk	19.23
12190 - Medical Record Technician	21.52
12195 - Medical Transcriptionist	20.05
12210 - Nuclear Medicine	49.27
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	22.42
12236 - Optical Technician	20.05
12250 - Pharmacy Technician	17.88
12280 - Phlebotomist	20.05
12305 - Radiologic Technologist	30.72
12311 - Registered Nurse I	23.71
12312 - Registered Nurse II	29.00
12313 - Registered Nurse II	29.00
Specialist	
12314 - Registered Nurse III	35.09
12315 - Registered Nurse III	35.09
Anesthetist	
12316 - Registered Nurse IV	42.06
12317 - Scheduler (Drug and Alcohol	27.78
Testing)	
12320 - Substance Abuse Treatment	28.99
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.53
13054 - Library Information	20.57
Technology Systems	
Administrator	
13058 - Library Technician	13.42
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36

13071 - Photographer I		14.95
13072 - Photographer II		16.76
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		18.11
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I	(see 1)	17.62
14072 - Computer Programmer II	(see 1)	22.88
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		14.69
Operator		
14160 - Personal Computer Support		20.50
Technician		
14170 - System Support Specialist		22.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.41
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		41.62
Instructor (Rated)		
15030 - Air Crew Training Devices		48.85
Instructor (Pilot)		
15050 - Computer Based Training		34.41
Specialist / Instructor		
15060 - Educational Technologist		26.82
15070 - Flight Instructor (Pilot)		48.85
15080 - Graphic Artist		25.25
15085 - Maintenance Test Pilot Fixed		48.85
Jet/Prop		
15086 - Maintenance Test Pilot		48.85
Rotary Wing		
15088 - Non-Maintenance Test/Co-		48.85
Pilot		
15090 - Technical Instructor		20.64
15095 - Technical Instructor/Course		25.25
Developer		
15110 - Test Proctor		16.66

	1000
15120 - Tutor	16.66
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.20
16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	12.40
16070 - Finisher Flatwork Machine	10.39
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.07
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.38
Room)	
19040 - Tool And Die Maker	30.80
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.31
21030 - Material Coordinator	23.14
21040 - Material Expediter	23.14
21050 - Material Handling Laborer	16.09
21071 - Order Filler	14.08
21080 - Production Line Worker (Food	20.31
Processing)	
21110 - Shipping Packer	19.00
21130 - Shipping/Receiving Clerk	19.00
21140 - Store Worker I	14.47
21150 - Stock Clerk	18.41
21210 - Tools And Parts Attendant	20.31
21410 - Warehouse Specialist	20.31
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.10
23019 - Aircraft Logs and Records	22.64
Technician	
23021 - Aircraft Mechanic I	26.73
23022 - Aircraft Mechanic II	28.10
23023 - Aircraft Mechanic III	29.46
23040 - Aircraft Mechanic Helper	19.93
23050 - Aircraft Painter	25.38
23060 - Aircraft Servicer	22.64
23070 - Aircraft Survival Flight	25.38
Equipment Technician	
23080 - Aircraft Worker	24.02

22001 Dimension Tife Commont	24 02
23091 - Aircrew Life Support	24.02
Equipment (ALSE) Mechanic	
I 22002 Dimension Life Summant	
23092 - Aircrew Life Support	26.73
Equipment (ALSE) Mechanic	
II	05 00
23110 - Appliance Mechanic	25.38
23120 - Bicycle Repairer	18.13
23125 - Cable Splicer	29.76
23130 - Carpenter Maintenance	22.71
23140 - Carpet Layer	24.02
23160 - Electrician Maintenance	31.92
23181 - Electronics Technician	32.14
Maintenance I	
23182 - Electronics Technician	33.97
Maintenance II	
23183 - Electronics Technician	35.77
Maintenance III	
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	26.73
23310 - Fire Extinguisher Repairer	21.28
23311 - Fuel Distribution System	26.73
Mechanic	
23312 - Fuel Distribution System	21.28
Operator	
23370 - General Maintenance Worker	17.95
23380 - Ground Support Equipment	26.73
Mechanic	
23381 - Ground Support Equipment	22.64
Servicer	
23382 - Ground Support Equipment	24.02
Worker	
23391 - Gunsmith I	21.28
23392 - Gunsmith II	24.02
23393 - Gunsmith III	26.73
23410 - Heating Ventilation And Air-	20.48
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.53
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.84
23440 - Heavy Equipment Operator	26.34
23460 - Instrument Mechanic	26.73
23465 - Laboratory/Shelter Mechanic	25.38
23470 - Laborer	16.09
23510 - Locksmith	25.38
23530 - Machinery Maintenance	25.60
Mechanic	23.00
23550 - Machinist Maintenance	26.73
25550 - MACHITIST MATHICHIANCE	20.13

23580 - Maintenance Trades Helper	19.93
23591 - Metrology Technician I	26.73
23592 - Metrology Technician II	28.10
23593 - Metrology Technician III	29.46
23640 - Millwright	30.48
23710 - Office Appliance Repairer	25.38
23760 - Painter Maintenance	19.44
23790 - Pipefitter Maintenance	26.59
23810 - Plumber Maintenance	25.25
23820 - Pneudraulic Systems Mechanic	26.73
23850 - Rigger	26.73
23870 - Scale Mechanic	24.02
23890 - Sheet-Metal Worker	26.73
Maintenance	
23910 - Small Engine Mechanic	23.38
23931 - Telecommunications Mechanic	26.73
I	
23932 - Telecommunications Mechanic	28.10
II	
23950 - Telephone Lineman	26.73
23960 - Welder Combination	21.27
Maintenance	
23965 - Well Driller	26.73
23970 - Woodcraft Worker	26.73
23980 - Woodworker	21.28
24000 - Personal Needs Occupations	
24550 - Case Manager	20.08
24570 - Child Care Attendant	13.04
24580 - Child Care Center Clerk	16.25
24610 - Chore Aide	12.07
24620 - Family Readiness And Support	20.08
Services	
Coordinator	
24630 - Homemaker	18.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.73
25040 - Sewage Plant Operator	23.79
25070 - Stationary Engineer	26.73
25190 - Ventilation Equipment Tender	19.93
25210 - Water Treatment Plant	23.79
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	14.12
27008 - Corrections Officer	20.59
27010 - Court Security Officer	21.90
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	20.59
27070 - Firefighter	20.88

27101 - Guard I			
			14.12
27102 - Guard II			15.80
27131 - Police Officer I			26.98
27132 - Police Officer II			29.97
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			11.94
28042 - Carnival Equipment Repairer			14.41
28043 - Carnival Worker			10.11
28210 - Gate Attendant/Gate Tender			14.60
28310 - Lifeguard			12.95
28350 - Park Attendant (Aide)			15.93
28510 - Recreation Aide/Health			11.92
Facility Attendant			
28515 - Recreation Specialist			19.26
28630 - Sports Official			13.01
28690 - Swimming Pool Operator			22.16
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.02
29020 - Hatch Tender			24.02
29030 - Line Handler			24.02
29041 - Stevedore I			22.64
29042 - Stevedore II			25.38
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(_,	
30011 - Air Traffic Control	(see	2)	27.78
			2/./0
Specialist Station (HFO)	(2)	21.18
Specialist Station (HFO) 30012 - Air Traffic Control	(27	
30012 - Air Traffic Control	(- /	30.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		- /	30.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I		- /	30.59 17.79
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II		_)	30.59 17.79 20.76
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III		_)	30.59 17.79 20.76 24.38
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			30.59 17.79 20.76 24.38 24.39
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			30.59 17.79 20.76 24.38 24.39 22.41
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54 13.93
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54 13.93 15.62
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54 13.93 15.62 18.43
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54 13.93 15.62 18.43 21.66
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician 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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54 13.93 15.62 18.43 21.66 26.49
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 III 30085 - Engineering Technician V			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54 13.93 15.62 18.43 21.66 26.49 30.94
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			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54 13.93 15.62 18.43 21.66 26.49 30.94 22.32
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 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician V			30.59 17.79 20.76 24.38 24.39 22.41 21.24 23.46 17.59 20.76 21.94 25.54 13.93 15.62 18.43 21.66 26.49 30.94

30221 - Latent Fingerprint			21.24
Technician I			
30222 - Latent Fingerprint			23.46
Technician II			
30240 - Mathematical Technician			24.45
30361 - Paralegal/Legal Assistant I			19.56
30362 - Paralegal/Legal Assistant II			24.23
30363 - Paralegal/Legal Assistant			29.64
III			
30364 - Paralegal/Legal Assistant IV			35.87
30375 - Petroleum Supply Specialist			23.46
30390 - Photo-Optics Technician			24.45
30395 - Radiation Control Technician			23.46
30461 - Technical Writer I			20.81
30462 - Technical Writer II			25.45
30463 - Technical Writer III			27.75
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			25.54
30502 - Weather Forecaster II			31.07
30620 - Weather Observer Combined	(see	2)	21.94
Upper Air Or	·		
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.97
31000 - Transportation/Mobile	(_ /	
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			15.74
31030 - Bus Driver			20.25
31043 - Driver Courier			16.05
31260 - Parking and Lot Attendant			14.32
31290 - Shuttle Bus Driver			15.75
31310 - Taxi Driver			15.75
31361 - Truckdriver Light			17.14
31362 - Truckdriver Medium			18.24
31363 - Truckdriver Heavy			23.80
31364 - Truckdriver Tractor-Trailer			23.80
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			12.21
99050 - Desk Clerk			13.51
99095 - Embalmer			25.86

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	17.55
I	
99252 - Laboratory Animal Caretaker	19.14
II	
99260 - Marketing Analyst	23.46
99310 - Mortician	25.86
99410 - Pest Controller	22.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.06
99711 - Recycling Specialist	19.78
99730 - Refuse Collector	15.64
99810 - Sales Clerk	14.30
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.68
99842 - Vending Machine Repairer	16.29
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 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.: 2015-5521 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: Washington

Area: Washington County of Asotin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.07
01012 - Accounting Clerk II		19.17
01013 - Accounting Clerk III		21.44
01020 - Administrative Assistant		25.05
01035 - Court Reporter		18.59
01041 - Customer Service		14.34
Representative I		
01042 - Customer Service		16.03
Representative II		

01043 - Customer Service Representative III		17.58
01051 - Data Entry Operator I		14.74
01052 - Data Entry Operator II		16.08
01060 - Dispatcher Motor Vehicle		21.21
01070 - Document Preparation Clerk		14.80
01090 - Duplicating Machine Operator		14.80
01111 - General Clerk I		13.04
01112 - General Clerk II		14.23
01113 - General Clerk III		15.98
01120 - Housing Referral Assistant		20.72
01141 - Messenger Courier		12.07
01191 - Order Clerk I		13.57
01192 - Order Clerk II		14.80
01261 - Personnel Assistant		16.71
(Employment) I		
01262 - Personnel Assistant		18.69
(Employment) II		
01263 - Personnel Assistant		20.84
(Employment) III		
01270 - Production Control Clerk		22.43
01290 - Rental Clerk		14.43
01300 - Scheduler Maintenance		16.61
01311 - Secretary I		16.61
01312 - Secretary II		18.59
01313 - Secretary III		20.72
01320 - Service Order Dispatcher		20.05
01410 - Supply Technician		25.05
01420 - Survey Worker		16.12
01460 - Switchboard		15.24
Operator/Receptionist		
01531 - Travel Clerk I		13.31
01532 - Travel Clerk II		13.92
01533 - Travel Clerk III		15.15
01611 - Word Processor I		14.80
01612 - Word Processor II		16.61
01613 - Word Processor III		18.59
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.28
Fiberglass		
05010 - Automotive	Electrician	19.82
05040 - Automotive Glass Installer		18.24
05070 - Automotive Worker		18.24
05110 - Mobile Equipment Servicer		17.25
05130 - Motor Equipment Metal		10 00
		19.82
Mechanic		
05160 - Motor Equipment Metal Worker		18.24
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		18.24 19.94
05160 - Motor Equipment Metal Worker		18.24

Worker 18.3 05280 - Motor Vehicle Wrecker 18.3 05310 - Painter Automotive 19.3 05340 - Radiator Repair Specialist 18.3 05370 - Tire Repairer 15.3 05400 - Transmission Repair 19.3 Specialist 19.3 07000 - Food Preparation And Service 0 Occupations 16. 07010 - Baker 16. 07041 - Cook I 12.3 07042 - Cook II 14.3 07070 - Dishwasher 11.3 07130 - Food Service Worker 11.3 07260 - Waiter/Waitress 12.3 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 25.3	Wrecker 18.24 otive 19.03 ir Specialist 18.24 15.44 15.44 Repair 19.82 n And Service 16.63 12.87 14.52 11.30 11.81 Worker 11.81 18.06 12.68 enance And 12.68
05280 - Motor Vehicle Wrecker18.305310 - Painter Automotive19.305340 - Radiator Repair Specialist18.305370 - Tire Repairer15.305400 - Transmission Repair19.3Specialist19.307000 - Food Preparation And Service0Occupations16.307010 - Baker16.307041 - Cook I12.307070 - Dishwasher11.307130 - Food Service Worker11.307210 - Meat Cutter18.307260 - Waiter/Waitress12.309000 - Furniture Maintenance And12.3Repair Occupations25.309010 - Electrostatic Spray Painter25.3	otive 19.03 ir Specialist 18.24 15.44 15.44 Repair 19.82 n And Service 16.63 12.87 14.52 11.30 11.81 18.06 12.68 enance And 12.68
05310 - Painter Automotive19.05340 - Radiator Repair Specialist18.05370 - Tire Repairer15.05400 - Transmission Repair19.Specialist19.07000 - Food Preparation And Service0Occupations16.07010 - Baker16.07041 - Cook I12.07070 - Dishwasher11.07130 - Food Service Worker11.07210 - Meat Cutter18.07260 - Waiter/Waitress12.09000 - Furniture Maintenance And25.Repair Occupations25.	otive 19.03 ir Specialist 18.24 15.44 15.44 Repair 19.82 n And Service 16.63 12.87 14.52 11.30 11.81 18.06 12.68 enance And 12.68
05340 - Radiator Repair Specialist18.305370 - Tire Repairer15.405400 - Transmission Repair19.3Specialist19.307000 - Food Preparation And Service0Occupations16.407010 - Baker16.407041 - Cook I12.307042 - Cook II14.307070 - Dishwasher11.307130 - Food Service Worker11.307210 - Meat Cutter18.407260 - Waiter/Waitress12.309000 - Furniture Maintenance And12.3Repair Occupations25.3	ir Specialist 18.24 15.44 Repair 19.82 n And Service 16.63 12.87 14.52 11.30 Worker 11.81 18.06 ss 12.68 enance And
05370 - Tire Repairer15.05400 - Transmission Repair19.Specialist19.07000 - Food Preparation And Service0Occupations16.07010 - Baker16.07041 - Cook I12.07042 - Cook II14.07070 - Dishwasher11.07130 - Food Service Worker11.07210 - Meat Cutter18.07260 - Waiter/Waitress12.09000 - Furniture Maintenance And25.Repair Occupations25.	15.44 Repair 19.82 n And Service 16.63 12.87 14.52 11.30 Worker 11.81 18.06 ss 12.68
05400 - Transmission Repair19.3Specialist07000 - Food Preparation And ServiceOccupations16.007010 - Baker16.007041 - Cook I12.307042 - Cook II14.307070 - Dishwasher11.307130 - Food Service Worker11.307210 - Meat Cutter18.007260 - Waiter/Waitress12.309000 - Furniture Maintenance And25.3Repair Occupations25.3	Repair 19.82 n And Service 16.63 12.87 14.52 14.52 11.30 Worker 11.81 18.06 12.68 enance And 12.68
Specialist 07000 - Food Preparation And Service Occupations 07010 - Baker 16. 07041 - Cook I 12. 07042 - Cook II 14. 07070 - Dishwasher 11. 07130 - Food Service Worker 11. 07210 - Meat Cutter 18. 07260 - Waiter/Waitress 12. 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter 25.	n And Service 16.63 12.87 14.52 11.30 Worker 11.81 18.06 ss 12.68 enance And
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Repair Occupations 09010 - Electrostatic Spray Painter 25.	
09010 - Electrostatic Spray Painter 25.3	
00010 = Eurpiture Handler	
L	inisher Helper 19.93
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•	airer Minor 22.64
11000 - General Services And Support	airer Minor 22.64 25.38
Occupations	airer Minor 22.64 25.38
	airer Minor 22.64 25.38 s And Support
-	airer Minor 22.64 25.38 s And Support 12.13
11000 Condonom 10	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34
	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74
11122 - Housekeeping Aide 13.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74 Aide 13.99
11122 - Housekeeping Aide 13. 11150 - Janitor 13.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74 Aide 13.99 13.99
11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74 Aide 13.99 13.99 ds Maintenance 13.52
11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13. 11240 - Maid or Houseman 13.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74 Aide 13.99 13.99 ds Maintenance 13.52 man 13.33
11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13. 11240 - Maid or Houseman 13. 11260 - Pruner 12.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74 Aide 13.99 ds Maintenance 13.52 man 13.33
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11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13. 11240 - Maid or Houseman 13. 11260 - Pruner 12. 11270 - Tractor Operator 15. 11330 - Trail Maintenance Worker 13. 11360 - Window Cleaner 15. 12010 - Health Occupations 23. 12011 - Breath Alcohol Technician 22. 12012 - Certified Occupational 30.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74 Aide 13.99 ds Maintenance 13.52 man 13.33 12.39 tor 15.68 ance Worker 15.68 ance Worker 15.68 ance Worker 23.69 l Technician 22.42
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11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13. 11240 - Maid or Houseman 13. 11260 - Pruner 12. 11270 - Tractor Operator 15. 11330 - Trail Maintenance Worker 13. 1160 - Window Cleaner 15. 12000 - Health Occupations 15. 12010 - Ambulance Driver 23. 12011 - Breath Alcohol Technician 22. 12012 - Certified Occupational 30. Therapist Assistant 27. Assistant 27.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74 Aide 13.99 ds Maintenance 13.52 man 13.33 12.39 tor 15.68 ance Worker 13.52 r 15.26 ons 13.52 r 23.69 l Technician 22.42 upational 30.76
11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13. 11240 - Maid or Houseman 13. 11260 - Pruner 12. 11270 - Tractor Operator 15. 11330 - Trail Maintenance Worker 13. 1160 - Window Cleaner 15. 12000 - Health Occupations 23. 12010 - Ambulance Driver 23. 12012 - Certified Occupational 30. Therapist Assistant 27. Assistant 27. 12020 - Dental Assistant 19.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 Aide 13.99 ds Maintenance 13.52 man 13.33 tor 13.33 tor 15.68 ance Worker 13.52 r 15.26 ons ver 23.69 l Technician 22.42 upational 30.76 sical Therapist 27.68 ant 19.25
11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13. 11240 - Maid or Houseman 13. 11260 - Pruner 12. 11270 - Tractor Operator 15. 11330 - Trail Maintenance Worker 13. 11360 - Window Cleaner 15. 12010 - Health Occupations 23. 12010 - Ambulance Driver 23. 12012 - Certified Occupational 30. Therapist Assistant 27. Assistant 19. 12020 - Dental Assistant 19. 12025 - Dental Hygienist 38.	airer Minor 22.64 25.38 s And Support 12.13 ator 13.34 16.74 Aide 13.99 ds Maintenance 13.52 man 13.33 12.39 tor 15.68 ance Worker 15.68 ance Worker 15.68 ance Worker 15.26 ons 22.42 ver 23.69 1 Technician 22.42 upational 30.76 sical Therapist 27.68 ant 19.25 ist 38.12
11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13. 11240 - Maid or Houseman 13. 11260 - Pruner 12. 11270 - Tractor Operator 15. 11330 - Trail Maintenance Worker 13. 11260 - Window Cleaner 15. 12000 - Health Occupations 23. 12010 - Ambulance Driver 23. 12011 - Breath Alcohol Technician 22. 12012 - Certified Occupational 30. Therapist Assistant 19. 12020 - Dental Assistant 19. 12025 - Dental Hygienist 38. 12030 - EKG Technician 33.	airer Minor 22.64 25.38 s And Support les 12.13 ator 13.34 Aide 13.99 ds Maintenance 13.52 man 13.33 tor 15.68 ance Worker 15.68 ance Worker 13.52 r 15.26 ons ver 23.69 l Technician 22.42 upational 30.76 sical Therapist 27.68 ant 19.25 ist 38.12 n 33.98
11122 - Housekeeping Aide 13. 11150 - Janitor 13. 11210 - Laborer Grounds Maintenance 13. 11240 - Maid or Houseman 13. 11260 - Pruner 12. 11270 - Tractor Operator 15. 11330 - Trail Maintenance Worker 13. 11260 - Window Cleaner 15. 11360 - Window Cleaner 15. 12010 - Health Occupations 23. 12010 - Ambulance Driver 23. 12011 - Breath Alcohol Technician 22. 12012 - Certified Occupational 30. Therapist Assistant 19. 12020 - Dental Assistant 19. 12025 - Dental Hygienist 38. 12030 - EKG Technician 33.	airer Minor 22.64 25.38 s And Support les 12.13 ator 13.34 Aide 13.99 ds Maintenance 13.52 man 13.33 tor 15.68 ance Worker 15.68 ance Worker 13.52 r 15.26 ons ver 23.69 l Technician 22.42 upational 30.76 sical Therapist 27.68 ant 19.25 ist 38.12 n 33.98

12040 - Emergency Medical Technician	23.69
12071 - Licensed Practical Nurse I	20.05
12072 - Licensed Practical Nurse II	22.42
12073 - Licensed Practical Nurse III	24.99
12100 - Medical Assistant	17.79
12130 - Medical Laboratory	26.02
Technician	
12160 - Medical Record Clerk	19.23
12190 - Medical Record Technician	21.52
12195 - Medical Transcriptionist	20.05
12210 - Nuclear Medicine	49.27
Technologist	10.00
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	22.42
12236 - Optical Technician	20.05
12250 - Pharmacy Technician	17.88
12280 - Phlebotomist	20.05
12305 - Radiologic Technologist	30.72
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II	29.21
Specialist	
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III	35.35
Anesthetist	
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol	27.78
Testing)	
12320 - Substance Abuse Treatment	28.99
Counselor	
13000 - Information And Arts	
Occupations	10 05
13011 - Exhibits Specialist I	19.25
13012 - Exhibits Specialist II	23.86
13013 - Exhibits Specialist III	29.18
13041 - Illustrator I	19.25
13042 - Illustrator II	23.85
13043 - Illustrator III	29.18
13047 - Librarian	26.41
13050 - Library Aide/Clerk	11.83
13054 - Library Information	23.86
Technology Systems	
Administrator	1 5 0 0
13058 - Library Technician	15.90
13061 - Media Specialist I	17.57
13062 - Media Specialist II	19.65
13063 - Media Specialist III	21.91

13071 - Photographer I		15.82
13072 - Photographer II		17.70
13073 - Photographer III		21.88
13074 - Photographer IV		26.77
13075 - Photographer V		30.67
13090 - Technical Order Library		16.73
Clerk		
13110 - Video Teleconference		15.74
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.06
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.54
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.50
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
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)	17.06
Operator		1,
14160 - Personal Computer Support		27.57
Technician		21.01
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		20.00
15010 - Aircrew Training Devices		34.41
Instructor (Non-Rated)		94.41
15020 - Aircrew Training Devices		41.62
Instructor (Rated)		41.02
15030 - Air Crew Training Devices		49.89
Instructor (Pilot)		49.09
		34.41
15050 - Computer Based Training		34.41
Specialist / Instructor		22 40
15060 - Educational Technologist		33.42
15070 - Flight Instructor (Pilot)		49.89
15080 - Graphic Artist		26.62
15085 - Maintenance Test Pilot Fixed		49.89
Jet/Prop		40.00
15086 - Maintenance Test Pilot		49.89
Rotary Wing		40.00
15088 - Non-Maintenance Test/Co-		49.89
Pilot		
15090 - Technical Instructor		21.76
15095 - Technical Instructor/Course		26.62
Developer 15110 - Test Proctor		17.89

15120 - Tutor	17 00
	17.89
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	10.39
16030 - Counter Attendant	10.39
16040 - Dry Cleaner	10.39
16070 - Finisher Flatwork Machine	12.40
16090 - Presser Hand	10.39
16110 - Presser Machine Drycleaning	10.39
16130 - Presser Machine Shirts	10.39
16160 - Presser Machine Wearing	10.39
Apparel Laundry	10.55
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.81
16250 - Washer Machine	10.89
19000 - Machine Tool Operation And	10.05
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.38
Room)	23.30
19040 - Tool And Die Maker	30.80
21000 - Materials Handling And Packing	50.00
Occupations	
21020 - Forklift Operator	20.31
21030 - Material Coordinator	23.14
21040 - Material Expediter	23.14
21050 - Material Handling Laborer	16.09
21071 - Order Filler	14.11
21080 - Production Line Worker (Food	20.31
Processing)	20.01
21110 - Shipping Packer	19.00
21130 - Shipping/Receiving Clerk	19.00
21140 - Store Worker I	14.47
21150 - Stock Clerk	18.41
21210 - Tools And Parts Attendant	20.31
21410 - Warehouse Specialist	20.31
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.10
23019 - Aircraft Logs and Records	22.64
Technician	
23021 - Aircraft Mechanic I	26.73
23022 - Aircraft Mechanic II	28.10
23023 - Aircraft Mechanic III	29.46
23040 - Aircraft Mechanic Helper	19.93
23050 - Aircraft Painter	25.38
23060 - Aircraft Servicer	22.64
23070 - Aircraft Survival Flight	25.38
Equipment Technician	
23080 - Aircraft Worker	24.02

22001 Dimension Life Gummant	24 02
23091 - Aircrew Life Support	24.02
Equipment (ALSE) Mechanic	
I 22002 Dimension Life Commands	
23092 - Aircrew Life Support	26.73
Equipment (ALSE) Mechanic	
II	05 00
23110 - Appliance Mechanic	25.38
23120 - Bicycle Repairer	21.28
23125 - Cable Splicer	26.73
23130 - Carpenter Maintenance	22.71
23140 - Carpet Layer	24.02
23160 - Electrician Maintenance	31.92
23181 - Electronics Technician	32.14
Maintenance I	
23182 - Electronics Technician	33.97
Maintenance II	
23183 - Electronics Technician	35.77
Maintenance III	
23260 - Fabric Worker	22.64
23290 - Fire Alarm System Mechanic	26.73
23310 - Fire Extinguisher Repairer	21.28
23311 - Fuel Distribution System	26.73
Mechanic	
23312 - Fuel Distribution System	21.28
Operator	
23370 - General Maintenance Worker	17.95
23380 - Ground Support Equipment	26.73
Mechanic	
23381 - Ground Support Equipment	22.64
Servicer	
23382 - Ground Support Equipment	24.02
Worker	
23391 - Gunsmith I	21.28
23392 - Gunsmith II	24.02
23393 - Gunsmith III	26.73
23410 - Heating Ventilation And Air-	22.40
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.54
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.84
23440 - Heavy Equipment Operator	26.34
23460 - Instrument Mechanic	26.73
23465 - Laboratory/Shelter Mechanic	25.38
23470 - Laborer	16.09
23510 - Locksmith	25.38
23530 - Machinery Maintenance	25.60
Mechanic	20.00
23550 - Machinist Maintenance	26.73
	20.15

23580 - Maintenance Trades Helper	19.93
23591 - Metrology Technician I	26.73
23592 - Metrology Technician II	28.10
23593 - Metrology Technician III	29.46
23640 - Millwright	31.16
23710 - Office Appliance Repairer	25.38
23760 - Painter Maintenance	21.30
23790 - Pipefitter Maintenance	26.59
23810 - Plumber Maintenance	25.25
23820 - Pneudraulic Systems Mechanic	26.73
23850 - Rigger	26.73
23870 - Scale Mechanic	24.02
23890 - Sheet-Metal Worker	26.73
Maintenance	
23910 - Small Engine Mechanic	24.02
23931 - Telecommunications Mechanic	26.73
I	
23932 - Telecommunications Mechanic	28.10
II	
23950 - Telephone Lineman	26.73
23960 - Welder Combination	21.27
Maintenance	
23965 - Well Driller	26.73
23970 - Woodcraft Worker	26.73
23980 - Woodworker	21.28
24000 - Personal Needs Occupations	
24000 - Personal Needs Occupations 24550 - Case Manager	20.08
24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant	20.08 13.04
24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk	20.08 13.04 16.25
24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide	20.08 13.04 16.25 12.07
<pre>24000 - Personal Needs Occupations 24550 - Case Manager 24570 - Child Care Attendant 24580 - Child Care Center Clerk 24610 - Chore Aide 24620 - Family Readiness And Support</pre>	20.08 13.04 16.25
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	20.08 13.04 16.25 12.07
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	20.08 13.04 16.25 12.07 20.08
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	20.08 13.04 16.25 12.07
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	20.08 13.04 16.25 12.07 20.08
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	20.08 13.04 16.25 12.07 20.08
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	20.08 13.04 16.25 12.07 20.08 20.08
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	20.08 13.04 16.25 12.07 20.08 20.08 20.08
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	20.08 13.04 16.25 12.07 20.08 20.08 20.08 26.73 23.79 26.73
<pre>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</pre>	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 26.73 23.79 26.73 19.93
<pre>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</pre>	20.08 13.04 16.25 12.07 20.08 20.08 20.08 26.73 23.79 26.73
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	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 26.73 23.79 26.73 19.93
<pre>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 27000 - Protective Service Occupations</pre>	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 26.73 23.79 26.73 19.93 23.79
<pre>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 27000 - Protective Service Occupations 27004 - Alarm Monitor</pre>	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 26.73 23.79 26.73 19.93 23.79 19.69
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 27007 - Baggage Inspector	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 20.73 23.79 26.73 19.93 23.79 19.69 14.12
<pre>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 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer</pre>	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 20.08 20.73 23.79 26.73 19.93 23.79 19.69 14.12 24.11
<pre>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 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 20.08 20.73 23.79 26.73 19.93 23.79 19.69 14.12 24.11 25.50
<pre>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 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler</pre>	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 20.08 20.73 23.79 26.73 19.93 23.79 19.69 14.12 24.11 25.50 17.58
<pre>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 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	20.08 13.04 16.25 12.07 20.08 20.08 20.08 20.08 20.08 20.73 23.79 26.73 19.93 23.79 19.69 14.12 24.11 25.50

27101 - Guard I			14.12
27102 - Guard II			15.98
27131 - Police Officer I			28.39
27132 - Police Officer II			31.53
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			11.66
28042 - Carnival Equipment Repairer			12.45
28043 - Carnival Worker			10.13
28210 - Gate Attendant/Gate Tender			14.24
28310 - Lifeguard			12.95
28350 - Park Attendant (Aide)			15.93
28510 - Recreation Aide/Health			11.87
Facility Attendant			
28515 - Recreation Specialist			19.73
28630 - Sports Official			12.68
28690 - Swimming Pool Operator			20.44
29000 - Stevedoring/Longshoremen			20.11
Occupational Services			
29010 - Blocker And Bracer			24.02
29010 - Blocker And Bracer 29020 - Hatch Tender			
			24.02
29030 - Line Handler			24.02
29041 - Stevedore I			22.64
29042 - Stevedore II			25.38
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			16.81
30022 - Archeological Technician II			18.80
30023 - Archeological Technician III			23.29
30030 - Cartographic Technician			23.29
30040 - Civil Engineering Technician			23.02
30051 - Cryogenic Technician I			21.24
30052 - Cryogenic Technician II			23.46
30061 - Drafter/CAD Operator I			16.81
30062 - Drafter/CAD Operator II			18.80
30063 - Drafter/CAD Operator III			20.97
30064 - Drafter/CAD Operator IV			25.80
30081 - Engineering Technician I			15.16
30082 - Engineering Technician II			16.93
30083 - Engineering Technician III			19.01
30084 - Engineering Technician IV			23.58
30085 - Engineering Technician V			28.75
30086 - Engineering Technician VI			34.90
30090 - Environmental Technician			23.22
30095 - Evidence Control Specialist			
30033 = 60106006 0000000000000000000000000000			19,18
30210 - Laboratory Technician			19.18 20.54

30221 - Latent Fingerprint			21.24
Technician I			
30222 - Latent Fingerprint			23.46
Technician II			
30240 - Mathematical Technician			23.29
30361 - Paralegal/Legal Assistant I			19.64
30362 - Paralegal/Legal Assistant II			24.33
30363 - Paralegal/Legal Assistant			29.77
TTT S			
30364 - Paralegal/Legal Assistant IV			36.02
30375 - Petroleum Supply Specialist			23.46
30390 - Photo-Optics Technician			23.29
30395 - Radiation Control Technician			23.46
30461 - Technical Writer I			20.72
30462 - Technical Writer II			27.13
30463 - Technical Writer III			32.83
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			25.80
30502 - Weather Forecaster II			31.39
30620 - Weather Observer Combined	(see	2)	20.97
Upper Air Or	(200	_ /	20.0
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.29
31000 - Transportation/Mobile	1266	۷ (23.29
-			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			15.74
31030 - Bus Driver			20.74
31043 - Driver Courier			16.05
31260 - Parking and Lot Attendant			14.43
31290 - Shuttle Bus Driver			15.75
31310 - Taxi Driver			16.59
31361 - Truckdriver Light			17.14
31362 - Truckdriver Medium			20.58
31363 - Truckdriver Heavy			23.80
31364 - Truckdriver Tractor-Trailer			23.80
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			12.21
99050 - Desk Clerk			13.51
99095 - Embalmer			25.60
			23.00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	19.78
I	
99252 - Laboratory Animal Caretaker	21.12
II	
99260 - Marketing Analyst	23.46
99310 - Mortician	25.60
99410 - Pest Controller	22.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.06
99711 - Recycling Specialist	19.78
99730 - Refuse Collector	15.64
99810 - Sales Clerk	14.41
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	22.89
99831 - Surveying Aide	12.79
99832 - Surveying Technician	17.50
99840 - Vending Machine Attendant	19.22
99841 - Vending Machine Repairer	22.09
99842 - Vending Machine Repairer	19.22
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.: 2015-5523
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: Washington

Area: Washington County of Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		18.29
01012 - Accounting Clerk II		20.52
01013 - Accounting Clerk III		22.97
01020 - Administrative Assistant		28.73
01035 - Court Reporter		20.43
01041 - Customer Service		14.66
Representative I		
01042 - Customer Service		16.00
Representative II		

01043 - Customer Service Representative III		17.96
01051 - Data Entry Operator I		16.16
01052 - Data Entry Operator II		17.64
01060 - Dispatcher Motor Vehicle		24.95
01070 - Document Preparation Clerk		16.37
01090 - Duplicating Machine Operator		16.37
01111 - General Clerk I		15.04
01112 - General Clerk II		16.41
01113 - General Clerk III		18.42
01120 - Housing Referral Assistant		22.77
01141 - Messenger Courier		16.08
01191 - Order Clerk I		16.24
01192 - Order Clerk II		17.72
01261 - Personnel Assistant		17.91
(Employment) I		_ / • • • =
01262 - Personnel Assistant		20.04
(Employment) II		20001
01263 - Personnel Assistant		22.34
(Employment) III		
01270 - Production Control Clerk		23.16
01290 - Rental Clerk		16.18
01300 - Scheduler Maintenance		18.25
01311 - Secretary I		18.25
01312 - Secretary II		20.43
01313 - Secretary III		22.77
01320 - Service Order Dispatcher		22.29
01410 - Supply Technician		
		28.73
		28.73
01420 - Survey Worker		20.43
01420 - Survey Worker 01460 - Switchboard		
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		20.43 15.40
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		20.43 15.40 15.44
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		20.43 15.40
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		20.43 15.40 15.44 16.57 17.77
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		20.43 15.40 15.44 16.57 17.77 17.01
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		20.43 15.40 15.44 16.57 17.77 17.01 19.09
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		20.43 15.40 15.44 16.57 17.77 17.01
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		20.43 15.40 15.44 16.57 17.77 17.01 19.09
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		20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35
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	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45
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	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45
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	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45 23.14
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	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45 23.14 22.16
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 Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45 23.14 22.16 22.16
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 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45 23.14 22.16 22.16 19.93
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	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45 23.14 22.16 22.16 19.93
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	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45 23.14 22.16 22.16 19.93 23.94
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	20.43 15.40 15.44 16.57 17.77 17.01 19.09 21.35 25.45 23.14 22.16 22.16 19.93 23.94

05250 - Motor Vehicle Upholstery	20.98
Worker	00.16
05280 - Motor Vehicle Wrecker	22.16
05310 - Painter Automotive	23.14
05340 - Radiator Repair Specialist	22.16
05370 - Tire Repairer	16.61
05400 - Transmission Repair	23.94
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.53
07041 - Cook I	17.87
07042 - Cook II	20.02
07070 - Dishwasher	13.98
07130 - Food Service Worker	15.61
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	15.78
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.32
09040 - Furniture Handler	18.99
09080 - Furniture Refinisher	24.32
09090 - Furniture Refinisher Helper	21.08
09110 - Furniture Repairer Minor	22.57
09130 - Upholsterer	24.32
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.07
11060 - Elevator Operator	15.41
11090 - Gardener	20.13
11122 - Housekeeping Aide	15.41
11150 - Janitor	15.41
11210 - Laborer Grounds Maintenance	16.46
11240 - Maid or Houseman	14.29
11260 - Pruner	15.26
11270 - Tractor Operator	18.92
11330 - Trail Maintenance Worker	16.46
11360 - Window Cleaner	16.65
12000 - Health Occupations	
12010 - Ambulance Driver	25.20
12011 - Breath Alcohol Technician	25.20
12012 - Certified Occupational	31.11
Therapist Assistant	
12015 - Certified Physical Therapist	30.93
Assistant	
12020 - Dental Assistant	22.54
12025 - Dental Hygienist	46.47
12030 - EKG Technician	34.37
12035 - Electroneurodiagnostic	34.37
Technologist	
-	

12040 - Emergency Medical Technician	25.20
12071 - Licensed Practical Nurse I	20.27
12072 - Licensed Practical Nurse II	22.68
12073 - Licensed Practical Nurse III	25.28
12100 - Medical Assistant	20.46
12130 - Medical Laboratory	27.67
Technician	
12160 - Medical Record Clerk	20.30
12190 - Medical Record Technician	22.72
12195 - Medical Transcriptionist	20.30
12210 - Nuclear Medicine	49.83
Technologist	10 15
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.82
12223 - Nursing Assistant III	16.17
12224 - Nursing Assistant IV	18.14
12235 - Optical Dispenser	21.22
12236 - Optical Technician	20.27
12250 - Pharmacy Technician	21.20
12280 - Phlebotomist	20.67
12305 - Radiologic Technologist	34.37
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	31.22
Testing)	
12320 - Substance Abuse Treatment	24.68
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	27.81
13012 - Exhibits Specialist II	34.45
13013 - Exhibits Specialist III	42.15
13041 - Illustrator I	27.81
13042 - Illustrator II	34.45
13043 - Illustrator III	42.15
13047 - Librarian	38.15
13050 - Library Aide/Clerk	15.64
13054 - Library Information	34.45
Technology Systems	
Administrator	0.0
13058 - Library Technician	20.66
13061 - Media Specialist I	24.85
13062 - Media Specialist II	27.81
13063 - Media Specialist III	31.00

13071 - Photographer I		24.85
13072 - Photographer II		27.81
13073 - Photographer III		34.45
13074 - Photographer IV		42.15
13075 - Photographer V		50.98
13090 - Technical Order Library		19.66
Clerk		
13110 - Video Teleconference		24.85
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		20.04
14042 - Computer Operator II		22.43
14043 - Computer Operator III		25.00
14044 - Computer Operator IV		27.78
14045 - Computer Operator V		30.77
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
14102 - Computer Systems Analyst II	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III		
14150 - Peripheral Equipment	(500 1)	20.04
Operator		20.04
14160 - Personal Computer Support		27.78
Technician		21.10
		31.64
14170 - System Support Specialist		51.04
15000 - Instructional Occupations		24 20
15010 - Aircrew Training Devices		34.20
Instructor (Non-Rated)		41 20
15020 - Aircrew Training Devices		41.38
Instructor (Rated)		
15030 - Air Crew Training Devices		49.60
Instructor (Pilot)		
15050 - Computer Based Training		34.20
Specialist / Instructor		
15060 - Educational Technologist		30.20
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot Fixed		50.68
Jet/Prop		
15086 - Maintenance Test Pilot		50.68
Rotary Wing		
15088 - Non-Maintenance Test/Co-		50.68
Pilot		
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course		32.32
Developer		
15110 - Test Proctor		21.33

	01 00
15120 - Tutor	21.33
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.00
16010 - Assembler	18.38
16030 - Counter Attendant	18.38
16040 - Dry Cleaner	21.62
16070 - Finisher Flatwork Machine	18.38
16090 - Presser Hand	18.38
16110 - Presser Machine Drycleaning	18.38
16130 - Presser Machine Shirts	18.38
16160 - Presser Machine Wearing	18.38
Apparel Laundry	0.0 1.0
16190 - Sewing Machine Operator	22.49
16220 - Tailor	23.39
16250 - Washer Machine	19.83
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	29.13
Room)	
19040 - Tool And Die Maker	33.00
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	23.16
21040 - Material Expediter	23.16
21050 - Material Handling Laborer	16.19
21071 - Order Filler	15.74
21080 - Production Line Worker (Food	19.87
Processing)	
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	18.21
21150 - Stock Clerk	22.98
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	35.54
23019 - Aircraft Logs and Records	30.22
Technician	
23021 - Aircraft Mechanic I	34.49
23022 - Aircraft Mechanic II	35.54
23023 - Aircraft Mechanic III	36.61
23040 - Aircraft Mechanic Helper	26.75
23050 - Aircraft Painter	33.30
23060 - Aircraft Servicer	30.22
23070 - Aircraft Survival Flight	33.30
Equipment Technician	
23080 - Aircraft Worker	31.92

22001 - Dimensu Life Support	31.92
23091 - Aircrew Life Support	51.92
Equipment (ALSE) Mechanic I	
23092 - Aircrew Life Support	34.49
	54.49
Equipment (ALSE) Mechanic	
II O2110 Durchien en Machania	20 12
23110 - Appliance Mechanic	29.13
23120 - Bicycle Repairer	22.09
23125 - Cable Splicer	42.17
23130 - Carpenter Maintenance	28.56
23140 - Carpet Layer	30.00
23160 - Electrician Maintenance	31.22
23181 - Electronics Technician	29.68
Maintenance I	
23182 - Electronics Technician	30.98
Maintenance II	
23183 - Electronics Technician	32.06
Maintenance III	
23260 - Fabric Worker	26.42
23290 - Fire Alarm System Mechanic	30.15
23310 - Fire Extinguisher Repairer	24.90
23311 - Fuel Distribution System	33.10
Mechanic	
23312 - Fuel Distribution System	27.34
Operator	
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment	34.49
Mechanic	
23381 - Ground Support Equipment	30.22
Servicer	
23382 - Ground Support Equipment	31.92
Worker	
23391 - Gunsmith I	24.90
23392 - Gunsmith II	27.91
23393 - Gunsmith III	30.15
23410 - Heating Ventilation And Air-	28.14
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	29.06
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.40
23440 - Heavy Equipment Operator	36.76
23460 - Instrument Mechanic	30.64
23465 - Laboratory/Shelter Mechanic	29.13
23470 - Laborer	16.19
23510 - Locksmith	29.13
23530 - Machinery Maintenance	27.15
Mechanic	
23550 - Machinist Maintenance	24.25

23580 - Maintenance Trades Helper	23.41
23591 - Metrology Technician I	30.64
23592 - Metrology Technician II	31.63
23593 - Metrology Technician III	32.56
23640 - Millwright	30.50
23710 - Office Appliance Repairer	26.01
23760 - Painter Maintenance	26.04
23790 - Pipefitter Maintenance	36.03
23810 - Plumber Maintenance	33.52
23820 - Pneudraulic Systems Mechanic	30.15
23850 - Rigger	30.15
23870 - Scale Mechanic	27.91
23890 - Sheet-Metal Worker	35.42
Maintenance	
23910 - Small Engine Mechanic	27.91
23931 - Telecommunications Mechanic	34.47
I	
23932 - Telecommunications Mechanic	35.59
II	
23950 - Telephone Lineman	30.10
23960 - Welder Combination	26.78
Maintenance	
23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.15
23980 - Woodworker	24.90
24000 - Personal Needs Occupations	
24550 - Case Manager	19.00
24570 - Child Care Attendant	14.02
24580 - Child Care Center Clerk	17.49
24610 - Chore Aide	14.93
24620 - Family Readiness And Support	19.00
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.97
25040 - Sewage Plant Operator	34.71
25070 - Stationary Engineer	30.97
25190 - Ventilation Equipment Tender	24.05
25210 - Water Treatment Plant	34.71
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.28
27007 - Baggage Inspector	15.79
27008 - Corrections Officer	34.35
27010 - Court Security Officer	34.70
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	34.35
27070 - Firefighter	34.53

27101 - Guard I			15.79
27102 - Guard II			22.54
27131 - Police Officer I			36.58
27132 - Police Officer II			40.66
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			17.14
28042 - Carnival Equipment Repairer			18.24
28043 - Carnival Worker			13.82
28210 - Gate Attendant/Gate Tender			19.09
28310 - Lifeguard			14.73
28350 - Park Attendant (Aide)			21.31
28510 - Recreation Aide/Health			15.59
Facility Attendant			
28515 - Recreation Specialist			25.92
28630 - Sports Official			16.97
28690 - Swimming Pool Operator			22.29
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			29.78
29020 - Hatch Tender			29.78
29030 - Line Handler			29.78
29041 - Stevedore I			28.19
29042 - Stevedore II			31.09
30000 - Technical Occupations			01100
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)	(000	2,	11.10
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)	(000	- /	00.10
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			00.02
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30023 - Archeological Technician III			30.86
30030 - Cartographic Technician			30.86
30040 - Civil Engineering Technician			29.55
30051 - Cryogenic Technician I			28.70
30052 - Cryogenic Technician II			31.70
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
30064 - Drafter/CAD Operator IV			34.17
30081 - Engineering Technician I			20.07
30082 - Engineering Technician II			22.53
30083 - Engineering Technician III			25.20
CARACT THREETING TECHNITCTUN TTT			20.20
30084 - Engineering Technician TV			31 22
30084 - Engineering Technician IV 30085 - Engineering Technician V			31.22
30085 - Engineering Technician V			38.19
30085 - Engineering Technician V 30086 - Engineering Technician VI			38.19 46.21
30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			38.19 46.21 28.91
30085 - Engineering Technician V 30086 - Engineering Technician VI			38.19 46.21

30221 - Latent Fingerprint			28.70
Technician I			
30222 - Latent Fingerprint			31.70
Technician II			
30240 - Mathematical Technician			30.86
30361 - Paralegal/Legal Assistant I			22.87
30362 - Paralegal/Legal Assistant II			28.34
30363 - Paralegal/Legal Assistant			33.72
III			
30364 - Paralegal/Legal Assistant IV			41.93
30375 - Petroleum Supply Specialist			31.70
30390 - Photo-Optics Technician			30.86
30395 - Radiation Control Technician			31.70
30461 - Technical Writer I			30.54
30462 - Technical Writer II			37.36
30463 - Technical Writer III			45.19
30491 - Unexploded Ordnance (UXO)			28.05
Technician I			
30492 - Unexploded Ordnance (UXO)			33.93
Technician II			
30493 - Unexploded Ordnance (UXO)			40.67
Technician III			
30494 - Unexploded (UXO) Safety			28.05
Escort			20.00
30495 - Unexploded (UXO) Sweep			28.05
Personnel			20.00
30501 - Weather Forecaster I			34.17
30502 - Weather Forecaster II			41.57
30620 - Weather Observer Combined	(see	2)	23.99
Upper Air Or	(566	2 /	20.33
Surface Programs			
Surface Programs 30621 - Weather Observer Senior	(900	2)	27 77
30621 - Weather Observer Senior	(see	2)	27.77
30621 - Weather Observer Senior 31000 - Transportation/Mobile	(see	2)	27.77
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)	33.93
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	(see	2)	33.93 18.17
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	(see	2)	33.93 18.17 23.54
30621 - Weather Observer Senior 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	(see	2)	33.93 18.17 23.54 19.03
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)	33.93 18.17 23.54 19.03 16.81
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)	33.93 18.17 23.54 19.03 16.81 20.74
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)	33.93 18.17 23.54 19.03 16.81 20.74 16.08
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)	33.93 18.17 23.54 19.03 16.81 20.74 16.08 20.25
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)	33.93 18.17 23.54 19.03 16.81 20.74 16.08 20.25 21.48
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)	33.93 18.17 23.54 19.03 16.81 20.74 16.08 20.25 21.48 26.34
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 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	(see	2)	33.93 18.17 23.54 19.03 16.81 20.74 16.08 20.25 21.48
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)	33.93 18.17 23.54 19.03 16.81 20.74 16.08 20.25 21.48 26.34 26.34
<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)	33.93 18.17 23.54 19.03 16.81 20.74 16.08 20.25 21.48 26.34 26.34 16.54
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)	33.93 18.17 23.54 19.03 16.81 20.74 16.08 20.25 21.48 26.34 26.34 26.34 16.54 14.62
<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)	33.93 18.17 23.54 19.03 16.81 20.74 16.08 20.25 21.48 26.34 26.34 16.54

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	17.76
I	
99252 - Laboratory Animal Caretaker	18.90
II	
99260 - Marketing Analyst	26.39
99310 - Mortician	28.38
99410 - Pest Controller	27.72
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	14.77
99820 - School Crossing Guard	25.38
99830 - Survey Party Chief	33.47
99831 - Surveying Aide	19.20
99832 - Surveying Technician	26.31
99840 - Vending Machine Attendant	24.56
99841 - Vending Machine Repairer	29.28
99842 - Vending Machine Repairer	24.56
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.: 2015-5525 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: Washington

Area: Washington County of Kitsap

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.55
01012 - Accounting Clerk II		19.69
01013 - Accounting Clerk III		22.04
01020 - Administrative Assistant		28.70
01035 - Court Reporter		20.15
01041 - Customer Service		14.00
Representative I		
01042 - Customer Service		15.62
Representative II		

01043 - Customer Service	17.14
Representative III 01051 - Data Entry Operator I	14.49
01051 - Data Entry Operator I 01052 - Data Entry Operator II	15.81
01052 - Data Entry Operator II 01060 - Dispatcher Motor Vehicle	22.78
-	16.04
01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator	16.04
01090 - Dupilcating Machine Operator 01111 - General Clerk I	15.80
01111 - General Clerk I 01112 - General Clerk II	17.24
01113 - General Clerk III	19.35
01120 - Housing Referral Assistant	22.46
01141 - Messenger Courier 01191 - Order Clerk I	13.25
	15.84
01192 - Order Clerk II	17.29
01261 - Personnel Assistant	18.25
(Employment) I	0 0 1 0
01262 - Personnel Assistant	20.43
(Employment) II	
01263 - Personnel Assistant	22.77
(Employment) III	
01270 - Production Control Clerk	30.83
01290 - Rental Clerk	17.80
01300 - Scheduler Maintenance	18.01
01311 - Secretary I	18.01
01312 - Secretary II	20.15
01313 - Secretary III	22.46
01320 - Service Order Dispatcher	20.35
01410 - Supply Technician	28.70
01420 - Survey Worker	20.15
01460 - Switchboard	16.75
Operator/Receptionist	
01531 - Travel Clerk I	14.71
01532 - Travel Clerk II	15.95
01533 - Travel Clerk III	17.08
01611 - Word Processor I	17.01
01612 - Word Processor II	19.09
01613 - Word Processor III	21.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.67
Fiberglass	
-	
05010 - Automotive Electrician	23.41
05010 - AutomotiveElectrician05040 - Automotive Glass Installer	23.41 22.42
05040 - Automotive Glass Installer	22.42
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	22.42 22.42
05040 - Automotive Glass Installer 05070 - Automotive Worker	22.42 22.42 20.01
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	22.42 22.42 20.01
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	22.42 22.42 20.01 24.22 22.42
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	22.42 22.42 20.01 24.22

05250 - Motor Vehicle Upholstery	21.23
Worker	00.40
05280 - Motor Vehicle Wrecker	22.42
05310 - Painter Automotive	23.41
05340 - Radiator Repair Specialist	22.42
05370 - Tire Repairer	15.45
05400 - Transmission Repair	24.33
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.68
07041 - Cook I	17.21
07042 - Cook II	19.28
07070 - Dishwasher	13.94
07130 - Food Service Worker	14.89
07210 - Meat Cutter	23.00
07260 - Waiter/Waitress	14.74
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	28.12
09040 - Furniture Handler	19.68
09080 - Furniture Refinisher	28.12
09090 - Furniture Refinisher Helper	22.59
09110 - Furniture Repairer Minor	25.50
09130 - Upholsterer	28.12
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.97
11060 - Elevator Operator	17.04
11090 - Gardener	21.79
11122 - Housekeeping Aide	17.04
11150 - Janitor	17.04
11210 - Laborer Grounds Maintenance	17.85
11240 - Maid or Houseman	14.22
11260 - Pruner	16.51
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.85
11360 - Window Cleaner	18.41
12000 - Health Occupations	
12010 - Ambulance Driver	30.75
12011 - Breath Alcohol Technician	29.83
12012 - Certified Occupational	33.84
Therapist Assistant	
12015 - Certified Physical Therapist	33.17
Assistant	
12020 - Dental Assistant	20.54
12025 - Dental Hygienist	54.64
12030 - EKG Technician	37.39
12035 - Electroneurodiagnostic	37.39
Technologist	
5	

12040 - Emergency Medical Technician	30.75
12071 - Licensed Practical Nurse I	22.05
12072 - Licensed Practical Nurse II	24.67
12073 - Licensed Practical Nurse III	27.50
12100 - Medical Assistant	21.14
12130 - Medical Laboratory	23.93
Technician	
12160 - Medical Record Clerk	19.18
12190 - Medical Record Technician	21.46
12195 - Medical Transcriptionist	22.05
12210 - Nuclear Medicine	54.21
Technologist	10.01
12221 - Nursing Assistant I	12.24
12222 - Nursing Assistant II	13.76
12223 - Nursing Assistant III	15.02
12224 - Nursing Assistant IV	16.86
12235 - Optical Dispenser	22.45
12236 - Optical Technician	20.98
12250 - Pharmacy Technician	22.35
12280 - Phlebotomist	22.05
12305 - Radiologic Technologist	37.84
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	36.97
Testing)	
12320 - Substance Abuse Treatment	23.36
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	25.77
13012 - Exhibits Specialist II	31.92
13013 - Exhibits Specialist III	39.05
13041 - Illustrator I	25.77
13042 - Illustrator II	31.92
13043 - Illustrator III	39.05
13047 - Librarian	35.35
13050 - Library Aide/Clerk	17.41
13054 - Library Information	31.92
Technology Systems	
Administrator	
13058 - Library Technician	22.85
13061 - Media Specialist I	23.03
13062 - Media Specialist II	25.77
13063 - Media Specialist III	28.72

13071 - Photographer I		23.03
13072 - Photographer II		25.77
13073 - Photographer III		31.92
13074 - Photographer IV		39.05
13075 - Photographer V		47.24
13090 - Technical Order Library		21.86
Clerk		
13110 - Video Teleconference		23.03
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		21.68
14042 - Computer Operator II		24.26
14043 - Computer Operator III		27.04
14044 - Computer Operator IV		30.04
14045 - Computer Operator V		33.28
14071 - Computer Programmer I	(see 1)	24.47
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	x y	21.68
Operator		
14160 - Personal Computer Support		30.04
Technician		
14170 - System Support Specialist		33.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.74
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		41.64
Instructor (Rated)		
15030 - Air Crew Training Devices		50.37
Instructor (Pilot)		
15050 - Computer Based Training		34.74
Specialist / Instructor		
15060 - Educational Technologist		33.65
15070 - Flight Instructor (Pilot)		53.07
15080 - Graphic Artist		33.54
15085 - Maintenance Test Pilot Fixed		50.37
Jet/Prop		
15086 - Maintenance Test Pilot		50.37
Rotary Wing		
15088 - Non-Maintenance Test/Co-		50.37
Pilot		
15090 - Technical Instructor		29.39
15095 - Technical Instructor/Course		35.95
Developer		
15110 - Test Proctor		23.72
		20.12

15120 - Tutor	23.72
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 5 0 5
16010 - Assembler	15.27
16030 - Counter Attendant	15.27
16040 - Dry Cleaner	17.44
16070 - Finisher Flatwork Machine	15.27
16090 - Presser Hand	15.27
16110 - Presser Machine Drycleaning	15.27
16130 - Presser Machine Shirts	15.27
16160 - Presser Machine Wearing	15.27
Apparel Laundry	
16190 - Sewing Machine Operator	18.16
16220 - Tailor	18.89
16250 - Washer Machine	15.99
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	28.92
Room)	
19040 - Tool And Die Maker	32.75
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	25.56
21030 - Material Coordinator	30.83
21040 - Material Expediter	30.83
21050 - Material Handling Laborer	15.74
21071 - Order Filler	16.09
21080 - Production Line Worker (Food	25.56
Processing)	
21110 - Shipping Packer	24.40
21130 - Shipping/Receiving Clerk	24.40
21140 - Store Worker I	18.21
21150 - Stock Clerk	22.98
21210 - Tools And Parts Attendant	25.56
21410 - Warehouse Specialist	25.56
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.99
23019 - Aircraft Logs and Records	26.22
Technician	
23021 - Aircraft Mechanic I	29.29
23022 - Aircraft Mechanic II	30.90
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	23.23
23050 - Aircraft Painter	28.92
23060 - Aircraft Servicer	26.22
23070 - Aircraft Survival Flight	28.92
Equipment Technician	
23080 - Aircraft Worker	27.70

22001 Dimension Life Command	
23091 - Aircrew Life Support	27.70
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.92
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.92
23120 - Bicycle Repairer	24.72
23125 - Cable Splicer	32.09
23130 - Carpenter Maintenance	29.23
23140 - Carpet Layer	27.58
23160 - Electrician Maintenance	30.27
23181 - Electronics Technician	30.67
Maintenance I	
23182 - Electronics Technician	32.01
Maintenance II	
23183 - Electronics Technician	33.13
Maintenance III	
23260 - Fabric Worker	26.22
23290 - Fire Alarm System Mechanic	29.92
23310 - Fire Extinguisher Repairer	24.72
23311 - Fuel Distribution System	29.92
Mechanic	
23312 - Fuel Distribution System	24.72
Operator	
23370 - General Maintenance Worker	23.17
23380 - Ground Support Equipment	29.92
Mechanic	
23381 - Ground Support Equipment	26.22
Servicer	
23382 - Ground Support Equipment	27.70
Worker	
23391 - Gunsmith I	24.72
23392 - Gunsmith II	27.70
23393 - Gunsmith III	29.92
23410 - Heating Ventilation And Air-	29.10
Conditioning	23.10
Mechanic	
23411 - Heating Ventilation And Air	28.31
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.60
23440 - Heavy Equipment Operator	30.93
23460 - Instrument Mechanic	29.92
23465 - Laboratory/Shelter Mechanic	28.92
23470 - Laborar	15.74
23510 - Locksmith	28.92
23530 - Machinery Maintenance	34.92
Mechanic	54.92
23550 - Machinist Maintenance	30.61
25550 - Machithist Mathlehance	JU.UI

23580 - Maintenance Trades Helper	23.23
23591 - Metrology Technician I	29.92
23592 - Metrology Technician II	30.90
23593 - Metrology Technician III	31.80
23640 - Millwright	29.92
23710 - Office Appliance Repairer	28.92
23760 - Painter Maintenance	26.05
23790 - Pipefitter Maintenance	31.98
23810 - Plumber Maintenance	30.91
23820 - Pneudraulic Systems Mechanic	29.92
23850 - Rigger	29.08
23870 - Scale Mechanic	27.70
23890 - Sheet-Metal Worker	30.04
Maintenance	
23910 - Small Engine Mechanic	27.70
23931 - Telecommunications Mechanic	32.09
I	
23932 - Telecommunications Mechanic	33.13
II	
23950 - Telephone Lineman	29.92
23960 - Welder Combination	29.94
Maintenance	
23965 - Well Driller	30.23
23970 - Woodcraft Worker	29.92
23980 - Woodworker	24.72
24000 - Personal Needs Occupations	
24550 - Case Manager	20.36
24570 - Child Care Attendant	14.56
24580 - Child Care Center Clerk	18.16
24610 - Chore Aide	14.82
24620 - Family Readiness And Support	20.36
Services	
Coordinator	
24630 - Homemaker	20.36
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.92
25040 - Sewage Plant Operator	31.53
25070 - Stationary Engineer	29.92
25190 - Ventilation Equipment Tender	23.23
25210 - Water Treatment Plant	31.53
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.37
27007 - Baggage Inspector	18.27
27008 - Corrections Officer	37.73
27010 - Court Security Officer	37.73
27030 - Detection Dog Handler	24.79
27040 - Detention Officer	37.73
27070 - Firefighter	37.73

27101 - Guard I			18.27
27102 - Guard II			24.79
27131 - Police Officer I			36.34
27132 - Police Officer II			40.39
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			17.05
28042 - Carnival Equipment Repairer			18.15
28043 - Carnival Worker			13.75
28210 - Gate Attendant/Gate Tender			18.64
28310 - Lifeguard			16.62
28350 - Park Attendant (Aide)			20.87
28510 - Recreation Aide/Health			15.23
Facility Attendant			
28515 - Recreation Specialist			25.85
28630 - Sports Official			16.61
28690 - Swimming Pool Operator			21.14
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			29.39
29020 - Hatch Tender			29.39
29030 - Line Handler			29.39
29041 - Stevedore I			28.19
29042 - Stevedore II			30.65
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)			
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30023 - Archeological Technician III			30.86
30030 - Cartographic Technician			30.86
30040 - Civil Engineering Technician			34.18
30051 - Cryogenic Technician I			27.67
30052 - Cryogenic Technician II			30.57
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
30064 - Drafter/CAD Operator IV			34.17
30081 - Engineering Technician I			20.27
30082 - Engineering Technician II			22.53
30083 - Engineering Technician III			25.20
30084 - Engineering Technician IV			31.22
30085 - Engineering Technician V			38.19
30086 - Engineering Technician VI			46.21
30090 - Environmental Technician			28.91
30095 - Evidence Control Specialist			24.99
30210 - Laboratory Technician			27.78

30221 - Latent Fingerprint	27.67
Technician I	0.0 55
30222 - Latent Fingerprint	30.57
Technician II	
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.25
30362 - Paralegal/Legal Assistant II	27.57
30363 - Paralegal/Legal Assistant	33.72
III	
30364 - Paralegal/Legal Assistant IV	40.80
30375 - Petroleum Supply Specialist	30.57
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	30.57
30461 - Technical Writer I	29.43
30462 - Technical Writer II	35.98
30463 - Technical Writer III	43.54
30491 - Unexploded Ordnance (UXO)	28.05
Technician I	20.00
30492 - Unexploded Ordnance (UXO)	33.93
Technician II	00.90
30493 - Unexploded Ordnance (UXO)	40.67
Technician III	40.07
	28.05
30494 - Unexploded (UXO) Safety	20.03
Escort	00.05
30495 - Unexploded (UXO) Sweep	28.05
Personnel	
30501 - Weather Forecaster I	27.67
30502 - Weather Forecaster II	33.66
30620 - Weather Observer Combined (see 2)	23.99
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.41
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	33.93
31020 - Bus Aide	18.76
31030 - Bus Driver	24.30
31043 - Driver Courier	19.05
31260 - Parking and Lot Attendant	14.89
31290 - Shuttle Bus Driver	18.43
31310 - Taxi Driver	20.90
31361 - Truckdriver Light	20.27
31362 - Truckdriver Medium	21.86
31363 - Truckdriver Heavy	26.06
31364 - Truckdriver Tractor-Trailer	26.06
99000 - Miscellaneous Occupations	20.00
99020 - Cabin Safety Specialist	16.54
99030 - Cashier	14.69
99050 - Cashier 99050 - Desk Clerk	14.69
99050 - Desk Clerk 99095 - Embalmer	
$\gamma \gamma \gamma \gamma \gamma \gamma - \kappa m \gamma \gamma \gamma m \rho r$	28.05

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	17.27
I	
99252 - Laboratory Animal Caretaker	18.37
II	
99260 - Marketing Analyst	29.48
99310 - Mortician	28.05
99410 - Pest Controller	25.39
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	23.45
99711 - Recycling Specialist	26.93
99730 - Refuse Collector	21.70
99810 - Sales Clerk	14.87
99820 - School Crossing Guard	19.80
99830 - Survey Party Chief	37.79
99831 - Surveying Aide	17.90
99832 - Surveying Technician	27.02
99840 - Vending Machine Attendant	24.56
99841 - Vending Machine Repairer	29.28
99842 - Vending Machine Repairer	24.56
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.: 2015-5527 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: Washington

Area: Washington Counties of Benton Franklin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.89
01012 - Accounting Clerk II		18.96
01013 - Accounting Clerk III		21.22
01020 - Administrative Assistant		31.67
01035 - Court Reporter		19.18
01041 - Customer Service		15.39
Representative I		
01042 - Customer Service		17.30
Representative II		

01043 - Customer Service Representative III		18.87
01051 - Data Entry Operator I		18.58
01052 - Data Entry Operator II		20.27
01060 - Dispatcher Motor Vehicle		24.15
01070 - Document Preparation Clerk		15.26
01090 - Duplicating Machine Operator		15.26
01111 - General Clerk I		14.44
01112 - General Clerk II		15.76
01113 - General Clerk III		17.69
01120 - Housing Referral Assistant		21.38
01141 - Messenger Courier		15.63
01191 - Order Clerk I		15.31
01192 - Order Clerk II		16.70
01261 - Personnel Assistant		18.55
(Employment) I		20,00
01262 - Personnel Assistant		20.77
(Employment) II		200
01263 - Personnel Assistant		23.15
(Employment) III		
01270 - Production Control Clerk		31.09
01290 - Rental Clerk		16.20
01300 - Scheduler Maintenance		17.13
01311 - Secretary I		17.13
01312 - Secretary II		19.18
01313 - Secretary III		21.38
01320 - Service Order Dispatcher		21.58
01410 - Supply Technician		31.67
01420 - Survey Worker		18.07
01460 - Switchboard		16.12
Operator/Receptionist		
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		15.95
01533 - Travel Clerk III		17.09
01611 - Word Processor I		15.26
01612 - Word Processor II		17.13
01613 - Word Processor III		19.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.64
Fiberglass		
05010 - Automotive	Electrician	24.06
05040 - Automotive Glass Installer		22.49
05070 - Automotive Worker		22.49
05110 - Mobile Equipment Servicer		19.27
05130 - Motor Equipment Metal		25.68
Mechanic		
05160 - Motor Equipment Metal Worker		22.49
05190 - Motor Vehicle Mechanic		
		25.68
05220 - Motor Vehicle Mechanic Helper		25.68 17.66

05250 - Motor Vehicle Upholstery	20.89
Worker	0.0 4.0
05280 - Motor Vehicle Wrecker	22.49
05310 - Painter Automotive	24.06
05340 - Radiator Repair Specialist	22.49
05370 - Tire Repairer	14.84
05400 - Transmission Repair	25.68
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.23
07041 - Cook I	17.16
07042 - Cook II	20.03
07070 - Dishwasher	13.65
07130 - Food Service Worker	14.61
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	15.31
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	30.07
09040 - Furniture Handler	18.75
09080 - Furniture Refinisher	30.07
09090 - Furniture Refinisher Helper	23.12
09110 - Furniture Repairer Minor	27.35
09130 - Upholsterer	30.07
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.78
11060 - Elevator Operator	16.03
11090 - Gardener	21.81
11122 - Housekeeping Aide	16.03
11150 - Janitor	16.03
11210 - Laborer Grounds Maintenance	16.21
11240 - Maid or Houseman	13.98
11260 - Pruner	14.95
11270 - Tractor Operator	19.99
11330 - Trail Maintenance Worker	16.21
11360 - Window Cleaner	19.36
12000 - Health Occupations	
12010 - Ambulance Driver	23.80
12011 - Breath Alcohol Technician	25.99
12012 - Certified Occupational	35.64
Therapist Assistant	
12015 - Certified Physical Therapist	30.63
Assistant	
12020 - Dental Assistant	19.85
12025 - Dental Hygienist	45.97
12030 - EKG Technician	38.47
12035 - Electroneurodiagnostic	38.47
Technologist	
-	

12040 - Emergency Medical Technician	23.80
12071 - Licensed Practical Nurse I	23.22
12072 - Licensed Practical Nurse II	25.99
12073 - Licensed Practical Nurse III	28.97
12100 - Medical Assistant	18.41
12130 - Medical Laboratory	26.28
Technician	
12160 - Medical Record Clerk	19.97
12190 - Medical Record Technician	22.34
12195 - Medical Transcriptionist	23.22
12210 - Nuclear Medicine	57.09
Technologist	
12221 - Nursing Assistant I	12.22
12222 - Nursing Assistant II	13.73
12223 - Nursing Assistant III	14.98
12224 - Nursing Assistant IV	16.82
12235 - Optical Dispenser	20.97
12236 - Optical Technician	23.22
12250 - Pharmacy Technician	21.68
12280 - Phlebotomist	18.31
12305 - Radiologic Technologist	34.62
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II	36.10
Specialist	
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III	43.68
Anesthetist	
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol	32.18
Testing)	
12320 - Substance Abuse Treatment	20.64
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	30.05
13012 - Exhibits Specialist II	37.22
13013 - Exhibits Specialist III	45.54
13041 - Illustrator I	30.05
13042 - Illustrator II	37.22
13043 - Illustrator III	45.54
13047 - Librarian	41.23
13050 - Library Aide/Clerk	21.19
13054 - Library Information	37.22
Technology Systems	
Administrator	
13058 - Library Technician	30.05
13061 - Media Specialist I	26.86
13062 - Media Specialist II	30.05
13063 - Media Specialist III	33.51

13071 - Photographer I		26.86
13072 - Photographer II		30.05
13073 - Photographer III		37.22
13074 - Photographer IV		45.54
13075 - Photographer V		55.10
13090 - Technical Order Library		24.60
Clerk		
13110 - Video Teleconference		26.86
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(19.45
Operator		
14160 - Personal Computer Support		26.98
Technician		
14170 - System Support Specialist		33.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		32.61
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		39.46
Instructor (Rated)		
15030 - Air Crew Training Devices		47.30
Instructor (Pilot)		
15050 - Computer Based Training		32.61
Specialist / Instructor		02.01
15060 - Educational Technologist		40.82
15070 - Flight Instructor (Pilot)		47.30
15080 - Graphic Artist		25.75
15085 - Maintenance Test Pilot Fixed		47.30
Jet/Prop		
15086 - Maintenance Test Pilot		47.30
Rotary Wing		
15088 - Non-Maintenance Test/Co-		47.30
Pilot		
15090 - Technical Instructor		33.09
15095 - Technical Instructor/Course		40.48
Developer		10.10
15110 - Test Proctor		26.72
10110 1630 1100001		20.12

15120 - Tutor	26.72
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 1 0
16010 - Assembler	15.19
16030 - Counter Attendant	15.19
16040 - Dry Cleaner	17.35
16070 - Finisher Flatwork Machine	15.19
16090 - Presser Hand	15.19
16110 - Presser Machine Drycleaning	15.19
16130 - Presser Machine Shirts	15.19
16160 - Presser Machine Wearing	15.19
Apparel Laundry	10 07
16190 - Sewing Machine Operator	18.07
16220 - Tailor	18.79
16250 - Washer Machine	15.91
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	31.51
Room)	
19040 - Tool And Die Maker	39.62
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.58
21030 - Material Coordinator	31.09
21040 - Material Expediter	31.09
21050 - Material Handling Laborer	15.78
21071 - Order Filler	14.87
21080 - Production Line Worker (Food	18.58
Processing)	
21110 - Shipping Packer	18.29
21130 - Shipping/Receiving Clerk	18.29
21140 - Store Worker I	14.47
21150 - Stock Clerk	18.35
21210 - Tools And Parts Attendant	18.58
21410 - Warehouse Specialist	18.58
23000 - Mechanics And Maintenance And	
Repair Occupations	0 - 0 0
23010 - Aerospace Structural Welder	35.39
23019 - Aircraft Logs and Records	27.35
Technician	
23021 - Aircraft Mechanic I	33.62
23022 - Aircraft Mechanic II	35.39
23023 - Aircraft Mechanic III	38.48
23040 - Aircraft Mechanic Helper	23.12
23050 - Aircraft Painter	31.51
23060 - Aircraft Servicer	27.35
23070 - Aircraft Survival Flight	31.35
Equipment Technician	
23080 - Aircraft Worker	28.44

23091 - Aircrew Life Support	28.44
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	33.62
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	31.51
23120 - Bicycle Repairer	25.22
23125 - Cable Splicer	43.10
23130 - Carpenter Maintenance	26.15
23140 - Carpet Layer	21.40
23160 - Electrician Maintenance	42.37
23181 - Electronics Technician	33.15
Maintenance I	
23182 - Electronics Technician	35.50
Maintenance II	
23183 - Electronics Technician	37.87
Maintenance III	
23260 - Fabric Worker	27.35
23290 - Fire Alarm System Mechanic	33.62
23310 - Fire Extinguisher Repairer	25.22
23311 - Fuel Distribution System	33.62
Mechanic	
23312 - Fuel Distribution System	25.22
Operator	
23370 - General Maintenance Worker	21.66
23380 - Ground Support Equipment	33.62
Mechanic	
23381 - Ground Support Equipment	27.35
Servicer	
23382 - Ground Support Equipment	29.44
Worker	
23391 - Gunsmith I	25.22
23392 - Gunsmith II	29.44
23393 - Gunsmith III	33.62
23410 - Heating Ventilation And Air-	26.10
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.47
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.38
23440 - Heavy Equipment Operator	30.70
23460 - Instrument Mechanic	41.99
23465 - Laboratory/Shelter Mechanic	31.51
23470 - Laborer	15.78
23510 - Locksmith	31.51
23530 - Machinery Maintenance	29.29
Mechanic	23.23
23550 - Machinist Maintenance	30.05

23580 - Maintenance Trades Helper	23.12
23591 - Metrology Technician I	41.99
23592 - Metrology Technician II	44.20
23593 - Metrology Technician III	46.81
23640 - Millwright	41.38
23710 - Office Appliance Repairer	22.32
23760 - Painter Maintenance	21.87
23790 - Pipefitter Maintenance	41.90
23810 - Plumber Maintenance	39.27
23820 - Pneudraulic Systems Mechanic	33.62
23850 - Rigger	33.62
23870 - Scale Mechanic	29.44
23890 - Sheet-Metal Worker	34.57
Maintenance	
23910 - Small Engine Mechanic	28.32
23931 - Telecommunications Mechanic	33.10
I	
23932 - Telecommunications Mechanic	34.85
II	0 - 0 -
23950 - Telephone Lineman	35.05
23960 - Welder Combination	27.79
Maintenance	
23965 - Well Driller	33.62
23970 - Woodcraft Worker	33.62
23980 - Woodworker	25.22
24000 - Personal Needs Occupations	10.01
24550 - Case Manager	18.21
24570 - Child Care Attendant	14.01
24580 - Child Care Center Clerk	17.48
24610 - Chore Aide	14.95
24620 - Family Readiness And Support	18.21
Services	
Coordinator	10 01
24630 - Homemaker	18.21
25000 - Plant And System Operations	
Occupations	
Occupations 25010 - Boiler Tender	36.51
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	33.15
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	33.15 36.51
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	33.15 36.51 25.12
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	33.15 36.51
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	33.15 36.51 25.12
Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	33.15 36.51 25.12 33.15
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	33.15 36.51 25.12 33.15 27.46
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	33.15 36.51 25.12 33.15 27.46 19.07
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	33.15 36.51 25.12 33.15 27.46 19.07 28.94
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	33.15 36.51 25.12 33.15 27.46 19.07 28.94 32.82
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	33.15 36.51 25.12 33.15 27.46 19.07 28.94 32.82 22.01
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	33.15 36.51 25.12 33.15 27.46 19.07 28.94 32.82

27101 - Guard I		19.07
27102 - Guard II		22.01
27131 - Police Officer I		39.45
27132 - Police Officer II		43.83
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		19.10
28042 - Carnival Equipment Repairer		20.83
28043 - Carnival Worker		14.38
28210 - Gate Attendant/Gate Tender		18.06
28310 - Lifeguard		13.78
28350 - Park Attendant (Aide)		20.22
28510 - Recreation Aide/Health		14.75
Facility Attendant		
28515 - Recreation Specialist		25.03
28630 - Sports Official		16.08
28690 - Swimming Pool Operator		24.44
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		33.65
29020 - Hatch Tender		33.65
29030 - Line Handler		33.65
29041 - Stevedore I		31.24
29042 - Stevedore II		36.04
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		20.44
30022 - Archeological Technician II		22.87
30023 - Archeological Technician III		28.33
30030 - Cartographic Technician		28.33
30040 - Civil Engineering Technician		30.98
30051 - Cryogenic Technician I		31.38
30052 - Cryogenic Technician II		34.65
30061 - Drafter/CAD Operator I		20.44
30062 - Drafter/CAD Operator II		22.87
30063 - Drafter/CAD Operator III		25.49
30064 - Drafter/CAD Operator IV		31.38
30081 - Engineering Technician I		18.20
30082 - Engineering Technician II		20.44
30083 - Engineering Technician III		22.87 28.33
30084 - Engineering Technician IV 30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI 30090 - Environmental Technician		41.92 33.59
30090 - Environmental Technician 30095 - Evidence Control Specialist		28.33
30210 - Laboratory Technician		34.99

30221 - Latent Fingerprint 31.38 Technician I 34.65 Technician II 30222 - Latent Fingerprint 34.65 Technician II 28.33 30361 - Paralegal/Legal Assistant I 19.55 30362 - Paralegal/Legal Assistant II 24.21 30363 - Paralegal/Legal Assistant II 24.21 30364 - Paralegal/Legal Assistant IV 35.84 30375 - Petroleum Supply Specialist 34.65 30390 - Photo-Optics Technician 28.33 30395 - Radiation Control Technician 34.65 30461 - Technical Writer II 30.47 30462 - Technical Writer II 37.27 30463 - Technical Writer III 45.10 30491 - Unexploded Ordnance (UXO) 30.98 Technician II 30494 30492 - Unexploded Ordnance (UXO) 37.13 Technician III 30494 30494 - Unexploded (UXO) Safety 25.60 Personnel 30501 - Weather Forecaster I 30501 - Weather Observer Combined (see 2) 28.33 30502 - Weather Observer Senior (see 2) 28.33 30100 - Transportation/Mobile <th></th> <th></th> <th></th> <th></th>				
30222 - Latent Fingerprint 34.65 Technician II 30240 30240 - Mathematical Technician 28.33 30361 - Paralegal/Legal Assistant I 19.55 30362 - Paralegal/Legal Assistant II 24.21 30363 - Paralegal/Legal Assistant 29.61 III 30364 - Paralegal/Legal Assistant 17.24 30364 - Paralegal/Legal Assistant IV 35.84 30375 - Petroleum Supply Specialist 34.65 30390 - Photo-Optics Technician 28.33 30395 - Radiation Control Technician 34.65 30461 - Technical Writer II 37.27 30462 - Technical Writer III 37.27 30463 - Technical Writer III 37.27 30463 - Unexploded Ordnance (UXO) 30.98 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 37.13 Technician III 30.495 30493 - Unexploded (UXO) Safety 25.60 Personnel 30.98 30501 - Weather Forecaster II 31.38 30502 - Weather Forecaster II 31.38 30502 - Weather Forecaster II 31.31 303000 - Airplane Pilot 30.98 <th></th> <th></th> <th></th> <th>31.38</th>				31.38
Technician II 28.33 30361 - Paralegal/Legal Assistant I 19.55 30362 - Paralegal/Legal Assistant II 24.21 30363 - Paralegal/Legal Assistant II 29.61 III 30364 - Paralegal/Legal Assistant IV 35.84 30375 - Petroleum Supply Specialist 34.65 30390 - Photo-Optics Technician 28.83 30395 - Radiation Control Technician 34.65 30461 - Technical Writer I 30.47 30462 - Technical Writer II 30.47 30463 - Technical Writer II 30.47 30495 - Unexploded Ordnance (UXO) 25.60 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 30.98 Technician III 30.494 30495 - Unexploded (UXO) Safety 25.60 Escort 30495 - Unexploded (UXO) Sweep 25.60 Sourface Programs 30501 - Weather Forecaster I 31.38 30502 - Weather Forecaster I 31.38 31.30 30100 - Transportation/Mobile Equipment Operation Occupations 31.33 31000 - Transportation/Mobile Equipment Operation Occupations				
30240 - Mathematical Technician 28.33 30361 - Paralegal/Legal Assistant I 19.55 30363 - Paralegal/Legal Assistant II 24.21 30363 - Paralegal/Legal Assistant IV 35.84 30375 - Petroleum Supply Specialist 34.65 30390 - Photo-Optics Technician 28.33 30364 - Technical Writer I 30.465 30395 - Radiation Control Technician 34.65 30461 - Technical Writer II 30.47 30462 - Technical Writer III 30.47 30491 - Unexploded Ordnance (UXO) 30.98 Technician I 30.491 30492 - 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 Personnel 30501 - Weather Forecaster I 31.38 30502 - Weather Forecaster II 38.15 30621 - Weather Observer Senior (see 2) 28.33 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 30.98 31020 - Bus Aide 15.74 31300 - Bus Driver </th <th></th> <th></th> <th></th> <th>34.65</th>				34.65
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30362 - Paralegal/Legal Assistant II 24.21 30363 - Paralegal/Legal Assistant 29.61 III 30364 - Paralegal/Legal Assistant IV 35.84 30375 - Petroleum Supply Specialist 34.65 30390 - Photo-Optics Technician 28.33 30395 - Radiation Control Technician 34.65 30461 - Technical Writer I 30.47 30462 - Technical Writer II 37.27 30463 - Technical Writer III 37.27 30463 - Technical Writer III 30.497 30491 - Unexploded Ordnance (UXO) 25.60 Technician I 30.98 30492 - Unexploded Ordnance (UXO) 37.13 Technician II 30.494 30493 - Unexploded (UXO) Safety 25.60 Personnel 30502 30502 - Weather Forecaster I 31.38 30502 - Weather Observer Combined (see 2) 25.49 Upper Air Or 30.98 31010 - Airplane Pilot 30.98 31020 - Bus Aide 15.74 31030 - Bus Driver 23.38 31010 - Airplane Pilot 30.98 31020 - Bus Aide 15.74 31301 - Airplane Pilot				
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III 30364 - Paralegal/Legal Assistant IV 35.84 30375 - Petroleum Supply Specialist 34.65 30390 - Photo-Optics Technician 28.33 30395 - Radiation Control Technician 34.65 30461 - Technical Writer I 37.27 30463 - Technical Writer III 37.27 30463 - Technical Writer III 37.27 30463 - Technical Writer III 37.27 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 Fescort 30495 - Unexploded (UXO) Safety 25.60 Personnel 30501 - Weather Forecaster I 31.38 30502 - Weather Forecaster I 31.38 30502 - Weather Forecaster II 38.15 30620 - Weather Forecaster II 38.15 30620 - Weather Forecaster I 38.31 30100 - Transportation/Mobile Equipment Operation Occupations 15.74 31010 - Airplane Pilot 30.98 31000 - Transportation/Mobile Equipment Operation Occupations 15.74 31030 - Bus Aide 15.74 31030 - Bus Aide 15.74 31330 - Bus Aide 15.74 31330 - Bus Aide 15.74 31330 - Farking and Lot Attendant 14.77 31362 - Truckdriver Light 21.27 31364 - Truckdriver Light 21.27 31364 - Truckdriver Tractor-Trailer 23.13 99000 - Miscellaneous Occupations 19.14 31364 - Truckdriver Tractor-Trailer 23.13 99000 - Miscellaneous Occupations 15.10 99030 - Cabin Safety Specialist 15.10 99030 - Cabin Safety Specialist 15.10 99050 - Desk Clerk 14.29	30362 - Paralegal/Legal Assistant II			24.21
30364 - Paralegal/Legal Assistant IV 35.84 30375 - Petroleum Supply Specialist 34.65 30390 - Photo-Optics Technician 28.33 30395 - Radiation Control Technician 34.65 30461 - Technical Writer I 30.47 30462 - Technical Writer II 37.27 30463 - Technical Writer III 45.10 30491 - Unexploded Ordnance (UXO) 25.60 Technician II 30.492 30492 - Unexploded Ordnance (UXO) 30.98 Technician II 30.494 30493 - Unexploded (UXO) Safety 25.60 Escort 30.495 30495 - Unexploded (UXO) Sweep 25.60 Personnel 30.501 30501 - Weather Forecaster I 31.38 30502 - Weather Forecaster II 38.15 30620 - Weather Observer Senior (see 2) 28.33 31000 - Transportation/Mobile 15.74 Equipment Operation Occupations 31.38 31020 - Bus Aide 15.74 31030 - Bus Driver 23.38 31043 - Driver Courier 19.50 31260 - Parking and Lot Attendant	30363 - Paralegal/Legal Assistant			29.61
30375 - Petroleum Supply Specialist 34.65 30390 - Photo-Optics Technician 28.33 30395 - Radiation Control Technician 34.65 30461 - Technical Writer I 30.47 30462 - Technical Writer III 37.27 30463 - Technical Writer III 37.27 30461 - Unexploded Ordnance (UXO) 25.60 Technician I 30.98 30492 - Unexploded Ordnance (UXO) 30.98 Technician II 30.98 30493 - Unexploded Ordnance (UXO) 37.13 Technician II 30.98 30494 - Unexploded (UXO) Safety 25.60 Escort 25.60 30495 - Unexploded (UXO) Sweep 25.60 Personnel 31.38 30501 - Weather Forecaster I 31.38 30502 - Weather Forecaster II 38.15 30621 - Weather Observer Combined (see 2) 28.33 31000 - Transportation/Mobile 25.60 Equipment Operation Occupations 30.98 31010 - Airplane Pilot 30.98 31020 - Bus Aide 15.74 31030 - Bus Driver 23.38 31043 - Driver Courier 19.14	III			
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30461 - Technical Writer I 30.47 30462 - Technical Writer II 37.27 30463 - Technical Writer III 45.10 30491 - Unexploded Ordnance (UXO) 25.60 Technician I 30.98 Technician II 30.93 30492 - Unexploded Ordnance (UXO) 30.98 Technician II 30.493 30494 - Unexploded Ordnance (UXO) 37.13 Technician II 25.60 Escort 25.60 Socott 31.38 30502 - Weather Forecaster I 31.38 30620 - Weather Observer Combined (see 2) 28.33 31000 - Transportation/Mobile 25.60 Equipment Operation Occupations 31.010 31020 - Bus Aide 15.74 31030 - Bus Driver 23.38 31043 - Driver Courier 19.50 31260 - Parking and Lot Attendant 14.77 31310 - Taxi Driver 23.13	-			34.65
30462 - Technical Writer II 37.27 30463 - Technical Writer III 45.10 30491 - Unexploded Ordnance (UXO) 25.60 Technician I 30.98 Technician II 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 30495 - Unexploded (UXO) Safety 25.60 Personnel 31.38 30501 - Weather Forecaster I 31.38 30620 - Weather Forecaster II 38.15 30620 - Weather Observer Combined (see 2) 28.33 31000 - Transportation/Mobile 23.33 Equipment Operation Occupations 31.98 31010 - Airplane Pilot 30.98 31020 - Bus Aide 15.74 31030 - Bus Driver 21.19 31310 - Taxin Driver Courier 19.50 31260 - Parking and Lot Attendant 14.77 31290 - Shuttle Bus Driver 21.19 31310 - Taxi Driver Medium 30.70 31362 - Truckdriver Heavy 23.13 31364 - Truckdriver Tractor-Trailer				
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99030 - Cashier 14.03 99050 - Desk Clerk 14.29	_			
99050 - Desk Clerk 14.29				
99095 - Embalmer 25.60				
	99095 - Embalmer			25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.79
I	
99252 - Laboratory Animal Caretaker	16.13
II	
99260 - Marketing Analyst	25.70
99310 - Mortician	25.60
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	28.75
99711 - Recycling Specialist	35.11
99730 - Refuse Collector	25.66
99810 - Sales Clerk	14.52
99820 - School Crossing Guard	15.19
99830 - Survey Party Chief	29.32
99831 - Surveying Aide	18.43
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	20.24
99841 - Vending Machine Repairer	25.77
99842 - Vending Machine Repairer	20.24
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5529 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: Washington

Area: Washington County of Cowlitz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.45
01012 - Accounting Clerk II		19.59
01013 - Accounting Clerk III		21.91
01020 - Administrative Assistant		28.18
01035 - Court Reporter		20.04
01041 - Customer Service		15.99
Representative I		
01042 - Customer Service		18.00
Representative II		

01043 - Customer Service Representative III		19.62
01051 - Data Entry Operator I		14.63
01052 - Data Entry Operator II		15.96
01060 - Dispatcher Motor Vehicle		24.71
01070 - Document Preparation Clerk		15.96
01090 - Duplicating Machine Operator		15.96
01111 - General Clerk I		14.89
01112 - General Clerk II		16.25
01113 - General Clerk III		18.24
01120 - Housing Referral Assistant		22.34
01141 - Messenger Courier		14.12
01191 - Order Clerk I		19.06
01192 - Order Clerk II		21.36
01261 - Personnel Assistant		17.91
(Employment) I		_ , , , ,
01262 - Personnel Assistant		20.04
(Employment) II		20001
01263 - Personnel Assistant		22.34
(Employment) III		
01270 - Production Control Clerk		25.06
01290 - Rental Clerk		17.66
01300 - Scheduler Maintenance		17.92
01311 - Secretary I		17.92
01312 - Secretary II		20.04
		22.34
01313 - Secretary III		22.34
01313 - Secretary III 01320 - Service Order Dispatcher		22.08
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		22.08 28.18
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		22.08 28.18 20.34
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		22.08 28.18
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		22.08 28.18 20.34 16.13
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		22.08 28.18 20.34 16.13 14.73
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		22.08 28.18 20.34 16.13 14.73 15.96
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		22.08 28.18 20.34 16.13 14.73 15.96 17.23
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		22.08 28.18 20.34 16.13 15.96 17.23 15.96
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		22.08 28.18 20.34 16.13 14.73 15.96 17.23 15.96 17.92
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		22.08 28.18 20.34 16.13 15.96 17.23 15.96
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		22.08 28.18 20.34 16.13 14.73 15.96 17.23 15.96 17.92
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		22.08 28.18 20.34 16.13 14.73 15.96 17.23 15.96 17.92 20.04
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	Electrician	22.08 28.18 20.34 16.13 14.73 15.96 17.23 15.96 17.92 20.04 22.48
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	Electrician	22.08 28.18 20.34 16.13 14.73 15.96 17.23 15.96 17.92 20.04 22.48
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	22.08 28.18 20.34 16.13 14.73 15.96 17.23 15.96 17.92 20.04 22.48 21.84
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	22.08 28.18 20.34 16.13 14.73 15.96 17.23 15.96 17.92 20.04 22.48 21.84 20.57
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	22.08 28.18 20.34 16.13 15.96 17.23 15.96 17.92 20.04 22.48 21.84 20.57 20.57
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	22.08 28.18 20.34 16.13 15.96 17.23 15.96 17.92 20.04 22.48 21.84 20.57 20.57 18.10
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 Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	22.08 28.18 20.34 16.13 15.96 17.23 15.96 17.92 20.04 22.48 21.84 20.57 20.57 18.10
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	22.08 28.18 20.34 16.13 14.73 15.96 17.23 15.96 17.92 20.04 22.48 21.84 20.57 20.57 18.10 22.48
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	22.08 28.18 20.34 16.13 15.96 17.23 15.96 17.92 20.04 22.48 21.84 20.57 20.57 18.10 22.48

05250 - Motor Vehicle Upholstery	19.36
Worker	00 57
05280 - Motor Vehicle Wrecker	20.57
05310 - Painter Automotive	21.84
05340 - Radiator Repair Specialist	20.57
05370 - Tire Repairer	17.08
05400 - Transmission Repair	22.48
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	20.32
07041 - Cook I	17.26
07042 - Cook II	19.61
07070 - Dishwasher	13.72
07130 - Food Service Worker	14.49
07210 - Meat Cutter	20.56
07260 - Waiter/Waitress	14.55
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.98
09040 - Furniture Handler	13.16
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	15.40
09110 - Furniture Repairer Minor	17.70
09130 - Upholsterer	19.98
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.74
11060 - Elevator Operator	14.78
11090 - Gardener	19.75
11122 - Housekeeping Aide	15.14
11150 - Janitor	15.14
11210 - Laborer Grounds Maintenance	15.58
11240 - Maid or Houseman	14.28
11260 - Pruner	14.23
11270 - Tractor Operator	18.39
11330 - Trail Maintenance Worker	15.58
11360 - Window Cleaner	16.58
12000 - Health Occupations	
12010 - Ambulance Driver	26.09
12011 - Breath Alcohol Technician	26.09
12012 - Certified Occupational	35.80
Therapist Assistant	
12015 - Certified Physical Therapist	35.80
Assistant	
12020 - Dental Assistant	21.70
12025 - Dental Hygienist	48.16
12030 - EKG Technician	39.54
12035 - Electroneurodiagnostic	39.54
Technologist	

12040 - Emergency Medical Technician	26.09
12071 - Licensed Practical Nurse I	23.33
12072 - Licensed Practical Nurse II	26.09
12073 - Licensed Practical Nurse III	29.09
12100 - Medical Assistant	22.00
12130 - Medical Laboratory	24.93
Technician	
12160 - Medical Record Clerk	22.49
12190 - Medical Record Technician	25.16
12195 - Medical Transcriptionist	23.33
12210 - Nuclear Medicine	57.34
Technologist	10 05
12221 - Nursing Assistant I	12.35
12222 - Nursing Assistant II	13.89
12223 - Nursing Assistant III	15.16
12224 - Nursing Assistant IV	17.02
12235 - Optical Dispenser	26.09
12236 - Optical Technician	23.33
12250 - Pharmacy Technician	21.14
12280 - Phlebotomist	21.37
12305 - Radiologic Technologist	39.90
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II	35.53
Specialist	
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III	42.99
Anesthetist	
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol	32.33
Testing)	
12320 - Substance Abuse Treatment	24.79
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.94
13012 - Exhibits Specialist II	30.89
13013 - Exhibits Specialist III	37.79
13041 - Illustrator I	24.94
13042 - Illustrator II	30.89
13043 - Illustrator III	37.79
13047 - Librarian	34.20
13050 - Library Aide/Clerk	19.81
13054 - Library Information	30.89
Technology Systems	
Administrator	04 07
13058 - Library Technician	24.07
13061 - Media Specialist I	22.29
13062 - Media Specialist II	24.94
13063 - Media Specialist III	27.79

13071 - Photographer I		22.14
13072 - Photographer II		24.77
13073 - Photographer III		30.70
13074 - Photographer IV		37.53
13075 - Photographer V		45.41
13090 - Technical Order Library		21.75
Clerk		
13110 - Video Teleconference		22.29
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	20.01
14072 - Computer Programmer II	(see 1)	24.95
14072 - Computer Programmer III	(see 1)	24.95
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)	10 07
14150 - Peripheral Equipment		18.27
Operator		05 01
14160 - Personal Computer Support		25.31
Technician		
14170 - System Support Specialist		28.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		38.59
Instructor (Rated)		
15030 - Air Crew Training Devices		46.25
Instructor (Pilot)		
15050 - Computer Based Training		31.89
Specialist / Instructor		
15060 - Educational Technologist		31.89
15070 - Flight Instructor (Pilot)		46.25
15080 - Graphic Artist		33.22
15085 - Maintenance Test Pilot Fixed		46.25
Jet/Prop		
15086 - Maintenance Test Pilot		46.25
Rotary Wing		
15088 - Non-Maintenance Test/Co-		46.25
Pilot		
15090 - Technical Instructor		27.14
15095 - Technical Instructor/Course		33.22
Developer		
15110 - Test Proctor		23.68
		23.00

15120 - Tutor	23.68
	23.00
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.22
16030 - Counter Attendant	15.22
16040 - Dry Cleaner	17.39
16070 - Finisher Flatwork Machine	15.22
16090 - Presser Hand	15.22
16110 - Presser Machine Drycleaning	15.22
16130 - Presser Machine Shirts	15.22
16160 - Presser Machine Wearing	15.22
Apparel Laundry	10.22
16190 - Sewing Machine Operator	18.11
16220 - Tailor	18.83
16250 - Washer Machine	15.95
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.97
Room)	
19040 - Tool And Die Maker	31.62
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	23.63
21030 - Material Coordinator	25.06
21040 - Material Expediter	25.06
21050 - Material Handling Laborer	15.61
21071 - Order Filler	14.96
21080 - Production Line Worker (Food	23.63
Processing)	
21110 - Shipping Packer	21.44
21130 - Shipping/Receiving Clerk	21.44
21140 - Store Worker I	14.85
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	23.63
21410 - Warehouse Specialist	23.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.96
23019 - Aircraft Logs and Records	23.03
Technician	23.05
23021 - Aircraft Mechanic I	27.48
23022 - Aircraft Mechanic II	28.96
23023 - Aircraft Mechanic III	30.44
23040 - Aircraft Mechanic Helper	20.04
23050 - Aircraft Painter	26.00
23060 - Aircraft Servicer	23.03
23070 - Aircraft Survival Flight	26.00
Equipment Technician	
23080 - Aircraft Worker	24.47

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23091 - Aircrew Life Support	24.47
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.48
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.97
23120 - Bicycle Repairer	21.51
23125 - Cable Splicer	31.58
23130 - Carpenter Maintenance	29.17
23140 - Carpet Layer	24.47
23160 - Electrician Maintenance	31.95
23181 - Electronics Technician	24.47
Maintenance I	
23182 - Electronics Technician	26.00
Maintenance II	
23183 - Electronics Technician	27.48
Maintenance III	
23260 - Fabric Worker	23.03
23290 - Fire Alarm System Mechanic	27.48
23310 - Fire Extinguisher Repairer	21.53
23311 - Fuel Distribution System	27.48
Mechanic	27.10
23312 - Fuel Distribution System	21.53
Operator	21.00
23370 - General Maintenance Worker	21.20
23380 - Ground Support Equipment	27.48
Mechanic	27.40
	23.03
23381 - Ground Support Equipment Servicer	25.05
23382 - Ground Support Equipment	24.47
Worker	01 50
23391 - Gunsmith I	21.53
23392 - Gunsmith II	24.47
23393 - Gunsmith III	27.48
23410 - Heating Ventilation And Air-	21.29
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	22.45
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.20
23440 - Heavy Equipment Operator	27.53
23460 - Instrument Mechanic	27.58
23465 - Laboratory/Shelter Mechanic	26.00
23470 - Laborer	15.61
23510 - Locksmith	25.97
23530 - Machinery Maintenance	37.13
Mechanic	
23550 - Machinist Maintenance	25.71

23580 - Maintenance Trades Helper	20.03
23591 - Metrology Technician I	27.58
23592 - Metrology Technician II	29.06
23593 - Metrology Technician III	30.56
23640 - Millwright	32.83
23710 - Office Appliance Repairer	26.00
23760 - Painter Maintenance	19.40
23790 - Pipefitter Maintenance	30.95
23810 - Plumber Maintenance	27.91
23820 - Pneudraulic Systems Mechanic	27.48
23850 - Rigger	27.48
23870 - Scale Mechanic	24.47
23890 - Sheet-Metal Worker	27.48
Maintenance	
23910 - Small Engine Mechanic	24.44
23931 - Telecommunications Mechanic	34.57
I	
23932 - Telecommunications Mechanic	36.44
II	
23950 - Telephone Lineman	27.48
23960 - Welder Combination	23.66
Maintenance	
23965 - Well Driller	27.48
23970 - Woodcraft Worker	27.48
23980 - Woodworker	21.51
24000 - Personal Needs Occupations	
24550 - Case Manager	17.85
24570 - Child Care Attendant	13.40
24580 - Child Care Center Clerk	16.77
24610 - Chore Aide	14.71
24620 - Family Readiness And Support	17.85
Services	
Coordinator	
24630 - Homemaker	17.85
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.70
25040 - Sewage Plant Operator	31.39
25070 - Stationary Engineer	28.70
25190 - Ventilation Equipment Tender	20.98
25210 - Water Treatment Plant	31.39
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.43
27007 - Baggage Inspector	15.60
27008 - Corrections Officer	34.68
27010 - Court Security Officer	35.23
27030 - Detection Dog Handler	17.44
27040 - Detention Officer	34.68
27070 - Firefighter	34.99

27101 - Guard I		15.60
27102 - Guard II		17.44
27131 - Police Officer I		35.53
27132 - Police Officer II		39.49
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.01
28042 - Carnival Equipment Repairer		13.82
28043 - Carnival Worker		10.60
28210 - Gate Attendant/Gate Tender		18.64
28310 - Lifeguard		15.10
28350 - Park Attendant (Aide)		20.85
28510 - Recreation Aide/Health		15.22
Facility Attendant		
28515 - Recreation Specialist		25.83
28630 - Sports Official		16.61
28690 - Swimming Pool Operator		26.41
29000 - Stevedoring/Longshoremen		20012
Occupational Services		
29010 - Blocker And Bracer		24.47
29020 - Hatch Tender		24.47
29030 - Line Handler		24.47
29041 - Stevedore I		23.03
29042 - Stevedore II		26.00
30000 - Technical Occupations		20.00
30010 - Air Traffic Control	(see 2)	42.99
Specialist Center (HFO)	(500 2)	12.55
30011 - Air Traffic Control	(see 2)	29.64
Specialist Station (HFO)	(500 2)	23.01
30012 - Air Traffic Control		32.64
Specialist Terminal (HFO) (see 2)		02.01
30021 - Archeological Technician I		16.73
30022 - Archeological Technician II		18.72
30023 - Archeological Technician III		23.18
30030 - Cartographic Technician		23.18
30040 - Civil Engineering Technician		30.57
30051 - Cryogenic Technician I		22.42
30052 - Cryogenic Technician II		24.76
30061 - Drafter/CAD Operator I		16.73
30062 - Drafter/CAD Operator II		18.72
30063 - Drafter/CAD Operator III		20.86
30064 - Drafter/CAD Operator IV		25.68
30081 - Engineering Technician I		16.14
30082 - Engineering Technician II		18.13
30083 - Engineering Technician III		20.29
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.76
30086 - Engineering Technician VI		37.19
30090 - Environmental Technician		22.18
30095 - Evidence Control Specialist		20.25
30210 - Laboratory Technician		19.18
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30221 - Latent Fingerprint	22.42
Technician I	
30222 - Latent Fingerprint	24.76
Technician II	
30240 - Mathematical Technician	22.35
30361 - Paralegal/Legal Assistant I	20.17
30362 - Paralegal/Legal Assistant II	24.99
30363 - Paralegal/Legal Assistant	30.57
III	
30364 - Paralegal/Legal Assistant IV	36.98
30375 - Petroleum Supply Specialist	24.76
30390 - Photo-Optics Technician	23.18
30395 - Radiation Control Technician	24.76
30461 - Technical Writer I	21.89
30462 - Technical Writer II	27.71
30463 - Technical Writer III	32.40
30491 - Unexploded Ordnance (UXO)	27.32
Technician I	
30492 - Unexploded Ordnance (UXO)	33.06
Technician II	
30493 - Unexploded Ordnance (UXO)	39.62
Technician III	
30494 - Unexploded (UXO) Safety	27.32
Escort	27.02
30495 - Unexploded (UXO) Sweep	27.32
Personnel	27.02
30501 - Weather Forecaster I	25.68
30502 - Weather Forecaster II	31.24
30620 - Weather Observer Combined (see 2)	20.86
Upper Air Or	20.00
Surface Programs	
Surface Programs 30621 - Weather Observer Senior (See 2)	23 18
30621 - Weather Observer Senior (see 2)	23.18
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	23.18
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	33.06
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	33.06 16.05
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver	33.06 16.05 21.76
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	33.06 16.05 21.76 18.00
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	33.06 16.05 21.76 18.00 14.65
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver	33.06 16.05 21.76 18.00 14.65 19.04
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	33.06 16.05 21.76 18.00 14.65 19.04 17.97
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	33.06 16.05 21.76 18.00 14.65 19.04 17.97 19.34
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	33.06 16.05 21.76 18.00 14.65 19.04 17.97 19.34 20.69
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	33.06 16.05 21.76 18.00 14.65 19.04 17.97 19.34 20.69 24.48
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	33.06 16.05 21.76 18.00 14.65 19.04 17.97 19.34 20.69
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1260 - Parking and Lot Attendant31260 - Parking and Lot Attendant31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 10000 - 10000 - 10000 - 10000 - 10000 - 10000 - 100000 - 10000 - 100000 - 100000 - 100000 - 100000 - 100000 - 100000 - 100000000	33.06 16.05 21.76 18.00 14.65 19.04 17.97 19.34 20.69 24.48 24.48
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	33.06 16.05 21.76 18.00 14.65 19.04 17.97 19.34 20.69 24.48 24.48 24.48
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 Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	33.06 16.05 21.76 18.00 14.65 19.04 17.97 19.34 20.69 24.48 24.48 24.48
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31363 - Truckdriver Medium31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	33.06 16.05 21.76 18.00 14.65 19.04 17.97 19.34 20.69 24.48 24.48 24.48

99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker	18.02
I	
99252 - Laboratory Animal Caretaker	19.34
II	
99260 - Marketing Analyst	31.41
99310 - Mortician	27.32
99410 - Pest Controller	24.36
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	14.81
99820 - School Crossing Guard	16.40
99830 - Survey Party Chief	26.05
99831 - Surveying Aide	15.36
99832 - Surveying Technician	21.04
99840 - Vending Machine Attendant	21.20
99841 - Vending Machine Repairer	25.88
99842 - Vending Machine Repairer	21.20
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$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.: 2015-5531 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: Washington

Area: Washington County of Skagit

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.78
01012 - Accounting Clerk II		19.95
01013 - Accounting Clerk III		22.33
01020 - Administrative Assistant		30.82
01035 - Court Reporter		19.62
01041 - Customer Service		14.75
Representative I		
01042 - Customer Service		16.58
Representative II		

01043 - Customer Service Representative III		18.10
01051 - Data Entry Operator I		16.34
01052 - Data Entry Operator II		17.83
01060 - Dispatcher Motor Vehicle		22.39
01070 - Document Preparation Clerk		15.62
01090 - Duplicating Machine Operator		15.62
01111 - General Clerk I		14.93
01112 - General Clerk II		16.29
01113 - General Clerk III		18.29
01120 - Housing Referral Assistant		21.87
01141 - Messenger Courier		13.25
01191 - Order Clerk I		15.94
01192 - Order Clerk II		17.39
01261 - Personnel Assistant		20.04
(Employment) I		20.04
01262 - Personnel Assistant		22.43
		22.43
(Employment) II 01263 - Personnel Assistant		25.00
		25.00
(Employment) III		01 70
01270 - Production Control Clerk		21.78
01290 - Rental Clerk		16.18
01300 - Scheduler Maintenance		17.53
01311 - Secretary I		17.53
01312 - Secretary II		19.62
—		
01313 - Secretary III		21.87
01313 - Secretary III 01320 - Service Order Dispatcher		21.87 19.68
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		21.87 19.68 30.82
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		21.87 19.68 30.82 19.34
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		21.87 19.68 30.82
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		21.87 19.68 30.82 19.34 17.60
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		21.87 19.68 30.82 19.34 17.60 16.02
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		21.87 19.68 30.82 19.34 17.60 16.02 17.21
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		21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44
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		21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01
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		21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44
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		21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01
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		21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35
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		21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09
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		21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60
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	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34
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	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34 23.32
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	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34
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	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34 23.32 23.32 20.81
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	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34 23.32
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	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34 23.32 23.32 20.81
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	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34 23.32 23.32 20.81
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	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34 23.32 23.32 20.81 25.19
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 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.87 19.68 30.82 19.34 17.60 16.02 17.21 18.44 17.01 19.09 21.35 25.60 24.34 23.32 23.32 20.81 25.19

05250 - Motor Vehicle Upholstery	22.08
Worker	00.00
05280 - Motor Vehicle Wrecker	23.32
05310 - Painter Automotive	24.34
05340 - Radiator Repair Specialist	23.32
05370 - Tire Repairer	18.34
05400 - Transmission Repair	25.19
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	16.68
07041 - Cook I	18.29
07042 - Cook II	20.49
07070 - Dishwasher	13.82
07130 - Food Service Worker	15.28
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	15.37
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	27.92
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	25.87
09090 - Furniture Refinisher Helper	20.78
09110 - Furniture Repairer Minor	23.45
09130 - Upholsterer	24.32
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.04
11060 - Elevator Operator	17.36
11090 - Gardener	20.38
11122 - Housekeeping Aide	17.36
11150 - Janitor	17.36
11210 - Laborer Grounds Maintenance	16.69
11240 - Maid or Houseman	14.86
11260 - Pruner	15.44
11270 - Tractor Operator	19.15
11330 - Trail Maintenance Worker	16.69
11360 - Window Cleaner	18.75
12000 - Health Occupations	
12010 - Ambulance Driver	25.40
12011 - Breath Alcohol Technician	25.20
12012 - Certified Occupational	30.03
Therapist Assistant	
12015 - Certified Physical Therapist	26.45
Assistant	
12020 - Dental Assistant	20.72
12025 - Dental Hygienist	47.34
12030 - EKG Technician	33.17
12035 - Electroneurodiagnostic	33.17
Technologist	

12040 - Emergency Medical Technician	25.40
12071 - Licensed Practical Nurse I	19.56
12072 - Licensed Practical Nurse II	21.89
12073 - Licensed Practical Nurse III	24.40
12100 - Medical Assistant	21.01
12130 - Medical Laboratory	21.46
Technician	
12160 - Medical Record Clerk	20.76
12190 - Medical Record Technician	23.28
12195 - Medical Transcriptionist	19.56
12210 - Nuclear Medicine	48.10
Technologist	
12221 - Nursing Assistant I	13.26
12222 - Nursing Assistant II	14.92
12223 - Nursing Assistant III	16.28
12224 - Nursing Assistant IV	18.27
12235 - Optical Dispenser	22.11
12236 - Optical Technician	19.56
12250 - Pharmacy Technician	22.34
12280 - Phlebotomist	19.56
12305 - Radiologic Technologist	34.02
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	31.22
Testing)	
12320 - Substance Abuse Treatment	25.85
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	35.78
13041 - Illustrator I	23.61
13042 - Illustrator II	29.25
13043 - Illustrator III	35.78
13047 - Librarian	32.39
13050 - Library Aide/Clerk	17.67
13054 - Library Information	28.67
Technology Systems	
Administrator	
13058 - Library Technician	20.66
13061 - Media Specialist I	21.00
13062 - Media Specialist II	23.61
13063 - Media Specialist III	26.32
······································	

13071 - Photographer I		21.00
13072 - Photographer II		23.61
13073 - Photographer III		29.25
13074 - Photographer IV		35.78
13075 - Photographer V		43.28
13090 - Technical Order Library		22.04
Clerk		
13110 - Video Teleconference		21.00
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.89
14042 - Computer Operator II		22.25
14043 - Computer Operator III		24.80
14044 - Computer Operator IV		27.56
14045 - Computer Operator V		30.52
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(/	19.89
Operator		
14160 - Personal Computer Support		27.56
Technician		
14170 - System Support Specialist		31.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.20
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		41.38
Instructor (Rated)		12.00
15030 - Air Crew Training Devices		49.60
Instructor (Pilot)		10.00
15050 - Computer Based Training		34.20
Specialist / Instructor		01.20
15060 - Educational Technologist		34.32
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot Fixed		42.30
Jet/Prop		
15086 - Maintenance Test Pilot		42.30
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.30
Pilot		12.50
15090 - Technical Instructor		26.66
15095 - Technical Instructor/Course		32.62
Developer		52.02
15110 - Test Proctor		21.53
TOTTO TESC FLOCIOL		21.00

	01 50
15120 - Tutor	21.53
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 20
16010 - Assembler	18.38
16030 - Counter Attendant	18.38
16040 - Dry Cleaner	21.62
16070 - Finisher Flatwork Machine	18.38
16090 - Presser Hand	18.38
16110 - Presser Machine Drycleaning	18.38
16130 - Presser Machine Shirts	18.38
16160 - Presser Machine Wearing	18.38
Apparel Laundry	00 40
16190 - Sewing Machine Operator	22.49
16220 - Tailor	23.39
16250 - Washer Machine	19.83
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	30.88
Room)	
19040 - Tool And Die Maker	34.97
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	23.84
21030 - Material Coordinator	21.78
21040 - Material Expediter	21.78
21050 - Material Handling Laborer	17.84
21071 - Order Filler	16.76
21080 - Production Line Worker (Food	23.84
Processing)	10.00
21110 - Shipping Packer	19.80
21130 - Shipping/Receiving Clerk	19.80
21140 - Store Worker I	18.21
21150 - Stock Clerk	22.98
21210 - Tools And Parts Attendant	23.84
21410 - Warehouse Specialist	23.84
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	32.99
23019 - Aircraft Logs and Records	28.00
Technician	01 05
23021 - Aircraft Mechanic I	31.95
23022 - Aircraft Mechanic II	32.99
23023 - Aircraft Mechanic III	33.96
23040 - Aircraft Mechanic Helper	24.81
23050 - Aircraft Painter	30.88
23060 - Aircraft Servicer	28.00
23070 - Aircraft Survival Flight	30.88
Equipment Technician	
23080 - Aircraft Worker	29.57

23091 - Aircrew Life Support	29.57
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	31.95
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	30.88
23120 - Bicycle Repairer	26.39
23125 - Cable Splicer	31.95
23130 - Carpenter Maintenance	27.65
23140 - Carpet Layer	29.57
23160 - Electrician Maintenance	38.58
23181 - Electronics Technician	30.62
Maintenance I	
23182 - Electronics Technician	31.95
Maintenance II	
23183 - Electronics Technician	33.07
Maintenance III	
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	31.95
23310 - Fire Extinguisher Repairer	26.39
23311 - Fuel Distribution System	31.95
Mechanic	
23312 - Fuel Distribution System	26.39
Operator	
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment	31.95
Mechanic	
23381 - Ground Support Equipment	28.00
Servicer	
23382 - Ground Support Equipment	29.57
Worker	
23391 - Gunsmith I	26.39
23392 - Gunsmith II	29.57
23393 - Gunsmith III	31.95
23410 - Heating Ventilation And Air-	30.28
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	31.27
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	32.12
23440 - Heavy Equipment Operator	37.19
23460 - Instrument Mechanic	31.95
23465 - Laboratory/Shelter Mechanic	30.88
23470 - Laborer	17.84
23510 - Locksmith	30.88
23530 - Machinery Maintenance	29.87
Mechanic	
23550 - Machinist Maintenance	24.25
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23580 - Maintenance Trades Helper	24.81
23591 - Metrology Technician I	31.95
23592 - Metrology Technician II	32.99
23593 - Metrology Technician III	33.96
23640 - Millwright	31.95
23710 - Office Appliance Repairer	30.88
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	31.19
23810 - Plumber Maintenance	30.14
23820 - Pneudraulic Systems Mechanic	31.95
23850 - Rigger	31.95
23870 - Scale Mechanic	29.57
23890 - Sheet-Metal Worker	31.95
Maintenance	
23910 - Small Engine Mechanic	29.57
23931 - Telecommunications Mechanic	35.19
I	
23932 - Telecommunications Mechanic	36.34
II	
23950 - Telephone Lineman	31.95
23960 - Welder Combination	28.20
Maintenance	
23965 - Well Driller	32.28
23970 - Woodcraft Worker	31.95
23980 - Woodworker	26.39
24000 - Personal Needs Occupations	
24550 - Case Manager	17.45
24570 - Child Care Attendant	14.52
24580 - Child Care Center Clerk	18.11
24610 - Chore Aide	14.44
24620 - Family Readiness And Support	17.45
Services	
Coordinator	10 00
24630 - Homemaker	19.69
25000 - Plant And System Operations	
Occupations	04 05
25010 - Boiler Tender	31.95
25040 - Sewage Plant Operator	31.17
25070 - Stationary Engineer	31.95
25190 - Ventilation Equipment Tender	24.81
25210 - Water Treatment Plant	31.17
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.28
27007 - Baggage Inspector	17.68
27008 - Corrections Officer	28.39
27010 - Court Security Officer	31.21
27030 - Detection Dog Handler	22.54
27040 - Detention Officer 27070 - Firefighter	28.39
	31.21

27101 - Guard I			17.68
27102 - Guard II			22.54
27131 - Police Officer I			34.80
27132 - Police Officer II			38.68
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.77
28042 - Carnival Equipment Repairer			17.84
28043 - Carnival Worker			13.52
28210 - Gate Attendant/Gate Tender			18.36
28310 - Lifeguard			16.36
28350 - Park Attendant (Aide)			20.55
28510 - Recreation Aide/Health			15.00
Facility Attendant			
28515 - Recreation Specialist			25.45
28630 - Sports Official			16.36
28690 - Swimming Pool Operator			20.57
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			31.47
29020 - Hatch Tender			31.47
29030 - Line Handler			31.47
29041 - Stevedore I			29.79
29042 - Stevedore II			32.85
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)	v	,	
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)	·	,	
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30023 - Archeological Technician III			30.86
30030 - Cartographic Technician			30.86
30040 - Civil Engineering Technician			31.16
30051 - Cryogenic Technician I			22.71
30052 - Cryogenic Technician II			25.09
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
-			34.17
30064 - 0ratter/CAD Oberator IV			
30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			
30081 - Engineering Technician I			20.07
30081 - Engineering Technician I 30082 - Engineering Technician II			20.07 22.53
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			20.07 22.53 25.20
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV			20.07 22.53 25.20 31.22
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			20.07 22.53 25.20 31.22 38.19
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			20.07 22.53 25.20 31.22 38.19 46.21
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			20.07 22.53 25.20 31.22 38.19 46.21 28.91
30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			20.07 22.53 25.20 31.22 38.19 46.21

30221 - Latent Fingerprint Technician I	22.71
	05 00
30222 - Latent Fingerprint	25.09
Technician II	
30240 - Mathematical Technician	30.86
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant	33.72
III	
30364 - Paralegal/Legal Assistant IV	41.93
30375 - Petroleum Supply Specialist	25.09
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	25.09
30461 - Technical Writer I	26.15
30462 - Technical Writer II	31.99
30463 - Technical Writer III	38.71
30491 - Unexploded Ordnance (UXO)	28.05
Technician I	
30492 - Unexploded Ordnance (UXO)	33.93
Technician II	
30493 - Unexploded Ordnance (UXO)	40.67
Technician III	
30494 - Unexploded (UXO) Safety	28.05
Escort	
30495 - Unexploded (UXO) Sweep	28.05
Personnel	
30501 - Weather Forecaster I	34.17
30502 - Weather Forecaster II	41.57
30620 - Weather Observer Combined (see 2)	
Upper Air Or	23.33
Surface Brograms	27.06
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.00
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	27.00
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	33.93
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	33.93 17.55
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	33.93
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	33.93 17.55
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver	33.93 17.55 22.74
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier	33.93 17.55 22.74 18.35
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	33.93 17.55 22.74 18.35 15.83
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	33.93 17.55 22.74 18.35 15.83 20.27 19.28
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	33.93 17.55 22.74 18.35 15.83 20.27 19.28 19.52
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	33.93 17.55 22.74 18.35 15.83 20.27 19.28 19.52 21.42
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 Heavy	33.93 17.55 22.74 18.35 15.83 20.27 19.28 19.52 21.42 25.32
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer	33.93 17.55 22.74 18.35 15.83 20.27 19.28 19.52 21.42
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide1030 - Bus Driver31043 - Driver Courier1260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 1000 - 10000 - 10000 - 10000 - 10000 - 10000 - 10000 - 100000 - 100000 - 100000000	33.93 17.55 22.74 18.35 15.83 20.27 19.28 19.52 21.42 25.32 25.32
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot3102031020 - Bus Aide3103031030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant3129031310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	33.93 17.55 22.74 18.35 15.83 20.27 19.28 19.52 21.42 25.32 25.32 16.54
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation OccupationsS1010 - Airplane Pilot100031020 - Bus Aide100031030 - Bus Driver100031043 - Driver Courier100031260 - Parking and Lot Attendant100031310 - Taxi Driver100031361 - Truckdriver Light100031363 - Truckdriver Medium100031364 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier	33.93 17.55 22.74 18.35 15.83 20.27 19.28 19.52 21.42 25.32 25.32 16.54 14.45
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot3102031020 - Bus Aide3103031030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant3129031310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	33.93 17.55 22.74 18.35 15.83 20.27 19.28 19.52 21.42 25.32 25.32 16.54

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.40
I	
99252 - Laboratory Animal Caretaker	16.38
II	
99260 - Marketing Analyst	26.18
99310 - Mortician	28.05
99410 - Pest Controller	27.72
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	25.80
99711 - Recycling Specialist	29.62
99730 - Refuse Collector	23.87
99810 - Sales Clerk	15.02
99820 - School Crossing Guard	19.80
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	24.56
99841 - Vending Machine Repairer	29.28
99842 - Vending Machine Repairer	24.56
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.: 2015-5533
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: Washington

Area: Washington County of Thurston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.69
01012 - Accounting Clerk II		19.84
01013 - Accounting Clerk III		22.21
01020 - Administrative Assistant		33.81
01035 - Court Reporter		20.37
01041 - Customer Service		15.96
Representative I		
01042 - Customer Service		17.41
Representative II		

01043 - Customer Service Representative III		19.54
01051 - Data Entry Operator I		19.57
01052 - Data Entry Operator II		21.34
01060 - Dispatcher Motor Vehicle		24.39
01070 - Document Preparation Clerk		16.22
01090 - Duplicating Machine Operator		16.22
01111 - General Clerk I		14.76
01112 - General Clerk II		16.10
01113 - General Clerk III		18.07
01120 - Housing Referral Assistant		22.70
01141 – Messenger Courier		13.25
01191 - Order Clerk I		16.76
01192 - Order Clerk II		18.30
01261 - Personnel Assistant		17.65
(Employment) I		
01262 - Personnel Assistant		19.76
(Employment) II		
01263 - Personnel Assistant		22.02
(Employment) III		
01270 - Production Control Clerk		21.10
01290 - Rental Clerk		17.04
01300 - Scheduler Maintenance		18.20
01311 - Secretary I		18.20
01312 - Secretary II		20.37
01313 - Secretary III		22.70
01320 - Service Order Dispatcher		21.79
01410 - Supply Technician		33.81
01420 - Survey Worker		19.01
01460 - Switchboard		16.04
Operator/Receptionist		1 6 0 0
01531 - Travel Clerk I		16.02
01532 - Travel Clerk II		17.21
01533 - Travel Clerk III		18.44
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		20.05
05005 - Automobile Body Repairer		29.85
Fiberglass 05010 - Automotive	Electrician	22.06
05040 - Automotive Glass Installer	Electrician	19.83
05040 - Automotive Glass Installer 05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.93
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		22.82
Mechanic		22.02
05160 - Motor Equipment Metal Worker		21.36
05190 - Motor Vehicle Mechanic		22.78
05220 - Motor Vehicle Mechanic		19.20
Helper		
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12000 - Health Occupations12010 - Ambulance Driver37.6612011 - Breath Alcohol Technician34.5812012 - Certified Occupational34.01Therapist Assistant33.8512015 - Certified Physical Therapist33.85Assistant22.1612020 - Dental Assistant22.1612035 - Electroneurodiagnostic37.57		
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Assistant 22.16 12020 - Dental Assistant 22.16 12025 - Dental Hygienist 47.74 12030 - EKG Technician 37.57 12035 - Electroneurodiagnostic 37.57	-	
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12030 - EKG Technician 37.57 12035 - Electroneurodiagnostic 37.57		
12035 - Electroneurodiagnostic 37.57		
-		
Technologist	-	37.57
	Technologist	

12040 - Emergency Medical Technician	37.66
12071 - Licensed Practical Nurse I	22.78
12072 - Licensed Practical Nurse II	25.49
12073 - Licensed Practical Nurse III	28.41
12100 - Medical Assistant	22.59
12130 - Medical Laboratory	26.97
Technician	
12160 - Medical Record Clerk	21.47
12190 - Medical Record Technician	24.03
12195 - Medical Transcriptionist	19.58
12210 - Nuclear Medicine	56.01
Technologist	10 50
12221 - Nursing Assistant I	12.58
12222 - Nursing Assistant II	14.15
12223 - Nursing Assistant III	15.44
12224 - Nursing Assistant IV	17.32
12235 - Optical Dispenser	22.75
12236 - Optical Technician	22.78
12250 - Pharmacy Technician	22.49
12280 - Phlebotomist	22.11
12305 - Radiologic Technologist	37.20
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	42.83
Testing)	
12320 - Substance Abuse Treatment	23.25
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	27.38
13012 - Exhibits Specialist II	33.92
13013 - Exhibits Specialist III	41.49
13041 - Illustrator I	27.38
13042 - Illustrator II	33.92
13043 - Illustrator III	41.49
13047 - Librarian	37.56
13050 - Library Aide/Clerk	20.36
13054 - Library Information	33.92
Technology Systems	
Administrator	0.4
13058 - Library Technician	24.44
13061 - Media Specialist I	24.47
13062 - Media Specialist II	27.38
13063 - Media Specialist III	30.52

13071 - Photographer I		21.29
13072 - Photographer II		23.82
13073 - Photographer III		29.51
13074 - Photographer IV		36.09
13075 - Photographer V		43.66
13090 - Technical Order Library		25.58
Clerk		
13110 - Video Teleconference		22.66
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		21.11
14042 - Computer Operator II		23.63
14043 - Computer Operator III		26.33
14044 - Computer Operator IV		29.26
14045 - Computer Operator V		32.41
14071 - Computer Programmer I	(see 1)	26.92
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)	21.11
Operator		
14160 - Personal Computer Support		29.26
Technician		23.20
14170 - System Support Specialist		36.17
15000 - Instructional Occupations		50.17
15010 - Aircrew Training Devices		34.20
Instructor (Non-Rated)		54.20
15020 - Aircrew Training Devices		41.38
Instructor (Rated)		41.50
15030 - Air Crew Training Devices		49.60
Instructor (Pilot)		49.00
		24 20
15050 - Computer Based Training		34.20
Specialist / Instructor 15060 - Educational Technologist		24 00
		34.89 49.60
15070 - Flight Instructor (Pilot)		
15080 - Graphic Artist		26.95
15085 - Maintenance Test Pilot Fixed		45.66
Jet/Prop		
15086 - Maintenance Test Pilot		45.66
Rotary Wing		
15088 - Non-Maintenance Test/Co-		45.66
Pilot		
15090 - Technical Instructor		28.59
15095 - Technical Instructor/Course		34.97
Developer		
15110 - Test Proctor		23.08

15100 mater	22 00
15120 - Tutor 16000 - Laundry Dry-Cleaning Pressing	23.08
And Related Occupations	
16010 - Assembler	17.51
16030 - Counter Attendant	17.51
16040 - Dry Cleaner	21.62
16070 - Finisher Flatwork Machine	17.51
16090 - Presser Hand	17.51
16110 - Presser Machine Drycleaning	17.51
16130 - Presser Machine Shirts	17.51
16160 - Presser Machine Wearing	17.51
Apparel Laundry	I / • U I
16190 - Sewing Machine Operator	22.49
16220 - Tailor	23.39
16250 - Washer Machine	19.15
19000 - Machine Tool Operation And	19.10
Repair Occupations	
19010 - Machine-Tool Operator (Tool	29.37
Room)	23.51
19040 - Tool And Die Maker	33.69
21000 - Materials Handling And Packing	00.05
Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	16.40
21071 - Order Filler	15.22
21080 - Production Line Worker (Food	19.87
Processing)	
21110 - Shipping Packer	19.61
21130 - Shipping/Receiving Clerk	19.61
21140 - Store Worker I	18.21
21150 - Stock Clerk	22.98
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.67
23019 - Aircraft Logs and Records	26.03
Technician	
23021 - Aircraft Mechanic I	29.71
23022 - Aircraft Mechanic II	30.67
23023 - Aircraft Mechanic III	31.57
23040 - Aircraft Mechanic Helper	23.07
23050 - Aircraft Painter	28.71
23060 - Aircraft Servicer	26.03
23070 - Aircraft Survival Flight	28.71
Equipment Technician	0
23080 - Aircraft Worker	27.50

22001 Dimension Tife Commonst	
23091 - Aircrew Life Support	27.50
Equipment (ALSE) Mechanic	
I	00 71
23092 - Aircrew Life Support	29.71
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	29.37
23120 - Bicycle Repairer	23.85
23125 - Cable Splicer	38.34
23130 - Carpenter Maintenance	33.46
23140 - Carpet Layer	28.13
23160 - Electrician Maintenance	32.02
23181 - Electronics Technician	34.55
Maintenance I	
23182 - Electronics Technician	36.08
Maintenance II	
23183 - Electronics Technician	37.33
Maintenance III	
23260 - Fabric Worker	26.63
23290 - Fire Alarm System Mechanic	29.16
23310 - Fire Extinguisher Repairer	25.10
23311 - Fuel Distribution System	30.39
Mechanic	
23312 - Fuel Distribution System	25.10
Operator	
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment	29.71
Mechanic	
23381 - Ground Support Equipment	26.03
Servicer	
23382 - Ground Support Equipment	27.50
Worker	
23391 - Gunsmith I	25.10
23392 - Gunsmith II	28.13
23393 - Gunsmith III	30.39
23410 - Heating Ventilation And Air-	27.43
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.31
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	36.00
23440 - Heavy Equipment Operator	33.81
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	29.37
23470 - Laborer	16.30
23510 - Locksmith	29.37
23530 - Machinery Maintenance	29.87
Mechanic	
23550 - Machinist Maintenance	24.40
	<u> </u>

23580 - Maintenance Trades Helper	19.71
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	31.38
23593 - Metrology Technician III	32.30
23640 - Millwright	30.39
23710 - Office Appliance Repairer	25.88
23760 - Painter Maintenance	27.74
23790 - Pipefitter Maintenance	31.90
23810 - Plumber Maintenance	30.83
23820 - Pneudraulic Systems Mechanic	30.39
23850 - Rigger	30.39
23870 - Scale Mechanic	28.13
23890 - Sheet-Metal Worker	38.96
Maintenance	
23910 - Small Engine Mechanic	28.13
23931 - Telecommunications Mechanic	32.02
I	
23932 - Telecommunications Mechanic	33.07
II	
23950 - Telephone Lineman	30.39
23960 - Welder Combination	26.32
Maintenance	
23965 - Well Driller	32.28
23970 - Woodcraft Worker	30.39
23980 - Woodworker	25.10
24000 - Personal Needs Occupations	
24550 - Case Manager	17.48
24570 - Child Care Attendant	13.82
24580 - Child Care Center Clerk	17.24
24610 - Chore Aide	14.70
24620 - Family Readiness And Support	17.48
Services	
Coordinator	
24630 - Homemaker	18.02
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.39
25040 - Sewage Plant Operator	33.69
25070 - Stationary Engineer	30.39
25190 - Ventilation Equipment Tender	23.60
25210 - Water Treatment Plant	33.69
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	17.94
27008 - Corrections Officer	31.23
27010 - Court Security Officer	33.35
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	31.23
27070 - Firefighter	36.94
-	

27101 - Guard I	17.94
27102 - Guard II	22.54
27131 - Police Officer I	36.77
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.00
28042 - Carnival Equipment Repairer	17.03
28043 - Carnival Worker	12.90
28210 - Gate Attendant/Gate Tender	18.72
28310 - Lifeguard	14.42
28350 - Park Attendant (Aide)	20.95
28510 - Recreation Aide/Health	15.29
Facility Attendant	
28515 - Recreation Specialist	25.95
28630 - Sports Official	16.68
28690 - Swimming Pool Operator	19.08
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09
30000 - Technical Occupations	51.05
30010 - Air Traffic Control (see 2)	44.13
Specialist Center (HFO)	11.13
30011 - Air Traffic Control (see 2)	30.43
Specialist Station (HFO)	50.45
30012 - Air Traffic Control	33.52
Specialist Terminal (HFO) (see 2)	JJ.JZ
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30022 - Archeological Technician II 30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
	32.66
30040 - Civil Engineering Technician	29.11
30051 - Cryogenic Technician I	
30052 - Cryogenic Technician II	32.15
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	28.91
30095 - Evidence Control Specialist	26.28
30210 - Laboratory Technician	25.04

30221 - Latent Fingerprint			29.11
Technician I			20 15
30222 - Latent Fingerprint Technician II			32.15
30240 - Mathematical Technician			30.86
30361 - Paralegal/Legal Assistant I			22.87
30362 - Paralegal/Legal Assistant II			28.34
30363 - Paralegal/Legal Assistant			32.99
III			
30364 - Paralegal/Legal Assistant IV			37.73
30375 - Petroleum Supply Specialist			32.15
30390 - Photo-Optics Technician			30.86
30395 - Radiation Control Technician			32.15
30461 - Technical Writer I			26.28
30462 - Technical Writer II			32.15
30463 - Technical Writer III			38.89
30491 - Unexploded Ordnance (UXO)			28.05
Technician I			
30492 - Unexploded Ordnance (UXO)			33.93
Technician II			00.00
30493 - Unexploded Ordnance (UXO)			40.67
Technician III			40.07
			28.05
30494 - Unexploded (UXO) Safety			28.05
Escort			0.0.05
30495 - Unexploded (UXO) Sweep			28.05
Personnel			0 4 4 5
30501 - Weather Forecaster I			34.17
30502 - Weather Forecaster II			41.57
30620 - Weather Observer Combined	(see	2)	23.99
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	$ \neg \neg \neg \neg$
		,	27.77
31000 - Transportation/Mobile			21.11
Equipment Operation Occupations		,	21.11
-		,	33.93
Equipment Operation Occupations			
Equipment Operation Occupations 31010 - Airplane Pilot			33.93
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide			33.93 18.95
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver		, , , , , , , , , , , , , , , , , , ,	33.93 18.95 24.55
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier		·	33.93 18.95 24.55 19.05 14.18
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver		·	33.93 18.95 24.55 19.05 14.18 19.21
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		·	33.93 18.95 24.55 19.05 14.18 19.21 16.08
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		·	33.93 18.95 24.55 19.05 14.18 19.21 16.08 19.22
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			33.93 18.95 24.55 19.05 14.18 19.21 16.08 19.22 21.42
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			33.93 18.95 24.55 19.05 14.18 19.21 16.08 19.22 21.42 25.12
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			33.93 18.95 24.55 19.05 14.18 19.21 16.08 19.22 21.42
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			33.93 18.95 24.55 19.05 14.18 19.21 16.08 19.22 21.42 25.12 25.12
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			33.93 18.95 24.55 19.05 14.18 19.21 16.08 19.22 21.42 25.12 25.12 16.54
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			33.93 18.95 24.55 19.05 14.18 19.21 16.08 19.22 21.42 25.12 25.12 16.54 14.71
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			33.93 18.95 24.55 19.05 14.18 19.21 16.08 19.22 21.42 25.12 25.12 16.54

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.28
I	
99252 - Laboratory Animal Caretaker	16.26
II	
99260 - Marketing Analyst	31.81
99310 - Mortician	28.38
99410 - Pest Controller	24.33
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	28.24
99711 - Recycling Specialist	32.41
99730 - Refuse Collector	26.13
99810 - Sales Clerk	15.06
99820 - School Crossing Guard	20.85
99830 - Survey Party Chief	31.12
99831 - Surveying Aide	17.85
99832 - Surveying Technician	24.46
99840 - Vending Machine Attendant	24.56
99841 - Vending Machine Repairer	29.28
99842 - Vending Machine Repairer	24.56
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.: 2015-5535
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: Washington

Area: Washington Counties of King Snohomish

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		18.84
01012 - Accounting Clerk II		21.16
01013 - Accounting Clerk III		23.66
01020 - Administrative Assistant		33.05
01035 - Court Reporter		25.30
01041 - Customer Service		16.55
Representative I		
01042 - Customer Service		18.06
Representative II		

01043 - Customer Service		20.29
Representative III		17 20
01051 - Data Entry Operator I		17.39
01052 - Data Entry Operator II		18.99
01060 - Dispatcher Motor Vehicle		27.09
01070 - Document Preparation Clerk		18.11
01090 - Duplicating Machine Operator		18.11
01111 - General Clerk I		16.99
01112 - General Clerk II		18.54
01113 - General Clerk III		20.82
01120 - Housing Referral Assistant		23.20
01141 - Messenger Courier		18.44
01191 - Order Clerk I		20.16
01192 - Order Clerk II		22.00
01261 - Personnel Assistant		18.33
(Employment) I		
01262 - Personnel Assistant		20.50
(Employment) II		
01263 - Personnel Assistant		22.85
(Employment) III		
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.90
01300 - Scheduler Maintenance		18.61
01311 - Secretary I		18.61
01312 - Secretary II		20.81
01313 - Secretary III		23.20
01320 - Service Order Dispatcher		23.52
01410 - Supply Technician		33.05
01420 - Survey Worker		21.76
01460 - Switchboard		18.25
Operator/Receptionist		
01531 - Travel Clerk I		21.73
01532 - Travel Clerk II		23.36
01533 - Travel Clerk III		25.03
01611 - Word Processor I		20.58
01612 - Word Processor II		23.10
01613 - Word Processor III		25.84
05000 - Automotive Service Occupations		20.01
05005 - Automobile Body Repairer		27.31
Fiberglass		21.01
05010 - Automotive	Electrician	24.15
05040 - Automotive Glass Installer	LICCCLICIAN	23.13
05070 - Automotive Glass installer		23.13
05110 - Mobile Equipment Servicer		20.64
05130 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		24.99
Mechanic		27.99
05160 - Motor Equipment Metal Worker		23.13
05190 - Motor Vehicle Mechanic		24.99
05220 - Motor Vehicle Mechanic		19.40
Helper		17.40
nether		

05250 - Motor Vehicle Upholstery	21.90
Worker	00.10
05280 - Motor Vehicle Wrecker	23.13
05310 - Painter Automotive	24.15
05340 - Radiator Repair Specialist	23.13
05370 - Tire Repairer	16.61
05400 - Transmission Repair	24.99
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.46
07041 - Cook I	19.68
07042 - Cook II	22.05
07070 - Dishwasher	15.40
07130 - Food Service Worker	15.80
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	17.13
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.77
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer Minor	20.52
09130 - Upholsterer	24.45
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	16.53
11060 - Elevator Operator	16.53
11090 - Gardener	23.21
11122 - Housekeeping Aide	18.50
11150 - Janitor	18.50
11210 - Laborer Grounds Maintenance	19.01
11240 - Maid or Houseman	15.51
11260 - Pruner	17.59
11270 - Tractor Operator	21.82
11330 - Trail Maintenance Worker	19.01
11360 - Window Cleaner	20.00
12000 - Health Occupations	
12010 - Ambulance Driver	30.49
12011 - Breath Alcohol Technician	26.26
12012 - Certified Occupational	31.19
Therapist Assistant	
12015 - Certified Physical Therapist	30.73
Assistant	
12020 - Dental Assistant	23.30
12025 - Dental Hygienist	47.90
12030 - EKG Technician	32.30
12035 - Electroneurodiagnostic	32.30
Technologist	
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12040 - Emergency Medical Technician	30.49
12071 - Licensed Practical Nurse I	23.48
12072 - Licensed Practical Nurse II	26.26
12073 - Licensed Practical Nurse III	29.27
12100 - Medical Assistant	23.40
12130 - Medical Laboratory	30.16
Technician	
12160 - Medical Record Clerk	24.11
12190 - Medical Record Technician	26.97
12195 - Medical Transcriptionist	21.12
12210 - Nuclear Medicine	53.22
Technologist	10 11
12221 - Nursing Assistant I	13.11
12222 - Nursing Assistant II	14.73
12223 - Nursing Assistant III	16.08
12224 - Nursing Assistant IV	18.06
12235 - Optical Dispenser	26.47
12236 - Optical Technician	20.04
12250 - Pharmacy Technician	22.98
12280 - Phlebotomist	20.42
12305 - Radiologic Technologist	38.20
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	32.53
Testing)	
12320 - Substance Abuse Treatment	23.90
Counselor	
13000 - Information And Arts	
Occupations	01 80
13011 - Exhibits Specialist I	21.79
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	32.07
13041 - Illustrator I	23.97
13042 - Illustrator II	27.87
13043 - Illustrator III	34.10
13047 - Librarian	40.79
13050 - Library Aide/Clerk	17.56
13054 - Library Information	36.83
Technology Systems	
Administrator	
13058 - Library Technician	24.64
13061 - Media Specialist I	26.59
13062 - Media Specialist II	29.73
13063 - Media Specialist III	33.14

13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library		22.06
Clerk		
13110 - Video Teleconference		28.48
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		22.04
14042 - Computer Operator II		24.67
14043 - Computer Operator III		27.50
14044 - Computer Operator IV		30.56
14045 - Computer Operator V		33.85
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14072 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		
	(see 1)	
14102 - Computer Systems Analyst II		
14103 - Computer Systems Analyst III	(see 1)	22 04
14150 - Peripheral Equipment		22.04
Operator		
14160 - Personal Computer Support		30.56
Technician		11 00
14170 - System Support Specialist		41.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		36.56
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		44.24
Instructor (Rated)		
15030 - Air Crew Training Devices		53.02
Instructor (Pilot)		
15050 - Computer Based Training		36.56
Specialist / Instructor		
15060 - Educational Technologist		35.04
15070 - Flight Instructor (Pilot)		53.02
15080 - Graphic Artist		35.02
15085 - Maintenance Test Pilot Fixed		53.02
Jet/Prop		
15086 - Maintenance Test Pilot		53.02
Rotary Wing		
15088 - Non-Maintenance Test/Co-		53.02
Pilot		
15090 - Technical Instructor		31.95
15095 - Technical Instructor/Course		39.08
Developer		
15110 - Test Proctor		25.79
		20.19

15120 - Tutor	25.79
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.00
16010 - Assembler	18.38
16030 - Counter Attendant	18.38
16040 - Dry Cleaner	21.62
16070 - Finisher Flatwork Machine	18.38
16090 - Presser Hand	18.38
16110 - Presser Machine Drycleaning	18.38
16130 - Presser Machine Shirts	18.38
16160 - Presser Machine Wearing	18.38
Apparel Laundry	00 40
16190 - Sewing Machine Operator	22.49
16220 - Tailor	23.39
16250 - Washer Machine	19.83
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	31.53
Room)	
19040 - Tool And Die Maker	35.71
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	22.16
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	17.94
21071 - Order Filler	17.85
21080 - Production Line Worker (Food	22.16
Processing)	
21110 - Shipping Packer	20.63
21130 - Shipping/Receiving Clerk	20.63
21140 - Store Worker I	18.21
21150 - Stock Clerk	22.98
21210 - Tools And Parts Attendant	22.16
21410 - Warehouse Specialist	22.16
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	36.64
23019 - Aircraft Logs and Records	31.09
Technician	05 40
23021 - Aircraft Mechanic I	35.48
23022 - Aircraft Mechanic II	36.64
23023 - Aircraft Mechanic III	37.71
23040 - Aircraft Mechanic Helper	27.55
23050 - Aircraft Painter	34.29
23060 - Aircraft Servicer	31.09
23070 - Aircraft Survival Flight	34.29
Equipment Technician	
23080 - Aircraft Worker	32.84

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23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	30.14
23592 - Metrology Technician II	31.12
23593 - Metrology Technician III	32.04
23640 - Millwright	42.31
23710 - Office Appliance Repairer	28.49
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	38.92
23810 - Plumber Maintenance	37.62
23820 - Pneudraulic Systems Mechanic	35.49
23850 - Rigger	32.74
23870 - Scale Mechanic	32.85
23890 - Sheet-Metal Worker	34.36
Maintenance	
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic	33.19
I	
23932 - Telecommunications Mechanic	34.27
II	
23950 - Telephone Lineman	33.88
23960 - Welder Combination	27.12
Maintenance	
23965 - Well Driller	35.49
23970 - Woodcraft Worker	35.49
23980 - Woodworker	29.32
24000 - Personal Needs Occupations	
24550 - Case Manager	19.53
24570 - Child Care Attendant	16.94
24580 - Child Care Center Clerk	21.11
24610 - Chore Aide	15.51
24620 - Family Readiness And Support	19.53
Services	
Coordinator	
24630 - Homemaker	19.55
25000 - Plant And System Operations	
Occupations	_
25010 - Boiler Tender	35.43
25040 - Sewage Plant Operator	36.86
25070 - Stationary Engineer	35.43
25190 - Ventilation Equipment Tender	27.51
25210 - Water Treatment Plant	36.86
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.59
27007 - Baggage Inspector	18.45
27008 - Corrections Officer	31.59
27010 - Court Security Officer	37.27
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	31.59
27070 - Firefighter	42.96

27101 - Guard I			18.45
27102 - Guard II			22.54
27131 - Police Officer I			38.64
27132 - Police Officer II			42.95
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.72
28042 - Carnival Equipment Repairer			19.91
28043 - Carnival Worker			15.09
28210 - Gate Attendant/Gate Tender			20.97
28310 - Lifeguard			15.92
28350 - Park Attendant (Aide)			23.45
28510 - Recreation Aide/Health			17.11
Facility Attendant			
28515 - Recreation Specialist			29.05
28630 - Sports Official			18.67
28690 - Swimming Pool Operator			22.31
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			38.63
29020 - Hatch Tender			38.63
29030 - Line Handler			38.63
29041 - Stevedore I			36.57
29042 - Stevedore II			40.33
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)			
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30023 - Archeological Technician III			30.86
30030 - Cartographic Technician			30.86
30040 - Civil Engineering Technician			35.67
30051 - Cryogenic Technician I			29.57
30052 - Cryogenic Technician II			32.66
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
30064 - Drafter/CAD Operator IV			34.17
30081 - Engineering Technician I			20.07
30082 - Engineering Technician II			22.53
30083 - Engineering Technician III			25.20
30084 - Engineering Technician IV			31.22
30085 - Engineering Technician V			38.19
30086 - Engineering Technician VI			46.21
30090 - Environmental Technician			28.91
30095 - Evidence Control Specialist			26.70
30210 - Laboratory Technician			27.78

30221 - Latent Fingerprint31.95Technician I35.29So222 - Latent Fingerprint35.29Technician II30240 - Mathematical Technician37.3530361 - Paralegal/Legal Assistant I22.8730362 - Paralegal/Legal Assistant II28.3430363 - Paralegal/Legal Assistant II28.37III30364 - Paralegal/Legal Assistant IV41.9330375 - Petroleum Supply Specialist32.6630390 - Photo-Optics Technician30.8630395 - Radiation Control Technician32.6630461 - Technical Writer I28.4330462 - Technical Writer III34.7730463 - Technical Writer III34.7730463 - Technical Writer III34.7730463 - Technical Writer III30.93Technician I30.9330491 - Unexploded Ordnance (UXO)28.05Technician II30493 - Unexploded Ordnance (UXO)40.6730493 - Unexploded (UXO) Safety28.05Personnel30501 - Weather Forecaster I34.1730502 - Weather Forecaster II34.1730502 - Weather Forecaster II34.1730620 - Weather Observer Combined (see 2)23.99Upper Air Or30621 - Weather Observer Senior(see 2)27.7731000 - Transportation/MobileEquipment Operation Occupations30.621
30222 - Latent Fingerprint 35.29 Technician II 30240 - Mathematical Technician 37.35 30361 - Paralegal/Legal Assistant I 22.87 30362 - Paralegal/Legal Assistant II 28.34 30363 - Paralegal/Legal Assistant II 28.34 30364 - Paralegal/Legal Assistant IV 41.93 30375 - Petroleum Supply Specialist 32.66 30390 - Photo-Optics Technician 30.86 30395 - Radiation Control Technician 32.66 30461 - Technical Writer I 28.43 30462 - Technical Writer II 34.77 30463 - Technical Writer III 34.77 30491 - Unexploded Ordnance (UXO) 28.05 Technician I 30.93 30492 - Unexploded Ordnance (UXO) 40.67 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 40.67 Technician III 30.495 30501 - Weather Forecaster I 34.17 30502 - Weather Forecaster II 34.17 30620 - Weather Observer Combined (see 2) 23.99 Upper Air Or 30.621 - Weather Observer Senior (see 2) 23.99 Upper Air Or 30.621 - Weather Obser
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30621 - Weather Observer Senior (see 2)27.77 31000 - Transportation/Mobile
31000 - Transportation/Mobile
Equipment Operation Occupations
31010 - Airplane Pilot 33.93
31020 – Bus Aide 24.13
31030 - Bus Driver 31.26
31043 - Driver Courier 19.63
31260 - Parking and Lot Attendant 16.52
31290 - Shuttle Bus Driver 21.85
31310 - Taxi Driver 18.89
31361 - Truckdriver Light 20.88
31362 - Truckdriver Medium 22.15
31363 - Truckdriver Heavy 26.95
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31364 - Truckdriver Tractor-Trailer 26.95
31364 - Truckdriver Tractor-Trailer26.9599000 - Miscellaneous Occupations
31364 - Truckdriver Tractor-Trailer26.9599000 - Miscellaneous Occupations99020 - Cabin Safety Specialist16.54
31364 - Truckdriver Tractor-Trailer26.9599000 - Miscellaneous Occupations16.5499020 - Cabin Safety Specialist16.5499030 - Cashier15.25
31364 - Truckdriver Tractor-Trailer26.9599000 - Miscellaneous Occupations99020 - Cabin Safety Specialist16.54

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.94
I	
99252 - Laboratory Animal Caretaker	16.96
II	
99260 - Marketing Analyst	43.81
99310 - Mortician	30.39
99410 - Pest Controller	27.19
99510 - Photofinishing Worker	22.81
99710 - Recycling Laborer	31.22
99711 - Recycling Specialist	35.84
99730 - Refuse Collector	28.89
99810 - Sales Clerk	16.44
99820 - School Crossing Guard	18.89
99830 - Survey Party Chief	34.33
99831 - Surveying Aide	19.69
99832 - Surveying Technician	26.99
99840 - Vending Machine Attendant	20.28
99841 - Vending Machine Repairer	23.28
99842 - Vending Machine Repairer	20.28
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.: 2015-5537
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: Washington

Area: Washington Counties of Pend Oreille Spokane Stevens

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.80
01012 - Accounting Clerk II		17.74
01013 - Accounting Clerk III		19.86
01020 - Administrative Assistant		26.08
01035 - Court Reporter		18.51
01041 - Customer Service		14.84
Representative I		
01042 - Customer Service		16.19
Representative II		

01043 - Customer Service Representative III		18.18
01051 - Data Entry Operator I		16.42
01052 - Data Entry Operator II		17.91
01060 - Dispatcher Motor Vehicle		21.77
01070 - Document Preparation Clerk		16.73
01090 - Duplicating Machine Operator		16.73
01111 - General Clerk I		14.71
01112 - General Clerk II		16.04
01113 - General Clerk III		18.01
01120 - Housing Referral Assistant		20.63
01141 - Messenger Courier		18.25
01191 - Order Clerk I		16.01
01192 - Order Clerk II		17.46
01261 - Personnel Assistant		16.73
(Employment) I		
01262 - Personnel Assistant		18.73
(Employment) II		
01263 - Personnel Assistant		20.88
(Employment) III		
01270 - Production Control Clerk		24.49
01290 - Rental Clerk		17.65
01300 - Scheduler Maintenance		16.54
01311 - Secretary I		16.54
01312 - Secretary II		18.51
01313 - Secretary III		20.63
01320 - Service Order Dispatcher		19.45
01410 - Supply Technician		26.08
01420 - Survey Worker		17.13
01460 - Switchboard		15.36
Operator/Receptionist		
01531 - Travel Clerk I		17.19
01532 - Travel Clerk II		18.36
01533 - Travel Clerk III		19.65
01611 - Word Processor I		15.06
01612 - Word Processor II		16.91
01613 - Word Processor III		18.89
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.28
Fiberglass		
05010 - Automotive	Electrician	22.09
05040 - Automotive Glass Installer		20.87
05070 - Automotive Worker		20.87
05110 - Mobile Equipment Servicer		18.52
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		18.52 23.27
		23.27
05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		
05130 - Motor Equipment Metal Mechanic		23.27
05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		23.27 20.91

05250 - Motor Vehicle Upholstery	19.71
Worker	0.0.01
05280 - Motor Vehicle Wrecker	20.91
05310 - Painter Automotive	22.09
05340 - Radiator Repair Specialist	20.91
05370 - Tire Repairer	16.32
05400 - Transmission Repair	23.27
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.12
07041 - Cook I	16.62
07042 - Cook II	18.76
07070 - Dishwasher	13.68
07130 - Food Service Worker	14.64
07210 - Meat Cutter	19.19
07260 - Waiter/Waitress	15.35
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.09
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	19.09
09090 - Furniture Refinisher Helper	14.99
09110 - Furniture Repairer Minor	17.03
09130 - Upholsterer	19.09
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.25
11060 - Elevator Operator	15.25
11090 - Gardener	19.13
11122 - Housekeeping Aide	16.21
11150 - Janitor	16.21
11210 - Laborer Grounds Maintenance	15.45
11240 - Maid or Houseman	13.56
11260 - Pruner	14.16
11270 - Tractor Operator	17.91
11330 - Trail Maintenance Worker	15.45
11360 - Window Cleaner	17.68
12000 - Health Occupations	
12010 - Ambulance Driver	21.54
12011 - Breath Alcohol Technician	24.68
12012 - Certified Occupational	28.88
Therapist Assistant	
12015 - Certified Physical Therapist	26.61
Assistant	
12020 - Dental Assistant	21.37
12025 - Dental Hygienist	41.91
12030 - EKG Technician	33.86
12035 - Electroneurodiagnostic	33.86
Technologist	
-	

12040 - Emergency Medical Technician	21.54
12071 - Licensed Practical Nurse I	23.53
12072 - Licensed Practical Nurse II	26.34
12073 - Licensed Practical Nurse III	29.37
12100 - Medical Assistant	18.20
12130 - Medical Laboratory	26.79
Technician	
12160 - Medical Record Clerk	20.42
12190 - Medical Record Technician	22.86
12195 - Medical Transcriptionist	18.31
12210 - Nuclear Medicine	48.43
Technologist	
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.26
12223 - Nursing Assistant III	14.47
12224 - Nursing Assistant IV	16.25
12235 - Optical Dispenser	19.10
12236 - Optical Technician	22.00
12250 - Pharmacy Technician	21.01
12280 - Phlebotomist	18.59
12305 - Radiologic Technologist	32.15
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II	29.21
Specialist	
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III	35.35
Anesthetist	
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol	32.62
Testing)	
12320 - Substance Abuse Treatment	23.28
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.00
13012 - Exhibits Specialist II	28.49
13013 - Exhibits Specialist III	34.84
13041 - Illustrator I	23.00
13042 - Illustrator II	28.49
13043 - Illustrator III	34.84
13047 - Librarian	31.55
13050 - Library Aide/Clerk	16.78
13054 - Library Information	28.49
Technology Systems	
Administrator	
13058 - Library Technician	19.91
13061 - Media Specialist I	20.55
13062 - Media Specialist II	23.00
13063 - Media Specialist III	25.60

13071 - Photographer I		18.09
13072 - Photographer II		20.25
13073 - Photographer III		25.08
13074 - Photographer IV		30.67
13075 - Photographer V		37.02
13090 - Technical Order Library		21.08
Clerk		
13110 - Video Teleconference		21.80
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.77
14042 - Computer Operator II		20.99
14043 - Computer Operator III		23.69
14044 - Computer Operator IV		26.30
14045 - Computer Operator V		29.15
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
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 -)	18.77
Operator		
14160 - Personal Computer Support		30.33
Technician		00.00
14170 - System Support Specialist		38.66
15000 - Instructional Occupations		00.00
15010 - Aircrew Training Devices		28.40
Instructor (Non-Rated)		20.10
15020 - Aircrew Training Devices		34.36
Instructor (Rated)		54.50
15030 - Air Crew Training Devices		40.66
Instructor (Pilot)		40.00
15050 - Computer Based Training		28.40
Specialist / Instructor		20.40
15060 - Educational Technologist		32.46
15070 - Flight Instructor (Pilot)		40.66
15080 - Graphic Artist		22.86
15085 - Maintenance Test Pilot Fixed		40.66
Jet/Prop		40.00
15086 - Maintenance Test Pilot		40.66
Rotary Wing		10.00
15088 - Non-Maintenance Test/Co-		40.66
Pilot		40.00
15090 - Technical Instructor		30.14
15095 - Technical Instructor/Course		36.87
Developer 15110 - Test Proctor		
15110 - Test Proctor		24.34

15100 mater	24 24
15120 - Tutor	24.34
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	15.19
16030 - Counter Attendant	15.19
	17.35
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	15.19
16090 - Presser Hand	15.19
16110 - Presser Machine Drycleaning	15.19
16130 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	15.19
16160 - Presser Machine Wearing	15.19
Apparel Laundry	13.19
16190 - Sewing Machine Operator	18.07
16220 - Tailor	18.79
16250 - Washer Machine	15.93
19000 - Machine Tool Operation And	13.95
_	
Repair Occupations 19010 - Machine-Tool Operator (Tool	23.56
Room)	23.30
19040 - Tool And Die Maker	28.60
	20.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.34
21020 - Forkill Operator 21030 - Material Coordinator	24.49
21030 - Material Expediter	24.49
21040 - Material Expediter 21050 - Material Handling Laborer	15.58
21050 - Material Handling Laborer 21071 - Order Filler	15.36
21071 - Older Filler 21080 - Production Line Worker (Food	20.34
Processing)	20.54
21110 - Shipping Packer	17.29
21130 - Shipping/Receiving Clerk	17.29
21140 - Store Worker I	14.47
21150 - Stock Clerk	18.41
21210 - Tools And Parts Attendant	20.34
21410 - Warehouse Specialist	20.34
23000 - Mechanics And Maintenance And	20.01
Repair Occupations	
23010 - Aerospace Structural Welder	28.66
23019 - Aircraft Logs and Records	23.10
Technician	20.10
23021 - Aircraft Mechanic I	27.27
23022 - Aircraft Mechanic II	28.66
23023 - Aircraft Mechanic III	30.04
23040 - Aircraft Mechanic Helper	20.33
23050 - Aircraft Painter	25.70
23060 - Aircraft Servicer	23.10
23070 - Aircraft Survival Flight	25.70
Equipment Technician	
23080 - Aircraft Worker	24.50

23091 - Aircrew Life Support	24.50
Equipment (ALSE) Mechanic	21.00
T	
23092 - Aircrew Life Support	27.27
Equipment (ALSE) Mechanic	21.21
II	
	01 00
23110 - Appliance Mechanic	21.32
23120 - Bicycle Repairer	21.92
23125 - Cable Splicer	46.99
23130 - Carpenter Maintenance	24.38
23140 - Carpet Layer	28.15
23160 - Electrician Maintenance	30.71
23181 - Electronics Technician	32.68
Maintenance I	
23182 - Electronics Technician	34.53
Maintenance II	
23183 - Electronics Technician	36.37
Maintenance III	
23260 - Fabric Worker	23.32
23290 - Fire Alarm System Mechanic	27.21
23310 - Fire Extinguisher Repairer	21.92
23311 - Fuel Distribution System	27.53
Mechanic	27.00
23312 - Fuel Distribution System	21.92
Operator	21.92
23370 - General Maintenance Worker	19.98
	27.27
23380 - Ground Support Equipment	21.21
Mechanic	0.2 1.0
23381 - Ground Support Equipment	23.10
Servicer	
23382 - Ground Support Equipment	24.50
Worker	
23391 - Gunsmith I	21.92
23392 - Gunsmith II	24.74
23393 - Gunsmith III	27.53
23410 - Heating Ventilation And Air-	24.76
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.04
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.33
23440 - Heavy Equipment Operator	29.45
23460 - Instrument Mechanic	27.53
23465 - Laboratory/Shelter Mechanic	26.14
23470 - Laborer	15.58
23510 - Locksmith	24.58
23530 - Machinery Maintenance	25.59
Mechanic	20.00
23550 - Machinist Maintenance	20.27
25550 - Machinist Maintenance	20.21

23580 - Maintenance Trades Helper	15.13
23591 - Metrology Technician I	27.53
23592 - Metrology Technician II	28.94
23593 - Metrology Technician III	30.34
23640 - Millwright	26.72
23710 - Office Appliance Repairer	21.94
23760 - Painter Maintenance	22.03
23790 - Pipefitter Maintenance	28.66
23810 - Plumber Maintenance	27.21
23820 - Pneudraulic Systems Mechanic	27.35
23850 - Rigger	27.35
23870 - Scale Mechanic	24.74
23890 - Sheet-Metal Worker	25.63
Maintenance	
23910 - Small Engine Mechanic	18.30
23931 - Telecommunications Mechanic	27.89
I	
23932 - Telecommunications Mechanic	29.32
II	
23950 - Telephone Lineman	28.33
23960 - Welder Combination	22.09
Maintenance	
23965 - Well Driller	24.30
23970 - Woodcraft Worker	27.53
23980 - Woodworker	21.92
24000 - Personal Needs Occupations	
24550 - Case Manager	17.60
24570 - Child Care Attendant	13.52
24580 - Child Care Center Clerk	16.87
24610 - Chore Aide	14.98
24620 - Family Readiness And Support	17.60
Services	
Coordinator	
24630 - Homemaker	17.60
25000 - Plant And System Operations	11.00
Occupations	
25010 - Boiler Tender	30.99
25040 - Sewage Plant Operator	31.43
25070 - Stationary Engineer	30.99
25190 - Ventilation Equipment Tender	23.10
25210 - Water Treatment Plant	31.43
Operator	51.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.24
27007 - Baggage Inspector	15.45
27008 - Corrections Officer	29.59
27010 - Court Security Officer	32.38
27030 - Detection Dog Handler	17.58
27040 - Detention Officer	29.54
27070 - Firefighter	35.18
21010 FILELIGHLEL	55.10

27101 - Guard I			15.45
27102 - Guard II			17.58
27131 - Police Officer I			34.14
27132 - Police Officer II			37.93
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.97
28042 - Carnival Equipment Repairer			20.22
28043 - Carnival Worker			15.00
28210 - Gate Attendant/Gate Tender			17.27
28310 - Lifeguard			13.72
28350 - Park Attendant (Aide)			19.33
28510 - Recreation Aide/Health			14.10
Facility Attendant			
28515 - Recreation Specialist			23.94
28630 - Sports Official			15.39
28690 - Swimming Pool Operator			22.52
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			31.42
29020 - Hatch Tender			31.42
29030 - Line Handler			31.42
29041 - Stevedore I			29.63
29042 - Stevedore II			33.20
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	- /	10.25
30011 - Air Traffic Control	(see	2)	27.79
Specialist Station (HFO)	(200	_ /	
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.05
30021 - Archeological Technician I			16.81
30022 - Archeological Technician II			18.80
30023 - Archeological Technician III			23.29
30030 - Cartographic Technician			23.29
30040 - Civil Engineering Technician			30.15
30051 - Cryogenic Technician I			24.42
30052 - Cryogenic Technician II			26.97
30061 - Drafter/CAD Operator I			16.81
30062 - Drafter/CAD Operator II			18.80
30063 - Drafter/CAD Operator III			20.97
30064 - Drafter/CAD Operator IV			25.80
30081 - Engineering Technician I			15.16
30082 - Engineering Technician II			16.93
30083 - Engineering Technician III			19.01
30084 - Engineering Technician IV			23.58
30085 - Engineering Technician V			28.75
30086 - Engineering Technician VI			
			34 911
			34.90
30090 - Environmental Technician			25.54

30221 - Latent Fingerprint			26.60
Technician I			
30222 - Latent Fingerprint			29.38
Technician II			
30240 - Mathematical Technician			23.29
30361 - Paralegal/Legal Assistant I			19.77
30362 - Paralegal/Legal Assistant II			24.48
30363 - Paralegal/Legal Assistant			29.94
III			
30364 - Paralegal/Legal Assistant IV			36.23
30375 - Petroleum Supply Specialist			26.97
30390 - Photo-Optics Technician			23.29
30395 - Radiation Control Technician			26.97
30461 - Technical Writer I			23.95
30462 - Technical Writer II			29.29
30463 - Technical Writer III			35.44
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			24.42
30502 - Weather Forecaster II			29.70
30620 - Weather Observer Combined	(see	2)	20.97
Upper Air Or	·		
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.29
31000 - Transportation/Mobile	(200	_ /	20.20
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			19.26
31030 - Bus Driver			25.37
31043 - Driver Courier			16.83
31260 - Parking and Lot Attendant			14.03
31290 - Shuttle Bus Driver			19.25
31310 - Taxi Driver			16.49
31361 - Truckdriver Light			17.97
31362 - Truckdriver Medium			19.12
31363 - Truckdriver Heavy			25.63
31364 - Truckdriver Tractor-Trailer			25.63
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			14.41
99050 - Desk Clerk			14.56
99095 - Embalmer			28.37

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.12
I	
99252 - Laboratory Animal Caretaker	16.14
II	
99260 - Marketing Analyst	26.62
99310 - Mortician	28.37
99410 - Pest Controller	21.77
99510 - Photofinishing Worker	15.35
99710 - Recycling Laborer	23.43
99711 - Recycling Specialist	26.79
99730 - Refuse Collector	21.48
99810 - Sales Clerk	14.74
99820 - School Crossing Guard	19.44
99830 - Survey Party Chief	30.47
99831 - Surveying Aide	17.03
99832 - Surveying Technician	23.30
99840 - Vending Machine Attendant	19.78
99841 - Vending Machine Repairer	23.84
99842 - Vending Machine Repairer	19.78
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
INE SERVICE CONTRACT ACT	EMPLOIMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5539
Daniel W. Simms Division of	Revision No.: 19
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: Washington

Area: Washington County of Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		18.84
01012 - Accounting Clerk II		21.16
01013 - Accounting Clerk III		23.66
01020 - Administrative Assistant		33.05
01035 - Court Reporter		23.68
01041 - Customer Service		16.55
Representative I		
01042 - Customer Service		18.06
Representative II		

01043 - Customer Service Representative III		20.29
01051 - Data Entry Operator I		17.13
01052 - Data Entry Operator II		18.69
01060 - Dispatcher Motor Vehicle		26.31
01070 - Document Preparation Clerk		18.70
01090 - Duplicating Machine Operator		18.70
01111 - General Clerk I		16.99
01112 - General Clerk II		18.54
01113 - General Clerk III		20.82
01120 - Housing Referral Assistant		23.20
01141 - Messenger Courier		18.44
01191 - Order Clerk I		19.35
01192 - Order Clerk II		21.12
01261 - Personnel Assistant		18.33
(Employment) I		
01262 - Personnel Assistant		20.50
(Employment) II		
01263 - Personnel Assistant		22.85
(Employment) III		
01270 - Production Control Clerk		25.78
01290 - Rental Clerk		18.90
01300 - Scheduler Maintenance		18.61
01311 - Secretary I		18.61
01312 - Secretary II		20.81
01313 - Secretary III		23.20
01320 - Service Order Dispatcher		23.52
01410 - Supply Technician		33.05
01410 - Supply Technician 01420 - Survey Worker		33.05 21.76
01420 - Survey Worker		21.76
01420 - Survey Worker 01460 - Switchboard		21.76
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		21.76 18.25
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		21.76 18.25 19.38
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		21.76 18.25 19.38 21.12
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		21.76 18.25 19.38 21.12 22.72
01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		21.76 18.25 19.38 21.12 22.72 20.07
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		21.76 18.25 19.38 21.12 22.72 20.07 22.54
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		21.76 18.25 19.38 21.12 22.72 20.07 22.54
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		21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22
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	Electrician	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03
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	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03 24.15 23.13
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	Electrician	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03 24.15
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	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03 24.15 23.13
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 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	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03 24.03 24.15 23.13 23.13
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 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03 24.03 23.13 23.13 20.64 24.99
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 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	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03 24.03 23.13 23.13 20.64 24.99
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 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	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03 24.15 23.13 23.13 20.64 24.99
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 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	21.76 18.25 19.38 21.12 22.72 20.07 22.54 25.22 24.03 24.03 23.13 23.13 20.64 24.99

05250 - Motor Vehicle Upholstery	21.90
Worker	00 10
05280 - Motor Vehicle Wrecker	23.13
05310 - Painter Automotive	24.15
05340 - Radiator Repair Specialist	23.13
05370 - Tire Repairer	15.39
05400 - Transmission Repair	24.99
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.46
07041 - Cook I	19.68
07042 - Cook II	22.05
07070 - Dishwasher	15.40
07130 - Food Service Worker	15.80
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	16.42
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.77
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	20.36
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	18.46
09130 - Upholsterer	24.45
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	16.53
11060 - Elevator Operator	16.53
11090 - Gardener	23.21
11122 - Housekeeping Aide	18.50
11150 - Janitor	18.50
11210 - Laborer Grounds Maintenance	19.01
11240 - Maid or Houseman	15.51
11260 - Pruner	17.59
11270 - Tractor Operator	21.82
11330 - Trail Maintenance Worker	19.01
11360 - Window Cleaner	20.00
12000 - Health Occupations	
12010 - Ambulance Driver	31.13
12011 - Breath Alcohol Technician	26.26
12012 - Certified Occupational	31.19
Therapist Assistant	
12015 - Certified Physical Therapist	30.73
Assistant	
12020 - Dental Assistant	23.30
12025 - Dental Hygienist	47.90
12030 - EKG Technician	35.52
12035 - Electroneurodiagnostic	
	35.52
Technologist	35.52

12040 - Emergency Medical Technician	31.13
12071 - Licensed Practical Nurse I	23.48
12072 - Licensed Practical Nurse II	26.26
12073 - Licensed Practical Nurse III	29.27
12100 - Medical Assistant	23.40
12130 - Medical Laboratory	30.16
Technician	
12160 - Medical Record Clerk	23.85
12190 - Medical Record Technician	26.48
12195 - Medical Transcriptionist	19.48
12210 - Nuclear Medicine	53.22
Technologist	10 11
12221 - Nursing Assistant I	13.11
12222 - Nursing Assistant II	14.73
12223 - Nursing Assistant III	16.08
12224 - Nursing Assistant IV	18.06
12235 - Optical Dispenser	25.48
12236 - Optical Technician	20.04
12250 - Pharmacy Technician	22.98
12280 - Phlebotomist	20.42
12305 - Radiologic Technologist	38.20
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	32.53
Testing)	
12320 - Substance Abuse Treatment	23.90
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	25.24
13012 - Exhibits Specialist II	31.26
13013 - Exhibits Specialist III	38.24
13041 - Illustrator I	25.24
13042 - Illustrator II	31.26
13043 - Illustrator III	38.24
13047 - Librarian	40.79
13050 - Library Aide/Clerk	17.56
13054 - Library Information	36.83
Technology Systems	
Administrator	
13058 - Library Technician	24.64
13061 - Media Specialist I	26.59
13062 - Media Specialist II	29.73
13063 - Media Specialist III	33.14

13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13090 - Technical Order Library		22.06
Clerk		
13110 - Video Teleconference		28.68
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		22.04
14042 - Computer Operator II		24.67
14043 - Computer Operator III		27.50
14044 - Computer Operator IV		30.56
14045 - Computer Operator V		33.85
14071 - Computer Programmer I		26.92
14072 - Computer Programmer II	(see 1)	20.92
14072 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
	, ,	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		22.04
Operator		
14160 - Personal Computer Support		30.56
Technician		
14170 - System Support Specialist		39.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		36.56
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		44.24
Instructor (Rated)		
15030 - Air Crew Training Devices		53.02
Instructor (Pilot)		
15050 - Computer Based Training		36.56
Specialist / Instructor		
15060 - Educational Technologist		35.04
15070 - Flight Instructor (Pilot)		53.02
15080 - Graphic Artist		35.02
15085 - Maintenance Test Pilot Fixed		53.02
Jet/Prop		
15086 - Maintenance Test Pilot		53.02
Rotary Wing		
15088 - Non-Maintenance Test/Co-		53.02
Pilot		
15090 - Technical Instructor		31.95
15095 - Technical Instructor/Course		39.08
Developer		
15110 - Test Proctor		25.79
		20.19

15120 - Tutor	25.79
16000 - Laundry Dry-Cleaning Pressing	23.19
And Related Occupations	
16010 - Assembler	17.47
16030 - Counter Attendant	17.47
16040 - Dry Cleaner	19.99
16070 - Finisher Flatwork Machine	17.47
16090 - Presser Hand	17.47
16110 - Presser Machine Drycleaning	17.47
16130 - Presser Machine Shirts	17.47
16160 - Presser Machine Wearing	17.47
Apparel Laundry	± / • ± /
16190 - Sewing Machine Operator	20.83
16220 - Tailor	21.67
16250 - Washer Machine	18.32
19000 - Machine Tool Operation And	10.01
Repair Occupations	
19010 - Machine-Tool Operator (Tool	31.53
Room)	01.00
19040 - Tool And Die Maker	35.71
21000 - Materials Handling And Packing	000112
Occupations	
21020 - Forklift Operator	20.75
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	17.94
21071 - Order Filler	17.85
21080 - Production Line Worker (Food	20.75
Processing)	
21110 - Shipping Packer	20.63
21130 - Shipping/Receiving Clerk	20.63
21140 - Store Worker I	18.21
21150 - Stock Clerk	22.98
21210 - Tools And Parts Attendant	20.75
21410 - Warehouse Specialist	20.75
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	36.64
23019 - Aircraft Logs and Records	31.09
Technician	
23021 - Aircraft Mechanic I	35.48
23022 - Aircraft Mechanic II	36.64
23023 - Aircraft Mechanic III	37.71
23040 - Aircraft Mechanic Helper	27.55
23050 - Aircraft Painter	34.29
23060 - Aircraft Servicer	31.09
23070 - Aircraft Survival Flight	34.29
Equipment Technician	
23080 - Aircraft Worker	32.84

23091 - Aircrew Life Support	32.84
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	35.48
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	46.94
23130 - Carpenter Maintenance	31.14
23140 - Carpet Layer	24.79
23160 - Electrician Maintenance	37.72
23181 - Electronics Technician	37.43
Maintenance I	
23182 - Electronics Technician	39.08
Maintenance II	
23183 - Electronics Technician	40.43
Maintenance III	
23260 - Fabric Worker	31.10
23290 - Fire Alarm System Mechanic	27.75
23310 - Fire Extinguisher Repairer	29.32
23311 - Fuel Distribution System	41.56
Mechanic	
23312 - Fuel Distribution System	34.33
Operator	
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment	35.48
Mechanic	
23381 - Ground Support Equipment	31.09
Servicer	
23382 - Ground Support Equipment	32.84
Worker	
23391 - Gunsmith I	29.32
23392 - Gunsmith II	32.85
23393 - Gunsmith III	35.49
23410 - Heating Ventilation And Air-	33.36
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	34.45
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	34.10
23440 - Heavy Equipment Operator	41.36
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	34.30
23470 - Laborer	17.94
23510 - Locksmith	31.64
23530 - Machinery Maintenance	32.66
Mechanic	
23550 - Machinist Maintenance	28.61
	20.01

23580 - Maintenance Trades Helper	19.71
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.32
23593 - Metrology Technician III	32.24
23640 - Millwright	36.64
23710 - Office Appliance Repairer	25.88
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	38.92
23810 - Plumber Maintenance	37.62
23820 - Pneudraulic Systems Mechanic	35.49
23850 - Rigger	32.74
23870 - Scale Mechanic	32.85
23890 - Sheet-Metal Worker	34.44
Maintenance	
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic	33.19
I	
23932 - Telecommunications Mechanic	34.27
II	
23950 - Telephone Lineman	35.60
23960 - Welder Combination	27.12
Maintenance	
23965 - Well Driller	35.49
23970 - Woodcraft Worker	35.49
23980 - Woodworker	29.32
24000 - Personal Needs Occupations	
24550 - Case Manager	19.15
24570 - Child Care Attendant	16.38
24580 - Child Care Center Clerk	20.44
24610 - Chore Aide	15.51
24620 - Family Readiness And Support	19.15
Services	
Coordinator	10 1 -
24630 - Homemaker	19.15
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	35.43
25040 - Sewage Plant Operator	36.86
25070 - Stationary Engineer	35.43
25190 - Ventilation Equipment Tender	27.51
25210 - Water Treatment Plant	36.86
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.59
27007 - Baggage Inspector	18.45
27008 - Corrections Officer	31.59
27010 - Court Security Officer	37.27
27030 - Detection Dog Handler	22.54 31.59
27040 - Detention Officer 27070 - Firefighter	42.96

27101 - Guard I			18.45
27102 - Guard II			22.54
27131 - Police Officer I			38.64
27132 - Police Officer II			42.95
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.72
28042 - Carnival Equipment Repairer			19.91
28043 - Carnival Worker			15.09
28210 - Gate Attendant/Gate Tender			20.97
28310 - Lifequard			15.92
28350 - Park Attendant (Aide)			23.45
28510 - Recreation Aide/Health			17.11
Facility Attendant			
28515 - Recreation Specialist			29.05
28630 - Sports Official			18.67
28690 - Swimming Pool Operator			22.31
29000 - Stevedoring/Longshoremen			22.01
Occupational Services			
29010 - Blocker And Bracer			38.63
29010 - Blocker And Bracer 29020 - Hatch Tender			38.63
29030 - Line Handler			38.63
29041 - Stevedore I			36.57
29042 - Stevedore II			40.33
30000 - Technical Occupations		<u></u>	
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)			
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30023 - Archeological Technician III			30.86
30030 - Cartographic Technician			30.86
30040 - Civil Engineering Technician			35.67
30051 - Cryogenic Technician I			29.57
30052 - Cryogenic Technician II			32.66
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
30064 - Drafter/CAD Operator IV			34.17
30081 - Engineering Technician I			20.07
30082 - Engineering Technician II			22.53
30083 - Engineering Technician III			25.20
30084 - Engineering Technician IV			31.22
30085 - Engineering Technician V			38.19
30086 - Engineering Technician VI			46.21
30090 - Environmental Technician			30.76
30095 - Evidence Control Specialist			\sim \sim \cdot \cdot \circ
			26 70
30210 - Laboratory Technician			26.70 25.04

30221 - Latent Fingerprint	31.95
Technician I	
30222 - Latent Fingerprint	35.29
Technician II	
30240 - Mathematical Technician	37.35
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant	32.99
III	
30364 - Paralegal/Legal Assistant IV	37.71
30375 - Petroleum Supply Specialist	32.66
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	32.66
30461 - Technical Writer I	28.43
30462 - Technical Writer II	34.77
30463 - Technical Writer III	42.06
30491 - Unexploded Ordnance (UXO)	28.05
Technician I	
30492 - Unexploded Ordnance (UXO)	33.93
Technician II	
30493 - Unexploded Ordnance (UXO)	40.67
Technician III	
30494 - Unexploded (UXO) Safety	28.05
Escort	
30495 - Unexploded (UXO) Sweep	28.05
Personnel	20.00
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.69
30620 - Weather Observer Combined (see 2)	23.99
Upper Air Or	20.00
Surface Programs	
30621 - Weather Observer Senior (See 2)	27 77
30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile	27.77
31000 - Transportation/Mobile	27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	33.93
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide</pre>	33.93 22.24
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver</pre>	33.93 22.24 28.82
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier</pre>	33.93 22.24 28.82 19.63
<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>	33.93 22.24 28.82 19.63 16.62
<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>	33.93 22.24 28.82 19.63 16.62 21.85
<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>	33.93 22.24 28.82 19.63 16.62 21.85 18.66
<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>	33.93 22.24 28.82 19.63 16.62 21.85 18.66 20.88
<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>	33.93 22.24 28.82 19.63 16.62 21.85 18.66 20.88 22.15
<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 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	33.93 22.24 28.82 19.63 16.62 21.85 18.66 20.88 22.15 26.95
<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>	33.93 22.24 28.82 19.63 16.62 21.85 18.66 20.88 22.15
<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 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	33.93 22.24 28.82 19.63 16.62 21.85 18.66 20.88 22.15 26.95 26.95
<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>	33.93 22.24 28.82 19.63 16.62 21.85 18.66 20.88 22.15 26.95 26.95 26.95
<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 Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	33.93 22.24 28.82 19.63 16.62 21.85 18.66 20.88 22.15 26.95 26.95 26.95 16.54 15.25
<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>	33.93 22.24 28.82 19.63 16.62 21.85 18.66 20.88 22.15 26.95 26.95 26.95

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.94
I	
99252 - Laboratory Animal Caretaker	16.96
II	
99260 - Marketing Analyst	32.86
99310 - Mortician	30.39
99410 - Pest Controller	27.19
99510 - Photofinishing Worker	18.39
99710 - Recycling Laborer	31.87
99711 - Recycling Specialist	36.58
99730 - Refuse Collector	29.49
99810 - Sales Clerk	16.44
99820 - School Crossing Guard	20.78
99830 - Survey Party Chief	32.43
99831 - Surveying Aide	18.61
99832 - Surveying Technician	25.50
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	23.02
99842 - Vending Machine Repairer	19.69
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 Labo	r WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5541
Daniel W. Simms Division of	Revision No.: 15
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: Washington

Area: Washington Counties of Chelan Douglas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.17
01013 - Accounting Clerk III		21.46
01020 - Administrative Assistant		29.57
01035 - Court Reporter		18.28
01041 - Customer Service		13.73
Representative I		
01042 - Customer Service		14.98
Representative II		

01043 - Customer Service Representative III		16.82
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		19.45
01070 - Document Preparation Clerk		14.55
01090 - Duplicating Machine Operator		14.55
01111 - General Clerk I		14.46
01112 - General Clerk II		15.77
01113 - General Clerk III		17.71
01120 - Housing Referral Assistant		20.38
01141 - Messenger Courier		11.94
01191 - Order Clerk I		16.70
01192 - Order Clerk II		18.22
01261 - Personnel Assistant		16.71
(Employment) I		10./1
01262 - Personnel Assistant		18.69
(Employment) II		10.09
01263 - Personnel Assistant		20.84
		20.84
(Employment) III		00 E0
01270 - Production Control Clerk		23.58
01290 - Rental Clerk		17.53
01300 - Scheduler Maintenance		16.33
01311 - Secretary I		16.33
01312 - Secretary II		18.28
01313 - Secretary III		20.38
		10 00
01320 - Service Order Dispatcher		18.02
01410 - Supply Technician		29.57
01410 - Supply Technician 01420 - Survey Worker		29.57 18.28
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		29.57
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		29.57 18.28 15.67
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		29.57 18.28 15.67 13.87
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		29.57 18.28 15.67 13.87 14.94
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		29.57 18.28 15.67 13.87 14.94 16.05
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		29.57 18.28 15.67 13.87 14.94 16.05 14.55
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33
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		29.57 18.28 15.67 13.87 14.94 16.05 14.55
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		29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28
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		29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33
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		29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28
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	Electrician	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28
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	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28 22.71 21.60
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	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28 22.71
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	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28 22.71 21.60
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	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28 23.28 22.71 21.60 21.60
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	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28 22.71 21.60 21.60 19.26
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	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28 22.71 21.60 21.60 19.26
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	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28 23.28 22.71 21.60 21.60 19.26 23.85
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	29.57 18.28 15.67 13.87 14.94 16.05 14.55 16.33 18.28 23.28 23.28 22.71 21.60 21.60 19.26 23.85

05250 - Motor Vehicle Upholstery	20.40
Worker	01 60
05280 - Motor Vehicle Wrecker	21.60
05310 - Painter Automotive	22.71
05340 - Radiator Repair Specialist	21.60
05370 - Tire Repairer	15.99
05400 - Transmission Repair	23.85
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.12
07041 - Cook I	16.73
07042 - Cook II	18.76
07070 - Dishwasher	13.99
07130 - Food Service Worker	14.19
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	15.22
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	28.00
09040 - Furniture Handler	19.51
09080 - Furniture Refinisher	28.00
09090 - Furniture Refinisher Helper	22.54
09110 - Furniture Repairer Minor	25.44
09130 - Upholsterer	28.00
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.97
11060 - Elevator Operator	16.15
11090 - Gardener	22.96
11122 - Housekeeping Aide	16.15
11150 - Janitor	16.15
11210 - Laborer Grounds Maintenance	18.55
11240 - Maid or Houseman	14.04
11260 - Pruner	17.01
11270 - Tractor Operator	21.51
11330 - Trail Maintenance Worker	18.55
11360 - Window Cleaner	17.68
12000 - Health Occupations	
12010 - Ambulance Driver	19.58
12011 - Breath Alcohol Technician	22.30
12012 - Certified Occupational	30.90
Therapist Assistant	
12015 - Certified Physical Therapist	30.90
Assistant	
12020 - Dental Assistant	21.27
12025 - Dental Hygienist	50.03
12030 - EKG Technician	34.13
12035 - Electroneurodiagnostic	34.13
Technologist	

	10 50
12040 - Emergency Medical Technician	19.58
12071 - Licensed Practical Nurse I	20.13
12072 - Licensed Practical Nurse II	22.53
12073 - Licensed Practical Nurse III	25.10
12100 - Medical Assistant	19.78
12130 - Medical Laboratory	24.88
Technician	
12160 - Medical Record Clerk	19.58
12190 - Medical Record Technician	21.91
12195 - Medical Transcriptionist	20.13
12210 - Nuclear Medicine	49.49
Technologist	10 11
12221 - Nursing Assistant I	12.11
12222 - Nursing Assistant II	13.61
12223 - Nursing Assistant III	14.85
12224 - Nursing Assistant IV	16.67
12235 - Optical Dispenser	24.43
12236 - Optical Technician	20.13
12250 - Pharmacy Technician	21.41
12280 - Phlebotomist	21.39
12305 - Radiologic Technologist	32.74
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II	29.21
Specialist	
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III	35.35
Anesthetist	
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol	27.90
Testing)	
12320 - Substance Abuse Treatment	22.84
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.17
13012 - Exhibits Specialist II	28.69
13013 - Exhibits Specialist III	35.10
13041 - Illustrator I	23.17
13042 - Illustrator II	28.69
13043 - Illustrator III	35.10
13047 - Librarian	31.78
13050 - Library Aide/Clerk	17.07
13054 - Library Information	28.69
Technology Systems	
Administrator	
13058 - Library Technician	21.16
13061 - Media Specialist I	20.70
13062 - Media Specialist II	23.17
13063 - Media Specialist III	25.81

13071 - Photographer I		20.70
13072 - Photographer II		23.17
13073 - Photographer III		28.69
13074 - Photographer IV		35.10
13075 - Photographer V		40.72
13090 - Technical Order Library		20.61
Clerk		
13110 - Video Teleconference		20.70
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.34
14042 - Computer Operator II		20.52
14043 - Computer Operator III		22.88
14044 - Computer Operator IV		25.42
14045 - Computer Operator V		28.15
14071 - Computer Programmer I	(see 1)	24.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(/	18.34
Operator		
14160 - Personal Computer Support		27.57
Technician		
14170 - System Support Specialist		28.15
15000 - Instructional Occupations		20120
15010 - Aircrew Training Devices		30.32
Instructor (Non-Rated)		00.02
15020 - Aircrew Training Devices		36.68
Instructor (Rated)		00.00
15030 - Air Crew Training Devices		43.96
Instructor (Pilot)		10.90
15050 - Computer Based Training		30.32
Specialist / Instructor		00.02
15060 - Educational Technologist		30.38
15070 - Flight Instructor (Pilot)		43.96
15080 - Graphic Artist		29.28
15085 - Maintenance Test Pilot Fixed		43.96
Jet/Prop		10.00
15086 - Maintenance Test Pilot		43.96
Rotary Wing		10.50
15088 - Non-Maintenance Test/Co-		43.96
Pilot		10.00
15090 - Technical Instructor		28.96
15095 - Technical Instructor/Course		35.43
Developer		JJ.4J
15110 - Test Proctor		23.43
IJIIO - IESC FIOCIOI		23.43

15120 - Tutor	23.43
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 5 1 0
16010 - Assembler	15.19
16030 - Counter Attendant	15.19
16040 - Dry Cleaner	17.35
16070 - Finisher Flatwork Machine	15.19
16090 - Presser Hand	15.19
16110 - Presser Machine Drycleaning	15.19
16130 - Presser Machine Shirts	15.19
16160 - Presser Machine Wearing	15.19
Apparel Laundry	10 07
16190 - Sewing Machine Operator	18.07
16220 - Tailor	18.79
16250 - Washer Machine	15.91
19000 - Machine Tool Operation And	
Repair Occupations	0.0
19010 - Machine-Tool Operator (Tool	28.32
Room)	
19040 - Tool And Die Maker	33.49
21000 - Materials Handling And Packing	
Occupations	10 07
21020 - Forklift Operator	19.07
21030 - Material Coordinator	23.58
21040 - Material Expediter	23.58
21050 - Material Handling Laborer	15.20
21071 - Order Filler	15.14
21080 - Production Line Worker (Food	19.07
Processing)	1 (0 0
21110 - Shipping Packer	16.89
21130 - Shipping/Receiving Clerk	16.89
21140 - Store Worker I	15.95
21150 - Stock Clerk	20.35
21210 - Tools And Parts Attendant	19.07
21410 - Warehouse Specialist	19.07
23000 - Mechanics And Maintenance And	
Repair Occupations	31.10
23010 - Aerospace Structural Welder	25.44
23019 - Aircraft Logs and Records Technician	23.44
23021 - Aircraft Mechanic I	29.74
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	31.10
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	32.28
23040 - Aircraft Mechanic Helper	22.54
23040 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	22.54
23060 - Aircraft Servicer	20.32
23070 - Aircraft Survival Flight	28.32
Equipment Technician	20.32
23080 - Aircraft Worker	26.92
20000 ATTOLATC HOLVEL	20.92

23091 - Aircrew Life Support	26.92
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.74
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.32
23120 - Bicycle Repairer	24.02
23125 - Cable Splicer	46.99
23130 - Carpenter Maintenance	23.42
23140 - Carpet Layer	26.92
23160 - Electrician Maintenance	30.28
23181 - Electronics Technician	26.92
Maintenance I	
23182 - Electronics Technician	28.32
Maintenance II	
23183 - Electronics Technician	29.74
Maintenance III	
23260 - Fabric Worker	25.44
23290 - Fire Alarm System Mechanic	29.74
23310 - Fire Extinguisher Repairer	24.02
23311 - Fuel Distribution System	29.74
Mechanic	
23312 - Fuel Distribution System	24.02
Operator	
23370 - General Maintenance Worker	19.48
23380 - Ground Support Equipment	29.74
Mechanic	
23381 - Ground Support Equipment	25.44
Servicer	
23382 - Ground Support Equipment	26.92
Worker	
23391 - Gunsmith I	24.02
23392 - Gunsmith II	26.92
23393 - Gunsmith III	29.74
23410 - Heating Ventilation And Air-	26.70
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.33
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.47
23440 - Heavy Equipment Operator	28.89
23460 - Instrument Mechanic	29.74
23465 - Laboratory/Shelter Mechanic	28.32
23405 - Laboratory/Sherter Mechanic	15.20
23510 - Locksmith	28.32
23530 - Machinery Maintenance	28.26
Mechanic	20.20
23550 - Machinist Maintenance	21.93
25550 - Machinist Maintenance	21.93

23580 - Maintenance Trades Helper	22.54
23591 - Metrology Technician I	29.74
23592 - Metrology Technician II	31.10
23593 - Metrology Technician III	32.28
23640 - Millwright	35.55
23710 - Office Appliance Repairer	28.32
23760 - Painter Maintenance	18.56
23790 - Pipefitter Maintenance	32.04
23810 - Plumber Maintenance	30.50
23820 - Pneudraulic Systems Mechanic	29.74
23850 - Rigger	29.74
23870 - Scale Mechanic	26.92
23890 - Sheet-Metal Worker	29.74
Maintenance	
23910 - Small Engine Mechanic	26.92
23931 - Telecommunications Mechanic	34.24
I	
23932 - Telecommunications Mechanic	35.82
II	
23950 - Telephone Lineman	29.74
23960 - Welder Combination	18.89
Maintenance	
23965 - Well Driller	29.74
23970 - Woodcraft Worker	29.74
23980 - Woodworker	24.02
24000 - Personal Needs Occupations	
24550 - Case Manager	18.56
24570 - Child Care Attendant	13.39
24580 - Child Care Center Clerk	16.70
24610 - Chore Aide	15.06
24620 - Family Readiness And Support	18.56
Services	
Coordinator	
24630 - Homemaker	18.56
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.74
25040 - Sewage Plant Operator	30.88
25070 - Stationary Engineer	29.74
25190 - Ventilation Equipment Tender	22.54
25210 - Water Treatment Plant	30.88
Operator	
27000 - Protective Service Occupations	00.00
27004 - Alarm Monitor	23.83
27007 - Baggage Inspector	15.72
27008 - Corrections Officer	27.35
27010 - Court Security Officer	27.53
27030 - Detection Dog Handler	17.59
27040 - Detention Officer	27.35 26.63
27070 - Firefighter	

27101 - Guard I			15.72
27102 - Guard II			17.59
27131 - Police Officer I			36.68
27132 - Police Officer II			40.75
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			19.04
28042 - Carnival Equipment Repairer			20.22
28043 - Carnival Worker			15.05
28210 - Gate Attendant/Gate Tender			18.19
28310 - Lifeguard			16.20
28350 - Park Attendant (Aide)			20.35
28510 - Recreation Aide/Health			14.85
Facility Attendant			
28515 - Recreation Specialist			25.21
28630 - Sports Official			16.20
28690 - Swimming Pool Operator			22.74
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.92
29020 - Hatch Tender			26.92
29030 - Line Handler			26.92
29041 - Stevedore I			25.44
29042 - Stevedore II			28.32
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	,	,	
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			20.01
30022 - Archeological Technician II			22.39
30023 - Archeological Technician III			27.73
30030 - Cartographic Technician			27.73
30040 - Civil Engineering Technician			27.85
30051 - Cryogenic Technician I			30.50
30052 - Cryogenic Technician II			33.69
30061 - Drafter/CAD Operator I			20.01
30062 - Drafter/CAD Operator II			22.39
30063 - Drafter/CAD Operator III			24.95
30064 - Drafter/CAD Operator IV			30.72
30081 - Engineering Technician I			17.82
30082 - Engineering Technician II			20.01
30083 - Engineering Technician III			22.39
30084 - Engineering Technician IV			27.73
30085 - Engineering Technician V			33.92
30086 - Engineering Technician VI			41.04
30090 - Environmental Technician			27.73
30095 - Evidence Control Specialist			27.54
30210 - Laboratory Technician			24.85
Sorro Haboracory recumentan			27.00

30221 - Latent Fingerprint			30.50
Technician I			
30222 - Latent Fingerprint			33.69
Technician II			
30240 - Mathematical Technician			27.73
30361 - Paralegal/Legal Assistant I			19.64
30362 - Paralegal/Legal Assistant II			24.33
30363 - Paralegal/Legal Assistant			29.77
III			
30364 - Paralegal/Legal Assistant IV			36.02
30375 - Petroleum Supply Specialist			33.69
30390 - Photo-Optics Technician			27.73
30395 - Radiation Control Technician			33.69
30461 - Technical Writer I			27.54
30462 - Technical Writer II			33.69
30463 - Technical Writer III			40.76
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			20.00
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			30.90
			27 12
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			05 60
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			30.72
30502 - Weather Forecaster II			37.35
	(see	2)	24.95
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	27.73
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.61
31030 - Bus Driver			19.26
31043 - Driver Courier			15.54
31260 - Parking and Lot Attendant			13.39
31290 - Shuttle Bus Driver			17.70
31310 - Taxi Driver			19.71
31310 - Taxi Driver 31361 - Truckdriver Light			19.71
31361 - Truckdriver Light			16.55
31361 - Truckdriver Light 31362 - Truckdriver Medium			16.55 17.57
31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy			16.55 17.57 21.39
31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer			16.55 17.57
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>			16.55 17.57 21.39 21.39
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			16.55 17.57 21.39 21.39 15.10
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			16.55 17.57 21.39 21.39 15.10 14.76
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			16.55 17.57 21.39 21.39 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	20.39
I	
99252 - Laboratory Animal Caretaker	21.79
II	
99260 - Marketing Analyst	25.17
99310 - Mortician	25.60
99410 - Pest Controller	24.63
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.89
99711 - Recycling Specialist	21.83
99730 - Refuse Collector	17.25
99810 - Sales Clerk	15.53
99820 - School Crossing Guard	17.25
99830 - Survey Party Chief	30.47
99831 - Surveying Aide	17.03
99832 - Surveying Technician	23.30
99840 - Vending Machine Attendant	21.83
99841 - Vending Machine Repairer	26.07
99842 - Vending Machine Repairer	21.83
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an 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.: 2015-5543
Daniel W. Simms Division of	Revision No.: 15
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: Washington

Area: Washington County of Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.80
01012 - Accounting Clerk II		17.74
01013 - Accounting Clerk III		19.86
01020 - Administrative Assistant		28.56
01035 - Court Reporter		18.59
01041 - Customer Service		14.93
Representative I		
01042 - Customer Service		16.28
Representative II		

01043 - Customer Service Representative III	18.28
01051 - Data Entry Operator I	16.03
01052 - Data Entry Operator II	17.49
01060 - Dispatcher Motor Vehicle	21.84
01070 - Document Preparation Clerk	14.33
01090 - Duplicating Machine Operator	14.33
01111 - General Clerk I	14.31
01112 - General Clerk II	15.60
01113 - General Clerk II	17.52
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	11.95
01191 - Order Clerk I	15.03
01191 - Order Clerk I 01192 - Order Clerk II	16.41
01192 - Order Clerk 11 01261 - Personnel Assistant	17.79
	11.19
(Employment) I	10 01
01262 - Personnel Assistant	19.91
(Employment) II	00 00
01263 - Personnel Assistant	22.20
(Employment) III	06 54
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	15.02
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	20.17
01410 - Supply Technician	28.56
01420 - Survey Worker	18.00
01460 - Switchboard	16.28
Operator/Receptionist	
01531 - Travel Clerk I	15.07
01532 - Travel Clerk II	16.18
01533 - Travel Clerk III	17.41
01611 - Word Processor I	15.07
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.49
vovvo nacomostic soay nepatici	
Fiberglass	
	18.82
Fiberglass	18.82 17.82
Fiberglass05010 - AutomotiveElectrician	
FiberglassElectrician05010 - Automotive Glass InstallerElectrician	17.82
Fiberglass05010 - AutomotiveElectrician05040 - Automotive Glass Installer1000000000000000000000000000000000000	17.82 17.82 15.82
Fiberglass05010 - AutomotiveElectrician05040 - Automotive Glass Installer5070 - Automotive Worker	17.82 17.82
Fiberglass05010 - AutomotiveElectrician05040 - Automotive Glass Installer1000000000000000000000000000000000000	17.82 17.82 15.82
Fiberglass05010 - AutomotiveElectrician05040 - Automotive Glass Installer1000000000000000000000000000000000000	17.82 17.82 15.82 19.80
Fiberglass05010 - AutomotiveElectrician05040 - Automotive Glass InstallerElectrician05070 - Automotive WorkerImage: Colspan="2">Image: Colspan="2"Image: Colspan="2">Image: Colspan="2">Image: Colspan="2"Image: Colspan="2">Image: Colspan="2">Image: Colspan="2"Image: Colspan="2"Image: Colspan="2"Image: Colspan="2"Image: Colspan="2"Image: Colspan="2"Image: Colspan="2"Image: Colspan="2"Image: Colspan="2"Image: Col	17.82 17.82 15.82 19.80

05250 - Motor Vehicle Upholstery	16.81
Worker	1 7 00
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	16.47
05400 - Transmission Repair	19.80
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.23
07041 - Cook I	16.84
07042 - Cook II	19.65
07070 - Dishwasher	13.88
07130 - Food Service Worker	13.96
07210 - Meat Cutter	18.07
07260 - Waiter/Waitress	13.79
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.42
11060 - Elevator Operator	16.39
11090 - Gardener	21.34
11122 - Housekeeping Aide	16.39
11150 - Janitor	16.39
11150 - Janitor 11210 - Laborer Grounds Maintenance	16.39 15.86
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	16.39 15.86 14.05
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	16.39 15.86 14.05 14.68
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	16.39 15.86 14.05 14.68 19.56
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	16.39 15.86 14.05 14.68 19.56 15.86
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner</pre>	16.39 15.86 14.05 14.68 19.56
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02 25.65 25.65
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02 25.65 25.65 32.22
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02 25.65 25.65
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02 25.65 25.65 32.22 33.23
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02 25.65 32.22 33.23 18.92
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02 25.65 25.65 32.22 33.23 18.92 47.01
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02 25.65 32.22 33.23 18.92 47.01 35.59
<pre>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>	16.39 15.86 14.05 14.68 19.56 15.86 18.02 25.65 25.65 32.22 33.23 18.92 47.01

12040 - Emergency Medical Technician	25.65
12071 - Licensed Practical Nurse I	22.92
12072 - Licensed Practical Nurse II	25.65
12073 - Licensed Practical Nurse III	28.60
12100 - Medical Assistant	17.85
12130 - Medical Laboratory	28.36
Technician	
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	19.52
12195 - Medical Transcriptionist	22.92
12210 - Nuclear Medicine	56.36
Technologist	
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	20.18
12236 - Optical Technician	22.92
12250 - Pharmacy Technician	21.03
12280 - Phlebotomist	19.78
12305 - Radiologic Technologist	31.19
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II	36.10
Specialist	
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III	43.68
Anesthetist	
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol	31.77
Testing)	
12320 - Substance Abuse Treatment	21.97
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.85
13012 - Exhibits Specialist II	28.30
13013 - Exhibits Specialist III	34.62
13041 - Illustrator I	22.85
13042 - Illustrator II	28.30
13043 - Illustrator III	34.62
13047 - Librarian	31.35
13050 - Library Aide/Clerk	18.19
13054 - Library Information	28.30
Technology Systems	
Administrator	
13058 - Library Technician	22.69
13061 - Media Specialist I	20.42
13062 - Media Specialist II	22.85
13063 - Media Specialist III	25.46

13071 - Photographer I		20.42
13072 - Photographer II		22.85
13073 - Photographer III		28.30
13074 - Photographer IV		34.62
13075 - Photographer V		41.88
13090 - Technical Order Library		20.77
Clerk		
13110 - Video Teleconference		20.42
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		21.40
14042 - Computer Operator II		23.94
14043 - Computer Operator III		26.71
14044 - Computer Operator IV		29.68
14045 - Computer Operator V		32.86
14071 - Computer Programmer I	(see 1)	22.85
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	21.40
Operator		21.10
14160 - Personal Computer Support		29.68
Technician		23.00
14170 - System Support Specialist		37.56
15000 - Instructional Occupations		37.30
15010 - Aircrew Training Devices		30.62
Instructor (Non-Rated)		30.02
15020 - Aircrew Training Devices		37.04
Instructor (Rated)		0,.01
15030 - Air Crew Training Devices		44.39
Instructor (Pilot)		11.55
15050 - Computer Based Training		30.62
Specialist / Instructor		50.02
15060 - Educational Technologist		40.82
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		22.42
15085 - Maintenance Test Pilot Fixed		41.46
Jet/Prop		41.40
15086 - Maintenance Test Pilot		41.46
Rotary Wing		71.40
15088 - Non-Maintenance Test/Co-		41.46
Pilot		41.40
15090 - Technical Instructor		20 26
		28.36 32.54
15095 - Technical Instructor/Course		
Developon		52.54
Developer 15110 - Test Proctor		21.49

	01 40
15120 - Tutor	21.49
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 12
16010 - Assembler	18.43
16030 - Counter Attendant	18.43
16040 - Dry Cleaner	21.06
16070 - Finisher Flatwork Machine	18.43
16090 - Presser Hand	18.43
16110 - Presser Machine Drycleaning	18.43
16130 - Presser Machine Shirts	18.43
16160 - Presser Machine Wearing	18.43
Apparel Laundry	0.1 0.0
16190 - Sewing Machine Operator	21.92
16220 - Tailor	22.80
16250 - Washer Machine	19.31
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.00
Room)	
19040 - Tool And Die Maker	31.43
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.34
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	14.72
21071 - Order Filler	16.28
21080 - Production Line Worker (Food	17.34
Processing)	
21110 - Shipping Packer	17.42
21130 - Shipping/Receiving Clerk	17.42
21140 - Store Worker I	14.47
21150 - Stock Clerk	18.35
21210 - Tools And Parts Attendant	17.34
21410 - Warehouse Specialist	17.34
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.08
23019 - Aircraft Logs and Records	21.70
Technician	
23021 - Aircraft Mechanic I	26.68
23022 - Aircraft Mechanic II	28.08
23023 - Aircraft Mechanic III	29.74
23040 - Aircraft Mechanic Helper	18.35
23050 - Aircraft Painter	25.00
23060 - Aircraft Servicer	21.70
23070 - Aircraft Survival Flight	25.00
Equipment Technician	
23080 - Aircraft Worker	23.36

22001 Dimension Life Company	
23091 - Aircrew Life Support	23.36
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.68
Equipment (ALSE) Mechanic	
II	0.50.0
23110 - Appliance Mechanic	25.00
23120 - Bicycle Repairer	20.01
23125 - Cable Splicer	42.29
23130 - Carpenter Maintenance	25.98
23140 - Carpet Layer	23.36
23160 - Electrician Maintenance	30.09
23181 - Electronics Technician	26.22
Maintenance I	
23182 - Electronics Technician	28.08
Maintenance II	
23183 - Electronics Technician	29.95
Maintenance III	
23260 - Fabric Worker	21.70
23290 - Fire Alarm System Mechanic	26.68
23310 - Fire Extinguisher Repairer	20.01
23311 - Fuel Distribution System	26.68
Mechanic	
23312 - Fuel Distribution System	20.01
Operator	
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment	26.68
Mechanic	
23381 - Ground Support Equipment	21.70
Servicer	
23382 - Ground Support Equipment	23.36
Worker	
23391 - Gunsmith I	20.01
23392 - Gunsmith II	23.36
23393 - Gunsmith III	26.68
23410 - Heating Ventilation And Air-	22.72
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.91
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.07
23440 - Heavy Equipment Operator	26.41
23460 - Instrument Mechanic	26.68
23465 - Laboratory/Shelter Mechanic	25.00
23470 - Laborer	14.72
23510 - Locksmith	25.00
23530 - Machinery Maintenance	25.56
Mechanic	
23550 - Machinist Maintenance	23.61
	20.01

23580 - Maintenance Trades Helper	18.35
23591 - Metrology Technician I	26.68
23592 - Metrology Technician II	28.08
23593 - Metrology Technician III	29.74
23640 - Millwright	30.04
23710 - Office Appliance Repairer	25.00
23760 - Painter Maintenance	22.86
23790 - Pipefitter Maintenance	29.30
23810 - Plumber Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	26.68
23850 - Rigger	26.68
23870 - Scale Mechanic	23.36
23890 - Sheet-Metal Worker	33.63
Maintenance	
23910 - Small Engine Mechanic	22.03
23931 - Telecommunications Mechanic	30.81
I	
23932 - Telecommunications Mechanic	32.42
II	
23950 - Telephone Lineman	26.68
23960 - Welder Combination	21.15
Maintenance	
23965 - Well Driller	26.68
23970 - Woodcraft Worker	26.68
23980 - Woodworker	20.01
24000 - Personal Needs Occupations	
24550 - Case Manager	17.61
24570 - Child Care Attendant	13.46
24580 - Child Care Center Clerk	16.80
24610 - Chore Aide	14.98
24620 - Family Readiness And Support	17.61
Services	
Coordinator	
24630 - Homemaker	17.61
25000 - Plant And System Operations	
Occupations	07 01
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	24.90
25070 - Stationary Engineer	27.31
	20.58
25190 - Ventilation Equipment Tender	
25210 - Water Treatment Plant	24.90
25210 - Water Treatment Plant Operator	24.90
25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	
25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	26.62
25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	26.62 17.55
25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	26.62 17.55 31.00
25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	26.62 17.55 31.00 30.54
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	26.62 17.55 31.00 30.54 22.01
25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	26.62 17.55 31.00 30.54

27101 - Guard I			17.55
27102 - Guard II			22.01
27131 - Police Officer I			34.58
27132 - Police Officer II			38.42
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			19.28
28042 - Carnival Equipment Repairer			21.03
28043 - Carnival Worker			14.47
28210 - Gate Attendant/Gate Tender			18.65
28310 - Lifeguard			14.52
28350 - Park Attendant (Aide)			20.85
28510 - Recreation Aide/Health			15.19
Facility Attendant			
28515 - Recreation Specialist			25.78
28630 - Sports Official			16.60
28690 - Swimming Pool Operator			24.55
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.81
29020 - Hatch Tender			27.81
29030 - Line Handler			27.81
29041 - Stevedore I			25.82
29042 - Stevedore II			29.78
30000 - Technical Occupations			23.10
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)	(000	2)	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.05
30021 - Archeological Technician I			16.70
30022 - Archeological Technician II			18.69
30023 - Archeological Technician III			24.07
30030 - Cartographic Technician			25.48
30040 - Civil Engineering Technician			28.64
30051 - Cryogenic Technician I			25.63
30052 - Cryogenic Technician II			28.31
30061 - Drafter/CAD Operator I			16.70
30062 - Drafter/CAD Operator II			18.69
30063 - Drafter/CAD Operator III			20.83
30064 - Drafter/CAD Operator IV			25.63
30081 - Engineering Technician I			16.35
30082 - Engineering Technician II			18.35
30083 - Engineering Technician III			20.53
30084 - Engineering Technician IV			25.43
30085 - Engineering Technician V			31.11
30086 - Engineering Technician VI			38.46
30090 - Environmental Technician			23.15
30095 - Evidence Control Specialist			23.15
30210 - Laboratory Technician			23.90
CALLA TRACTACOLA LCOUNTOTAN			

30221 - Latent Fingerprint		25.63
Technician I		
30222 - Latent Fingerprint		28.31
Technician II		
30240 - Mathematical Technician		23.15
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant		29.45
III		
30364 - Paralegal/Legal Assistant IV		35.64
30375 - Petroleum Supply Specialist		28.31
30390 - Photo-Optics Technician		22.36
30395 - Radiation Control Technician		28.31
30461 - Technical Writer I		23.15
30462 - Technical Writer II		28.31
30463 - Technical Writer III		34.26
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		25.63
30502 - Weather Forecaster II		31.18
	ee 2)	20.83
Upper Air Or	00 27	20.00
Surface Programs		
-	ee 2)	22.83
31000 - Transportation/Mobile	CC 2)	22.00
Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.73
31030 - Bus Driver		21.48
31043 - Driver Courier		16.35
31260 - Parking and Lot Attendant		13.34
31290 - Shuttle Bus Driver		13.34
31310 - Taxi Driver		10.02
31361 - Truckdriver Light		14.74
31361 - Truckdriver Light 31362 - Truckdriver Medium		19.34
31362 - Truckdriver Medium 31363 - Truckdriver Heavy		
-		23.12
31364 - Truckdriver Tractor-Trailer		23.12
99000 - Miscellaneous Occupations		1 5 1 0
99020 - Cabin Safety Specialist		15.10
99020 - Cabin Safety Specialist 99030 - Cashier		14.07
99020 - Cabin Safety Specialist		

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.73
I	
99252 - Laboratory Animal Caretaker	16.07
II	
99260 - Marketing Analyst	25.20
99310 - Mortician	25.60
99410 - Pest Controller	23.94
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	23.76
99711 - Recycling Specialist	29.02
99730 - Refuse Collector	21.21
99810 - Sales Clerk	15.34
99820 - School Crossing Guard	15.19
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	20.24
99841 - Vending Machine Repairer	25.77
99842 - Vending Machine Repairer	20.24
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5545 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: Washington

Area: Washington Counties of Clallam Jefferson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.08
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		27.74
01035 - Court Reporter		19.67
01041 - Customer Service		13.93
Representative I		
01042 - Customer Service		15.20
Representative II		

01043 - Customer Service Representative III		17.07
01051 - Data Entry Operator I		19.13
01052 - Data Entry Operator II		20.89
01060 - Dispatcher Motor Vehicle		24.86
01070 - Document Preparation Clerk		15.66
01090 - Duplicating Machine Operator		15.66
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		21.92
01141 - Messenger Courier		14.58
01191 - Order Clerk I		16.19
01192 - Order Clerk II		17.67
01261 - Personnel Assistant		18.40
(Employment) I		10.40
01262 - Personnel Assistant		20.57
		20.57
(Employment) II 01263 - Personnel Assistant		22.93
		22.93
(Employment) III		24.25
01270 - Production Control Clerk		
01290 - Rental Clerk		16.18
01300 - Scheduler Maintenance		17.59
01311 - Secretary I		17.59
01312 - Secretary II		19.67
01313 - Secretary III		21.92
01320 - Service Order Dispatcher		22.23
01410 - Supply Technician		27.74
01420 - Survey Worker		19.01
01460 - Switchboard		
01460 - Switchboard Operator/Receptionist		19.01 15.91
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		19.01 15.91 16.02
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		19.01 15.91 16.02 17.21
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		19.01 15.91 16.02 17.21 18.44
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		19.01 15.91 16.02 17.21 18.44 17.01
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		19.01 15.91 16.02 17.21 18.44 17.01 19.09
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		19.01 15.91 16.02 17.21 18.44 17.01
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		19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35
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 - Automobile Body Repairer		19.01 15.91 16.02 17.21 18.44 17.01 19.09
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		19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 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 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92
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 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	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 23.34 22.92 21.92 21.92
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	Electrician	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 23.34 22.92 21.92 21.92 19.93
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	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 23.34 22.92 21.92 21.92
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 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	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92 19.93 23.87
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	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92 21.92 21.92 21.92
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 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	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92 19.93 23.87
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	19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92 21.92 21.92 21.92

05250 - Motor Vehicle Upholstery	20.75
Worker	01 00
05280 - Motor Vehicle Wrecker	21.92
05310 - Painter Automotive	22.92
05340 - Radiator Repair Specialist	21.92
05370 - Tire Repairer	19.61
05400 - Transmission Repair	23.87
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.60
07041 - Cook I	17.25
07042 - Cook II	19.39
07070 - Dishwasher	13.76
07130 - Food Service Worker	14.83
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	15.34
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.59
09040 - Furniture Handler	17.77
09080 - Furniture Refinisher	22.59
09090 - Furniture Refinisher Helper	19.65
09110 - Furniture Repairer Minor	21.14
09130 - Upholsterer	24.15
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.00
11060 - Elevator Operator	15.79
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.79
11150 - Janitor	15.79
11210 - Laborer Grounds Maintenance	18.39
11240 - Maid or Houseman	14.50
11260 - Pruner	16.79
11270 - Tractor Operator	21.29
11330 - Trail Maintenance Worker	18.39
11360 - Window Cleaner	17.29
12000 - Health Occupations	
12010 - Ambulance Driver	25.41
12011 - Breath Alcohol Technician	25.11
12012 - Certified Occupational	34.45
Therapist Assistant	
12015 - Certified Physical Therapist	29.07
Assistant	
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	50.20
12030 - EKG Technician	38.06
12035 - Electroneurodiagnostic	38.06
Technologist	
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12040 - Emergency Medical Technician	25.41
12071 - Licensed Practical Nurse I	22.46
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	20.58
12130 - Medical Laboratory	30.05
Technician	
12160 - Medical Record Clerk	19.31
12190 - Medical Record Technician	21.59
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine	55.19
Technologist	
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.40
12236 - Optical Technician	22.46
12250 - Pharmacy Technician	21.34
12280 - Phlebotomist	21.76
12305 - Radiologic Technologist	38.06
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	31.11
Testing)	
12320 - Substance Abuse Treatment	26.82
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.50
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	33.98
13050 - Library Aide/Clerk	14.96
13054 - Library Information	28.67
Technology Systems	
Administrator	
13058 - Library Technician	21.26
13061 - Media Specialist I	21.53
13062 - Media Specialist II	24.09
13063 - Media Specialist III	26.85
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13071 - Photographer I		22.15
13072 - Photographer II		24.77
13073 - Photographer III		30.68
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library		18.78
Clerk		
13110 - Video Teleconference		22.15
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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 II	(see 1)	
14150 - Peripheral Equipment	(500 1)	18.22
Operator		10.22
14160 - Personal Computer Support		25.25
Technician		23.23
		20 11
14170 - System Support Specialist		30.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		32.99
Instructor (Non-Rated)		20.00
15020 - Aircrew Training Devices		39.92
Instructor (Rated)		
15030 - Air Crew Training Devices		47.84
Instructor (Pilot)		
15050 - Computer Based Training		32.99
Specialist / Instructor		
15060 - Educational Technologist		29.69
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15085 - Maintenance Test Pilot Fixed		47.84
Jet/Prop		
15086 - Maintenance Test Pilot		47.84
Rotary Wing		
15088 - Non-Maintenance Test/Co-		47.84
Pilot		
15090 - Technical Instructor		30.62
15095 - Technical Instructor/Course		37.46
Developer		
15110 - Test Proctor		24.73

15100 muchan	04 70
15120 - Tutor	24.73
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	17.41
16030 - Counter Attendant	17.41
	20.77
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	
	17.41
16090 - Presser Hand	-
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	17.41
16160 - Presser Machine Shirts 16160 - Presser Machine Wearing	17.41
-	17.41
Apparel Laundry	22.12
16190 - Sewing Machine Operator	
16220 - Tailor 16250 - Washer Machine	23.39
	18.98
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.74
Room)	
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing	
Occupations	00 1 6
21020 - Forklift Operator	23.16
21030 - Material Coordinator	24.25
21040 - Material Expediter	24.25
21050 - Material Handling Laborer	15.64
21071 - Order Filler	15.45
21080 - Production Line Worker (Food	23.16
Processing)	
21110 - Shipping Packer	22.55
21130 - Shipping/Receiving Clerk	22.55
21140 - Store Worker I	16.77
21150 - Stock Clerk	21.50
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And	
Repair Occupations	31.41
23010 - Aerospace Structural Welder 23019 - Aircraft Logs and Records	26.35
Technician	20.33
23021 - Aircraft Mechanic I	30.30
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	30.30
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	32.33
23040 - Aircraft Mechanic Helper	23.41
23040 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	23.41
23060 - Aircraft Servicer	29.10
	26.35
23070 - Aircraft Survival Flight	29.IU
Equipment Technician 23080 - Aircraft Worker	27 02
25000 - AIICIAIL WOIKEI	27.83

22001 Dimension Life Gummant	27.83
23091 - Aircrew Life Support	27.83
Equipment (ALSE) Mechanic	
	20.20
23092 - Aircrew Life Support	30.30
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.74
23120 - Bicycle Repairer	23.32
23125 - Cable Splicer	45.42
23130 - Carpenter Maintenance	27.82
23140 - Carpet Layer	27.27
23160 - Electrician Maintenance	32.41
23181 - Electronics Technician	30.49
Maintenance I	
23182 - Electronics Technician	32.02
Maintenance II	
23183 - Electronics Technician	33.48
Maintenance III	
23260 - Fabric Worker	25.12
23290 - Fire Alarm System Mechanic	28.89
23310 - Fire Extinguisher Repairer	23.73
23311 - Fuel Distribution System	28.89
Mechanic	
23312 - Fuel Distribution System	23.73
Operator	
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment	30.30
Mechanic	
23381 - Ground Support Equipment	26.35
Servicer	
23382 - Ground Support Equipment	27.83
Worker	
23391 - Gunsmith I	23.73
23392 - Gunsmith II	26.53
23393 - Gunsmith III	28.89
23410 - Heating Ventilation And Air-	27.43
Conditioning	27.10
Mechanic	
23411 - Heating Ventilation And Air	28.57
Contidioning	20.07
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	29.20
23470 - Laboratory/Sherter Mechanic	15.64
23510 - Locksmith	27.74
23530 - Machinery Maintenance	31.93
Mechanic	51.95
23550 - Machinist Maintenance	25.59
25550 - Machinist Maintenance	23.39

23580 - Maintenance Trades Helper	22.14
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	29.13
23710 - Office Appliance Repairer	27.74
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	34.85
23810 - Plumber Maintenance	33.33
23820 - Pneudraulic Systems Mechanic	28.89
23850 - Rigger	28.89
23870 - Scale Mechanic	26.53
23890 - Sheet-Metal Worker	29.27
Maintenance	
23910 - Small Engine Mechanic	26.53
23931 - Telecommunications Mechanic	31.24
I	
23932 - Telecommunications Mechanic	32.39
II	
23950 - Telephone Lineman	28.89
23960 - Welder Combination	26.78
Maintenance	
23965 - Well Driller	30.23
23970 - Woodcraft Worker	28.89
23980 - Woodworker	23.73
24000 - Personal Needs Occupations	
24550 - Case Manager	19.57
24570 - Child Care Attendant	14.98
24580 - Child Care Center Clerk	18.67
24610 - Chore Aide	14.98
24620 - Family Readiness And Support	19.57
Services	
Coordinator	
24630 - Homemaker	19.57
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.59
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	30.59
25190 - Ventilation Equipment Tender	23.24
25210 - Water Treatment Plant	28.22
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.20
27007 - Baggage Inspector	17.02
27008 - Corrections Officer	28.45
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54 28.45
	10 /15
27040 - Detention Officer 27070 - Firefighter	31.81

27101 - Guard I			17.02
27102 - Guard II			22.54
27131 - Police Officer I			33.70
27132 - Police Officer II			37.44
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.52
28042 - Carnival Equipment Repairer			19.75
28043 - Carnival Worker			14.61
28210 - Gate Attendant/Gate Tender			18.63
28310 - Lifeguard			13.57
28350 - Park Attendant (Aide)			20.83
28510 - Recreation Aide/Health			15.20
Facility Attendant			
28515 - Recreation Specialist			25.81
28630 - Sports Official			16.59
28690 - Swimming Pool Operator			23.25
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			32.33
29020 - Hatch Tender			32.33
29030 - Line Handler			32.33
29041 - Stevedore I			31.01
29042 - Stevedore II			33.72
30000 - Technical Occupations			55.72
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)	(366	2)	J
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)	(566	2)	50.45
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			55.52
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30022 - Archeological Technician II 30023 - Archeological Technician III			30.86
-			30.86
30030 - Cartographic Technician			
30040 - Civil Engineering Technician			30.99
30051 - Cryogenic Technician I			30.23
30052 - Cryogenic Technician II			33.40
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
30064 - Drafter/CAD Operator IV			34.17
30081 - Engineering Technician I			20.27
30082 - Engineering Technician II			22.53
30083 - Engineering Technician III			25.20
30084 - Engineering Technician IV			31.22
30085 - Engineering Technician V			38.19
30086 - Engineering Technician VI			46.21
30090 - Environmental Technician			28.91
30095 - Evidence Control Specialist			27.30
30210 - Laboratory Technician			27.78

30221 - Latent Fingerprint	30.22
Technician I	
30222 - Latent Fingerprint	33.38
Technician II	
30240 - Mathematical Technician	33.95
30361 - Paralegal/Legal Assistant I	22.25
30362 - Paralegal/Legal Assistant II	27.57
30363 - Paralegal/Legal Assistant	33.72
III	
30364 - Paralegal/Legal Assistant IV	40.80
30375 - Petroleum Supply Specialist	33.40
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	33.40
30461 - Technical Writer I	27.76
30462 - Technical Writer II	33.96
30463 - Technical Writer III	41.08
30491 - Unexploded Ordnance (UXO)	28.05
Technician I	20.UJ
	33.93
30492 - Unexploded Ordnance (UXO)	55.95
Technician II	10 07
30493 - Unexploded Ordnance (UXO)	40.67
Technician III	00.05
30494 - Unexploded (UXO) Safety	28.05
Escort	
30495 - Unexploded (UXO) Sweep	28.05
Personnel	
30501 - Weather Forecaster I	34.17
30502 - Weather Forecaster II	41.57
30620 - Weather Observer Combined (see 2	2) 24.55
	24.55
Upper Air Or	2) 24.33
	2) 24.33
Upper Air Or	
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	2) 27.76
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	2) 27.76 33.93
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	2) 27.76 33.93 17.90 23.45
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	2) 27.76 33.93 17.90
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	2) 27.76 33.93 17.90 23.45 17.32 15.03
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	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27
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	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82
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 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82 18.43
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	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82 18.43 21.42
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	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82 18.43 21.42 24.89
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	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82 18.43 21.42
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31020 - 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	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82 18.43 21.42 24.89 24.89
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 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82 18.43 21.42 24.89 24.89 24.89 16.54
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	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82 18.43 21.42 24.89 24.89 24.89 16.54 14.77
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 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	2) 27.76 33.93 17.90 23.45 17.32 15.03 20.27 20.82 18.43 21.42 24.89 24.89 24.89 16.54

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.55
II	
99260 - Marketing Analyst	26.60
99310 - Mortician	27.77
99410 - Pest Controller	23.08
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	26.95
99711 - Recycling Specialist	31.20
99730 - Refuse Collector	24.61
99810 - Sales Clerk	14.99
99820 - School Crossing Guard	24.23
99830 - Survey Party Chief	36.34
99831 - Surveying Aide	17.21
99832 - Surveying Technician	25.98
99840 - Vending Machine Attendant	23.07
99841 - Vending Machine Repairer	27.65
99842 - Vending Machine Repairer	23.07
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	C WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5547
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: Washington

Area: Washington Counties of Island San Juan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.08
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		27.74
01035 - Court Reporter		19.67
01041 - Customer Service		13.93
Representative I		
01042 - Customer Service		15.20
Representative II		

01043 - Customer Service Representative III		17.07
01051 - Data Entry Operator I		19.13
01052 - Data Entry Operator II		21.09
01060 - Dispatcher Motor Vehicle		24.86
01070 - Document Preparation Clerk		15.66
01090 - Duplicating Machine Operator		15.66
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		21.92
01141 - Messenger Courier		14.58
01191 - Order Clerk I		16.19
01192 - Order Clerk II		17.67
01261 - Personnel Assistant		18.40
(Employment) I		10.40
01262 - Personnel Assistant		20.57
(Employment) II		20.57
01263 - Personnel Assistant		22.93
		22.93
(Employment) III		
01270 - Production Control Clerk		24.25
01290 - Rental Clerk		16.18
01300 - Scheduler Maintenance		17.59
01311 - Secretary I		17.59
(1)(1) = Coorrespondence TT		19.67
01312 - Secretary II		
01313 - Secretary III		21.92
01313 - Secretary III 01320 - Service Order Dispatcher		21.92 22.23
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		21.92 22.23 27.74
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		21.92 22.23 27.74 19.01
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		21.92 22.23 27.74
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		21.92 22.23 27.74 19.01 15.91
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		21.92 22.23 27.74 19.01 15.91 16.02
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		21.92 22.23 27.74 19.01 15.91 16.02 17.21
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		21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44
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		21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01
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		21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09
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		21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01
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		21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35
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		21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09
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		21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 23.34 22.92 21.92
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 23.34 22.92 21.92
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92 19.78 23.87
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92 19.78 23.87
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	21.92 22.23 27.74 19.01 15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.92 21.92 21.92 21.92 21.92 21.92 21.92

05250 - Motor Vehicle Upholstery	20.75
Worker	01 00
05280 - Motor Vehicle Wrecker	21.92
05310 - Painter Automotive	22.92
05340 - Radiator Repair Specialist	22.33
05370 - Tire Repairer	19.61
05400 - Transmission Repair	23.87
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.60
07041 - Cook I	17.25
07042 - Cook II	19.39
07070 - Dishwasher	13.76
07130 - Food Service Worker	14.83
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	15.34
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.32
09040 - Furniture Handler	18.59
09080 - Furniture Refinisher	24.32
09090 - Furniture Refinisher Helper	21.08
09110 - Furniture Repairer Minor	22.57
09130 - Upholsterer	24.32
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.00
11060 - Elevator Operator	15.79
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.79
11150 - Janitor	15.79
11210 - Laborer Grounds Maintenance	18.39
11240 - Maid or Houseman	14.50
11260 - Pruner	16.79
11270 - Tractor Operator	21.29
11330 - Trail Maintenance Worker	18.39
11360 - Window Cleaner	17.29
12000 - Health Occupations	
12010 - Ambulance Driver	22.91
12011 - Breath Alcohol Technician	25.11
12012 - Certified Occupational	34.45
Therapist Assistant	
12015 - Certified Physical Therapist	29.07
Assistant	
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	50.20
12030 - EKG Technician	38.06
12035 - Electroneurodiagnostic	38.06
Technologist	
-	

12040 - Emergency Medical Technician	22.91
12071 - Licensed Practical Nurse I	22.46
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	20.58
12130 - Medical Laboratory	28.71
Technician	
12160 - Medical Record Clerk	19.31
12190 - Medical Record Technician	21.59
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine	55.19
Technologist	10.00
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.40
12236 - Optical Technician	22.46
12250 - Pharmacy Technician	21.34
12280 - Phlebotomist	21.76
12305 - Radiologic Technologist	38.06
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	31.11
Testing)	
12320 - Substance Abuse Treatment	26.82
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.50
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	33.98
13050 - Library Aide/Clerk	14.96
13054 - Library Information	28.67
Technology Systems	
Administrator	0.1
13058 - Library Technician	21.26
13061 - Media Specialist I	21.53
13062 - Media Specialist II	24.09
13063 - Media Specialist III	26.85

13071 - Photographer I		21.67
13072 - Photographer II		24.77
13073 - Photographer III		30.68
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library		18.78
Clerk		
13110 - Video Teleconference		22.15
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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)	18.22
Operator		10.11
14160 - Personal Computer Support		25.25
Technician		20.20
14170 - System Support Specialist		30.41
15000 - Instructional Occupations		00.11
15010 - Aircrew Training Devices		34.20
Instructor (Non-Rated)		01.20
15020 - Aircrew Training Devices		41.38
Instructor (Rated)		11.00
15030 - Air Crew Training Devices		49.60
Instructor (Pilot)		49.00
15050 - Computer Based Training		34.20
Specialist / Instructor		54.20
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		47.84
Jet/Prop		4/.04
15086 - Maintenance Test Pilot		47.84
Rotary Wing		-/.04
15088 - Non-Maintenance Test/Co-		47.84
IJV00 - NON-MAINLENANCE IESL/CO-		4/.04
Pilot		30 60
Pilot 15090 - Technical Instructor		30.62
Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course		30.62 37.46
Pilot 15090 - Technical Instructor		

15120 - Tutor	24.73
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10.00
16010 - Assembler	18.38
16030 - Counter Attendant	18.38
16040 - Dry Cleaner	21.62
16070 - Finisher Flatwork Machine	18.38
16090 - Presser Hand	18.38
16110 - Presser Machine Drycleaning	18.38
16130 - Presser Machine Shirts	18.38
16160 - Presser Machine Wearing	18.38
Apparel Laundry	
16190 - Sewing Machine Operator	22.49
16220 - Tailor	23.39
16250 - Washer Machine	19.83
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.74
Room)	
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	23.16
21030 - Material Coordinator	24.25
21040 - Material Expediter	24.25
21050 - Material Handling Laborer	15.64
21071 - Order Filler	15.45
21080 - Production Line Worker (Food	23.16
Processing)	
21110 - Shipping Packer	22.55
21130 - Shipping/Receiving Clerk	22.55
21140 - Store Worker I	16.77
21150 - Stock Clerk	21.50
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	31.41
23019 - Aircraft Logs and Records	26.35
Technician	
23021 - Aircraft Mechanic I	30.30
23022 - Aircraft Mechanic II	31.41
23023 - Aircraft Mechanic III	32.33
23040 - Aircraft Mechanic Helper	23.41
23050 - Aircraft Painter	29.10
23060 - Aircraft Servicer	26.35
23070 - Aircraft Survival Flight	29.10
Equipment Technician	
23080 - Aircraft Worker	27.83

	07 00
23091 - Aircrew Life Support	27.83
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	30.30
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.74
23120 - Bicycle Repairer	23.73
23125 - Cable Splicer	45.42
23130 - Carpenter Maintenance	27.82
23140 - Carpet Layer	27.27
23160 - Electrician Maintenance	34.65
23181 - Electronics Technician	30.49
Maintenance I	
23182 - Electronics Technician	32.02
Maintenance II	
23183 - Electronics Technician	33.48
Maintenance III	
23260 - Fabric Worker	25.12
23290 - Fire Alarm System Mechanic	28.89
23310 - Fire Extinguisher Repairer	23.73
23311 - Fuel Distribution System	28.89
Mechanic	
23312 - Fuel Distribution System	23.73
Operator	
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment	30.30
Mechanic	
23381 - Ground Support Equipment	26.35
Servicer	
23382 - Ground Support Equipment	27.83
Worker	
23391 - Gunsmith I	23.73
23392 - Gunsmith II	26.53
23393 - Gunsmith III	28.89
23410 - Heating Ventilation And Air-	27.43
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.57
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	27.74
23470 - Laborer	15.64
23510 - Locksmith	27.74
23530 - Machinery Maintenance	32.86
Mechanic	02.00
23550 - Machinist Maintenance	25.59
	20.09

23580 - Maintenance Trades Helper	22.32
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	29.13
23710 - Office Appliance Repairer	27.74
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	34.85
23810 - Plumber Maintenance	33.33
23820 - Pneudraulic Systems Mechanic	28.89
23850 - Rigger	28.89
23870 - Scale Mechanic	26.53
23890 - Sheet-Metal Worker	29.27
Maintenance	
23910 - Small Engine Mechanic	26.53
23931 - Telecommunications Mechanic	31.24
I	
23932 - Telecommunications Mechanic	32.39
II	
23950 - Telephone Lineman	28.89
23960 - Welder Combination	26.78
Maintenance	
23965 - Well Driller	32.28
23970 - Woodcraft Worker	28.89
23980 - Woodworker	23.73
24000 - Personal Needs Occupations	
24550 - Case Manager	19.57
24570 - Child Care Attendant	14.98
24580 - Child Care Center Clerk	18.67
24610 - Chore Aide	14.98
24620 - Family Readiness And Support	19.57
Services	
Coordinator	
24630 - Homemaker	19.69
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.59
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	30.59
25190 - Ventilation Equipment Tender	23.24
25210 - Water Treatment Plant	28.22
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.22
27007 - Baggage Inspector	17.02
27008 - Corrections Officer	28.45
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	28.45
27070 - Firefighter	31.81

27101 - Guard I			17.02
27102 - Guard II			22.54
27131 - Police Officer I			33.70
27132 - Police Officer II			37.44
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.52
28042 - Carnival Equipment Repairer			19.75
28043 - Carnival Worker			14.61
28210 - Gate Attendant/Gate Tender			18.63
28310 - Lifeguard			13.57
28350 - Park Attendant (Aide)			20.83
28510 - Recreation Aide/Health			15.20
Facility Attendant			
28515 - Recreation Specialist			25.81
28630 - Sports Official			16.59
28690 - Swimming Pool Operator			22.63
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			32.76
29020 - Hatch Tender			32.76
29030 - Line Handler			32.76
29041 - Stevedore I			31.01
29042 - Stevedore II			34.20
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)			
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30023 - Archeological Technician III			30.86
30030 - Cartographic Technician			30.86
30040 - Civil Engineering Technician			30.99
30051 - Cryogenic Technician I			30.23
30052 - Cryogenic Technician II			33.40
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
30064 - Drafter/CAD Operator IV			34.17
30081 - Engineering Technician I			20.07
30082 - Engineering Technician II			22.53
30083 - Engineering Technician III			25.20
30084 - Engineering Technician IV			31.22
30085 - Engineering Technician V			38.19
30086 - Engineering Technician VI			46.21
30090 - Environmental Technician			28.91
30095 - Evidence Control Specialist			27.30
30210 - Laboratory Technician			27.78
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30221 - Latent Fingerprint		30.22
Technician I		
30222 - Latent Fingerprint		33.38
Technician II		
30240 - Mathematical Technician		33.95
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant		33.72
III		
30364 - Paralegal/Legal Assistant IV		41.93
30375 - Petroleum Supply Specialist		33.40
30390 - Photo-Optics Technician		30.86
30395 - Radiation Control Technician		33.40
30461 - Technical Writer I		27.76
30462 - Technical Writer II		33.96
30463 - Technical Writer III		41.08
30491 - Unexploded Ordnance (UXO)		28.05
Technician I		20.00
		33.93
30492 - Unexploded Ordnance (UXO)		55.95
Technician II		10 07
30493 - Unexploded Ordnance (UXO)		40.67
Technician III		
30494 - Unexploded (UXO) Safety		28.05
Escort		
30495 - Unexploded (UXO) Sweep		28.05
Personnel		
30501 - Weather Forecaster I		34.17
30502 - Weather Forecaster II		41.57
	e 2)	24.55
Upper Air Or		
Surface Programs		
30621 - Weather Observer Senior (see	e 2)	27.76
31000 - Transportation/Mobile		
Equipment Operation Occupations		
31010 - Airplane Pilot		33.93
31020 - Bus Aide		17.90
31030 - Bus Driver		23.45
31043 - Driver Courier		17.32
31043 - Driver Courier		17.32 15.03
31043 - Driver Courier 31260 - Parking and Lot Attendant		15.03
31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver		15.03 20.27
31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver		15.03 20.27 19.28
<pre>31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light</pre>		15.03 20.27 19.28 18.43
<pre>31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>		15.03 20.27 19.28 18.43 21.42
<pre>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>		15.03 20.27 19.28 18.43 21.42 24.89
<pre>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>		15.03 20.27 19.28 18.43 21.42
<pre>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>		15.03 20.27 19.28 18.43 21.42 24.89 24.89
<pre>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>		15.03 20.27 19.28 18.43 21.42 24.89 24.89 16.54
<pre>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>		15.03 20.27 19.28 18.43 21.42 24.89 24.89 16.54 14.77
<pre>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>		15.03 20.27 19.28 18.43 21.42 24.89 24.89 16.54

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.55
II	
99260 - Marketing Analyst	26.60
99310 - Mortician	27.77
99410 - Pest Controller	23.08
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	26.95
99711 - Recycling Specialist	31.20
99730 - Refuse Collector	24.61
99810 - Sales Clerk	14.99
99820 - School Crossing Guard	24.23
99830 - Survey Party Chief	33.05
99831 - Surveying Aide	18.96
99832 - Surveying Technician	25.98
99840 - Vending Machine Attendant	23.07
99841 - Vending Machine Repairer	27.65
99842 - Vending Machine Repairer	23.07
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 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.: 2015-5549 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: Washington

Area: Washington Counties of Pacific Wahkiakum

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.08
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		27.41
01035 - Court Reporter		19.88
01041 - Customer Service		13.93
Representative I		
01042 - Customer Service		15.42
Representative II		

01043 - Customer Service Representative III		17.07
01051 - Data Entry Operator I		19.33
01052 - Data Entry Operator II		21.09
01060 - Dispatcher Motor Vehicle		24.86
01070 - Document Preparation Clerk		15.66
01090 - Duplicating Machine Operator		15.66
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		21.92
01141 - Messenger Courier		15.53
01191 - Order Clerk I		16.19
01192 - Order Clerk II		17.67
01261 - Personnel Assistant		18.40
(Employment) I		10.10
01262 - Personnel Assistant		20.57
(Employment) II		20.57
01263 - Personnel Assistant		22.93
(Employment) III		22.93
01270 - Production Control Clerk		24.87
01290 - Rental Clerk		15.98
		17.59
01300 - Scheduler Maintenance		17.59
01311 - Secretary I 01312 - Secretary I		
01312 - Secretary II		19.67
01313 - Secretary III		21.92
		$\gamma \gamma \gamma \gamma \gamma$
01320 - Service Order Dispatcher		22.23
01410 - Supply Technician		27.41
01410 - Supply Technician 01420 - Survey Worker		27.41 19.88
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		27.41
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		27.41 19.88 15.91
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		27.41 19.88 15.91 16.02
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		27.41 19.88 15.91 16.02 17.21
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		27.41 19.88 15.91 16.02 17.21 18.44
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		27.41 19.88 15.91 16.02 17.21 18.44 15.66
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		27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59
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		27.41 19.88 15.91 16.02 17.21 18.44 15.66
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		27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67
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		27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59
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		27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73
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	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 21.85
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	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 21.85 20.81
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	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 21.85 20.81 20.81
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	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 21.85 20.81 20.81 18.52
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	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 21.85 20.81 20.81
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	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 21.85 20.81 20.81 18.52 22.85
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	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 20.73 21.85 20.81 20.81 18.52 22.85
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 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic	Electrician	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 21.85 20.81 20.81 18.52 22.85
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	27.41 19.88 15.91 16.02 17.21 18.44 15.66 17.59 19.67 20.73 20.73 21.85 20.81 20.81 18.52 22.85

05250 - Motor Vehicle Upholstery	19.65
Worker	0.0.01
05280 - Motor Vehicle Wrecker	20.81
05310 - Painter Automotive	21.85
05340 - Radiator Repair Specialist	20.81
05370 - Tire Repairer	15.63
05400 - Transmission Repair	22.85
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.60
07041 - Cook I	17.25
07042 - Cook II	19.39
07070 - Dishwasher	13.76
07130 - Food Service Worker	14.83
07210 - Meat Cutter	19.59
07260 - Waiter/Waitress	15.34
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.43
09040 - Furniture Handler	15.93
09080 - Furniture Refinisher	22.29
09090 - Furniture Refinisher Helper	18.13
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	24.15
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.13
11060 - Elevator Operator	15.79
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.79
11150 - Janitor	15.79
11210 - Laborer Grounds Maintenance	18.39
11240 - Maid or Houseman	14.50
11260 - Pruner	16.79
11270 - Tractor Operator	21.29
11330 - Trail Maintenance Worker	18.39
11360 - Window Cleaner	17.29
12000 - Health Occupations	
12010 - Ambulance Driver	25.91
12011 - Breath Alcohol Technician	25.11
12012 - Certified Occupational	34.45
Therapist Assistant	
12015 - Certified Physical Therapist	29.07
Assistant	
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	49.14
12030 - EKG Technician	38.06
12035 - Electroneurodiagnostic	38.06
Technologist	

12040 - Emergency Medical Technician	25.91
12071 - Licensed Practical Nurse I	22.46
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	20.58
12130 - Medical Laboratory	30.16
Technician	
12160 - Medical Record Clerk	19.31
12190 - Medical Record Technician	21.59
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine	55.19
Technologist	
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	21.22
12236 - Optical Technician	22.46
12250 - Pharmacy Technician	21.34
12280 - Phlebotomist	21.76
12305 - Radiologic Technologist	38.06
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II	35.53
Specialist	
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III	42.99
Anesthetist	
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol	31.11
Testing)	
12320 - Substance Abuse Treatment	26.04
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.50
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	33.04
13050 - Library Aide/Clerk	14.94
13054 - Library Information	29.83
Technology Systems	
Administrator	
13058 - Library Technician	20.66
13061 - Media Specialist I	21.53
13062 - Media Specialist II	24.09
13063 - Media Specialist III	26.85

13071 - Photographer I		20.65
13072 - Photographer II		23.10
13073 - Photographer III		28.60
13074 - Photographer IV		34.99
13075 - Photographer V		42.34
13090 - Technical Order Library		18.77
Clerk		
13110 - Video Teleconference		21.53
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.05
14042 - Computer Operator II		19.08
14043 - Computer Operator III		21.27
14044 - Computer Operator IV		23.63
14045 - Computer Operator V		26.17
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14073 - Computer Programmer III	(see 1)	21000
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)	17.05
Operator		17.00
14160 - Personal Computer Support		23.63
Technician		23.03
		26.17
14170 - System Support Specialist		20.1/
15000 - Instructional Occupations		32.99
15010 - Aircrew Training Devices		32.99
Instructor (Non-Rated)		20.00
15020 - Aircrew Training Devices		39.92
Instructor (Rated)		17 01
15030 - Air Crew Training Devices		47.84
Instructor (Pilot)		
15050 - Computer Based Training		32.99
Specialist / Instructor		
15060 - Educational Technologist		31.63
15070 - Flight Instructor (Pilot)		47.84
15080 - Graphic Artist		25.20
15085 - Maintenance Test Pilot Fixed		47.84
Jet/Prop		
15086 - Maintenance Test Pilot		47.84
Rotary Wing		
15088 - Non-Maintenance Test/Co-		47.84
Pilot		
15090 - Technical Instructor		27.14
15095 - Technical Instructor/Course		33.22
Developer		
15110 - Test Proctor		23.68

15120 - Tutor	23.68
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.47
16030 - Counter Attendant	17.47
16040 - Dry Cleaner	19.99
16070 - Finisher Flatwork Machine	17.47
16090 - Presser Hand	17.47
16110 - Presser Machine Drycleaning	17.47
16130 - Presser Machine Shirts	17.47
16160 - Presser Machine Wearing	17.47
Apparel Laundry	I / • I /
16190 - Sewing Machine Operator	20.83
16220 - Tailor	20.03
16250 - Washer Machine	18.32
19000 - Machine Tool Operation And	10.52
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.53
Room)	27.55
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing	52.11
Occupations	
21020 - Forklift Operator	23.16
21020 - Material Coordinator	24.25
21040 - Material Expediter	24.25
21050 - Material Handling Laborer	17.25
21071 - Order Filler	15.45
21080 - Production Line Worker (Food	23.16
Processing)	20.10
21110 - Shipping Packer	21.16
21130 - Shipping/Receiving Clerk	21.10
21140 - Store Worker I	16.66
21150 - Stock Clerk	21.50
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.85
23019 - Aircraft Logs and Records	24.62
Technician	
23021 - Aircraft Mechanic I	28.63
23022 - Aircraft Mechanic II	29.85
23023 - Aircraft Mechanic III	30.92
23040 - Aircraft Mechanic Helper	21.76
23050 - Aircraft Painter	27.38
23060 - Aircraft Servicer	24.62
23070 - Aircraft Survival Flight	27.38
Equipment Technician	
23080 - Aircraft Worker	26.08

23091 - Aircrew Life Support	26.08
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.63
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.53
23120 - Bicycle Repairer	23.32
23125 - Cable Splicer	45.42
23130 - Carpenter Maintenance	27.82
23140 - Carpet Layer	25.23
23160 - Electrician Maintenance	29.99
23180 - Electronics Technician	30.49
	30.49
Maintenance I	
23182 - Electronics Technician	32.02
Maintenance II	
23183 - Electronics Technician	33.48
Maintenance III	
23260 - Fabric Worker	24.75
23290 - Fire Alarm System Mechanic	28.78
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System	28.78
Mechanic	
23312 - Fuel Distribution System	23.32
Operator	
23370 - General Maintenance Worker	21.35
23380 - Ground Support Equipment	28.63
Mechanic	
23381 - Ground Support Equipment	24.62
Servicer	
23382 - Ground Support Equipment	26.08
Worker	20.00
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.21
23393 - Gunsmith III	28.78
	27.40
23410 - Heating Ventilation And Air-	27.40
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.57
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.42
23440 - Heavy Equipment Operator	29.80
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	27.53
23470 - Laborer	17.14
23510 - Locksmith	27.53
23530 - Machinery Maintenance	27.55
Mechanic	
23550 - Machinist Maintenance	25.59

23580 - Maintenance Trades Helper	17.49
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.01
23593 - Metrology Technician III	31.09
23640 - Millwright	29.13
23710 - Office Appliance Repairer	27.53
23760 - Painter Maintenance	22.04
23790 - Pipefitter Maintenance	34.85
23810 - Plumber Maintenance	33.33
23820 - Pneudraulic Systems Mechanic	28.78
23850 - Rigger	28.78
23870 - Scale Mechanic	26.21
23890 - Sheet-Metal Worker	32.47
Maintenance	0.6.01
23910 - Small Engine Mechanic	26.21
23931 - Telecommunications Mechanic	28.33
I	
23932 - Telecommunications Mechanic	29.54
II	00 70
23950 - Telephone Lineman	28.78
23960 - Welder Combination	25.25
Maintenance	00 70
23965 - Well Driller	28.78
23970 - Woodcraft Worker	28.78
23980 - Woodworker	23.32
24000 - Personal Needs Occupations	
24550 - Case Manager	19.57
24570 - Child Care Attendant	14.98
24580 - Child Care Center Clerk	18.67
24610 - Chore Aide	14.98
24620 - Family Readiness And Support	19.57
Services	
Coordinator	10 57
	19.57
24630 - Homemaker	
25000 - Plant And System Operations	
25000 - Plant And System Operations Occupations	
25000 - Plant And System Operations Occupations 25010 - Boiler Tender	30.59
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	27.56
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	27.56 30.59
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender</pre>	27.56 30.59 23.24
<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</pre>	27.56 30.59
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	27.56 30.59 23.24
<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</pre>	27.56 30.59 23.24 27.56
<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>	27.56 30.59 23.24 27.56 23.66
<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</pre>	27.56 30.59 23.24 27.56 23.66 17.02
<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</pre>	27.56 30.59 23.24 27.56 23.66 17.02 28.45
<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>	27.56 30.59 23.24 27.56 23.66 17.02 28.45 29.02
<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>	27.56 30.59 23.24 27.56 23.66 17.02 28.45 29.02 19.03
<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>	27.56 30.59 23.24 27.56 23.66 17.02 28.45 29.02

27101 - Guard I		17.02
27102 - Guard II		19.03
27131 - Police Officer I		30.94
27132 - Police Officer II		34.39
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.52
28042 - Carnival Equipment Repairer		19.75
28043 - Carnival Worker		14.61
28210 - Gate Attendant/Gate Tender		18.63
28310 - Lifeguard		13.98
28350 - Park Attendant (Aide)		20.83
28510 - Recreation Aide/Health		15.20
Facility Attendant		
28515 - Recreation Specialist		25.81
28630 - Sports Official		16.59
28690 - Swimming Pool Operator		22.20
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		28.53
29020 - Hatch Tender		28.53
29030 - Line Handler		28.53
29041 - Stevedore I		26.94
29042 - Stevedore II		29.96
30000 - Technical Occupations		
30010 - Air Traffic Control (see 2)	44.13
Specialist Center (HFO)		
30011 - Air Traffic Control (see 2)	30.43
Specialist Station (HFO)		
30012 - Air Traffic Control		33.52
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		19.70
30022 - Archeological Technician II		22.03
30023 - Archeological Technician III		27.29
30030 - Cartographic Technician		27.29
30040 - Civil Engineering Technician		30.99
30051 - Cryogenic Technician I		30.22
30052 - Cryogenic Technician II		33.38
30061 - Drafter/CAD Operator I		19.70
30062 - Drafter/CAD Operator II		22.03
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.22
30081 - Engineering Technician I		17.66
30082 - Engineering Technician II		19.82
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.47
30085 - Engineering Technician V		33.61
30086 - Engineering Technician VI		40.66
30090 - Environmental Technician		27.29
30095 - Evidence Control Specialist		27.29
30210 - Laboratory Technician		24.55

30221 - Latent Fingerprint	28.34
Technician I	
30222 - Latent Fingerprint	31.31
Technician II	
30240 - Mathematical Technician	29.76
30361 - Paralegal/Legal Assistant I	21.72
30362 - Paralegal/Legal Assistant II	26.90
30363 - Paralegal/Legal Assistant	32.90
III	
30364 - Paralegal/Legal Assistant IV	39.80
30375 - Petroleum Supply Specialist	33.38
30390 - Photo-Optics Technician	27.29
30395 - Radiation Control Technician	33.38
30461 - Technical Writer I	27.29
30462 - Technical Writer II	33.38
30463 - Technical Writer III	40.40
30491 - Unexploded Ordnance (UXO)	28.05
Technician I	
30492 - Unexploded Ordnance (UXO)	33.93
Technician II	
30493 - Unexploded Ordnance (UXO)	40.67
Technician III	
30494 - Unexploded (UXO) Safety	28.05
Escort	20.00
30495 - Unexploded (UXO) Sweep	28.05
Personnel	20.00
30501 - Weather Forecaster I	30.22
30502 - Weather Forecaster II	36.77
30620 - Weather Observer Combined (see 2)	24.55
Upper Air Or	21.00
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.29
31000 - Transportation/Mobile	21.29
Equipment Operation Occupations	
31010 - Airplane Pilot	33.93
31020 - Bus Aide	17.90
31030 - Bus Driver	23.45
	16.39
31043 - Driver Courier	
31260 - Parking and Lot Attendant	15.03
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	19.06
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	19.06 17.47
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 	19.06 17.47 17.48
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 	19.06 17.47 17.48 18.77
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 	19.06 17.47 17.48 18.77 24.89
<pre>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>	19.06 17.47 17.48 18.77
<pre>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>	19.06 17.47 17.48 18.77 24.89 24.89
<pre>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>	19.06 17.47 17.48 18.77 24.89 24.89 16.54
<pre>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</pre>	19.06 17.47 17.48 18.77 24.89 24.89 24.89
<pre>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>	19.06 17.47 17.48 18.77 24.89 24.89 16.54

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.55
II	
99260 - Marketing Analyst	26.74
99310 - Mortician	27.77
99410 - Pest Controller	23.03
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	26.95
99711 - Recycling Specialist	31.20
99730 - Refuse Collector	24.61
99810 - Sales Clerk	14.99
99820 - School Crossing Guard	22.79
99830 - Survey Party Chief	26.59
99831 - Surveying Aide	15.68
99832 - Surveying Technician	21.48
99840 - Vending Machine Attendant	23.07
99841 - Vending Machine Repairer	27.65
99842 - Vending Machine Repairer	23.07
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 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.: 2015-5551 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: Washington

Area: Washington Counties of Grays Harbor Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.08
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		27.41
01035 - Court Reporter		19.67
01041 - Customer Service		13.93
Representative I		
01042 - Customer Service		15.42
Representative II		

01043 - Customer Service		17.07
Representative III		
01051 - Data Entry Operator I		20.16
01052 - Data Entry Operator II		22.00
01060 - Dispatcher Motor Vehicle		24.86
01070 - Document Preparation Clerk		15.66
01090 - Duplicating Machine Operator		15.66
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		21.92
01141 - Messenger Courier		14.58
01191 - Order Clerk I		16.19
01192 - Order Clerk II		17.67
01261 - Personnel Assistant		18.40
(Employment) I		
01262 - Personnel Assistant		20.57
(Employment) II		
01263 - Personnel Assistant		22.93
(Employment) III		
01270 - Production Control Clerk		25.13
01290 - Rental Clerk		16.18
01300 - Scheduler Maintenance		17.59
01311 - Secretary I		17.59
01312 - Secretary II		19.67
01313 - Secretary III		21.92
01320 - Service Order Dispatcher		22.23
01410 - Supply Technician		27.41
01420 - Survey Worker		19.01
01460 - Switchboard		15.91
Operator/Receptionist		
01531 - Travel Clerk I		16.02
01532 - Travel Clerk II		17.21
01533 - Travel Clerk III		18.44
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.34
Fiberglass		
05010 - Automotive	Electrician	22.06
05040 - Automotive Glass Installer		21.36
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.93
05130 - Motor Equipment Metal		22.85
Mechanic		
		21.36
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		21.36 22.85
05160 - Motor Equipment Metal Worker		

05250 - Motor Vehicle Upholstery	20.65
Worker	01 06
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	15.63
05400 - Transmission Repair	22.85
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.60
07041 - Cook I	17.25
07042 - Cook II	19.39
07070 - Dishwasher	13.76
07130 - Food Service Worker	14.83
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	15.34
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.85
09040 - Furniture Handler	18.71
09080 - Furniture Refinisher	24.85
09090 - Furniture Refinisher Helper	21.64
09110 - Furniture Repairer Minor	24.49
09130 - Upholsterer	24.85
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.13
11060 - Elevator Operator	15.79
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.79
11150 - Janitor	15.79
11210 - Laborer Grounds Maintenance	18.41
11240 - Maid or Houseman	14.50
11260 - Pruner	16.89
11270 - Tractor Operator	21.30
11330 - Trail Maintenance Worker	18.41
11360 - Window Cleaner	17.29
12000 - Health Occupations	
12010 - Ambulance Driver	27.95
12011 - Breath Alcohol Technician	25.11
12012 - Certified Occupational	34.45
Therapist Assistant	
12015 - Certified Physical Therapist	29.07
Assistant	
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	49.31
12030 - EKG Technician	38.06
12035 - Electroneurodiagnostic	38.06
Technologist	
-	

12040 - Emergency Medical Technician	27.95
12071 - Licensed Practical Nurse I	22.46
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	20.58
12130 - Medical Laboratory	31.85
Technician	
12160 - Medical Record Clerk	19.31
12190 - Medical Record Technician	21.59
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine	55.19
Technologist	
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	22.29
12236 - Optical Technician	22.46
12250 - Pharmacy Technician	21.34
12280 - Phlebotomist	21.76
12305 - Radiologic Technologist	38.06
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	31.11
Testing)	
12320 - Substance Abuse Treatment	26.04
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.50
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	33.98
13050 - Library Aide/Clerk	14.94
13054 - Library Information	28.67
Technology Systems	
Administrator	
13058 - Library Technician	21.26
13061 - Media Specialist I	21.53
13062 - Media Specialist II	24.09
13063 - Media Specialist III	26.85

13071 - Photographer I		22.15
13072 - Photographer II		24.77
13073 - Photographer III		30.68
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library		18.77
Clerk		
13110 - Video Teleconference		22.15
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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)	18.22
Operator		10.22
14160 - Personal Computer Support		25.25
Technician		20.20
14170 - System Support Specialist		27.97
15000 - Instructional Occupations		21.51
15010 - Aircrew Training Devices		32.99
Instructor (Non-Rated)		52.55
15020 - Aircrew Training Devices		39.92
Instructor (Rated)		55.52
15030 - Air Crew Training Devices		47.84
Instructor (Pilot)		-1.0-1
15050 - Computer Based Training		32.99
Specialist / Instructor		52.99
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		28.30
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		47.84
Jet/Prop		7/.04
15086 - Maintenance Test Pilot		47.84
		7/.04
Rotary Wing 15088 - Non-Maintenance Test/Co-		47.84
		4/.04
Pilot 15090 - Technical Instructor		20 (2
		30.62 37.46
15095 - Technical Instructor/Course		3/4h
Derrolonom		57.10
Developer 15110 - Test Proctor		24.73

15120 - Tutor	24.73
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	17.41
16030 - Counter Attendant	17.41
16040 - Dry Cleaner	19.99
16070 - Finisher Flatwork Machine	17.41
16090 - Presser Hand	17.41
16110 - Presser Machine Drycleaning	17.41
16130 - Presser Machine Shirts	17.41
16160 - Presser Machine Wearing	17.41
Apparel Laundry	
16190 - Sewing Machine Operator	20.83
16220 - Tailor	21.67
16250 - Washer Machine	18.32
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.53
Room)	
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	23.16
21030 - Material Coordinator	25.13
21040 - Material Expediter	25.13
21050 - Material Handling Laborer	17.25
21071 - Order Filler	15.45
21080 - Production Line Worker (Food	23.16
Processing)	
21110 - Shipping Packer	21.16
21130 - Shipping/Receiving Clerk	21.16
21140 - Store Worker I	16.66
21150 - Stock Clerk	21.50
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And	20.20
Repair Occupations	
23010 - Aerospace Structural Welder	29.85
23019 - Aircraft Logs and Records	24.97
Technician	_ 1 • 5 /
23021 - Aircraft Mechanic I	28.63
23022 - Aircraft Mechanic II	29.85
23023 - Aircraft Mechanic III	30.92
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft Painter	27.38
23060 - Aircraft Servicer	24.97
23070 - Aircraft Survival Flight	27.38
Equipment Technician	27.50
23080 - Aircraft Worker	26.38
23000 - AILCLAIL MOINEL	20.30

23091 - Aircrew Life Support	26.38
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.63
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.53
23120 - Bicycle Repairer	23.32
23125 - Cable Splicer	45.42
23130 - Carpenter Maintenance	27.82
23140 - Carpet Layer	25.91
23160 - Electrician Maintenance	27.32
23181 - Electronics Technician	30.49
Maintenance I	
23182 - Electronics Technician	32.02
Maintenance II	
23183 - Electronics Technician	33.48
Maintenance III	
23260 - Fabric Worker	24.75
23290 - Fire Alarm System Mechanic	28.78
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System	28.78
Mechanic	
23312 - Fuel Distribution System	23.32
Operator	
23370 - General Maintenance Worker	22.65
23380 - Ground Support Equipment	28.63
Mechanic	20.00
23381 - Ground Support Equipment	24.97
Servicer	21.91
23382 - Ground Support Equipment	26.38
Worker	20.00
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.21
23393 - Gunsmith III	28.78
23410 - Heating Ventilation And Air-	27.43
Conditioning	27.43
Mechanic	
23411 - Heating Ventilation And Air	28.57
Contidioning	20.07
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.81
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	30.74
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	
	29.28
23465 - Laboratory/Shelter Mechanic	27.53
23470 - Laborer	17.25
23510 - Locksmith	27.53
23530 - Machinery Maintenance	27.55
Mechanic	
23550 - Machinist Maintenance	25.59

23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	29.13
23710 - Office Appliance Repairer	27.53
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	34.85
23810 - Plumber Maintenance	33.33
23820 - Pneudraulic Systems Mechanic	28.78
23850 - Rigger	28.78
23870 - Scale Mechanic	26.21
23890 - Sheet-Metal Worker	38.96
Maintenance	
23910 - Small Engine Mechanic	26.21
23931 - Telecommunications Mechanic	28.33
I	
23932 - Telecommunications Mechanic	29.54
II	
23950 - Telephone Lineman	28.78
23960 - Welder Combination	26.78
Maintenance	
23965 - Well Driller	30.23
23970 - Woodcraft Worker	28.78
23980 - Woodworker	23.32
24000 - Personal Needs Occupations	
24550 - Case Manager	19.57
24570 - Child Care Attendant	14.98
24580 - Child Care Center Clerk	18.67
24610 - Chore Aide	14.98
24620 - Family Readiness And Support	19.57
Services	
Coordinator	
24630 - Homemaker	19.57
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.59
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	30.59
25190 - Ventilation Equipment Tender	23.24
25210 - Water Treatment Plant	28.22
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.68
27007 - Baggage Inspector	17.02
27008 - Corrections Officer	28.45
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	28.45
27070 - Firefighter	31.89

27101 - Guard I			17.02
27102 - Guard II			22.54
27131 - Police Officer I			33.70
27132 - Police Officer II			37.44
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.52
28042 - Carnival Equipment Repairer			19.75
28043 - Carnival Worker			14.61
28210 - Gate Attendant/Gate Tender			18.63
28310 - Lifeguard			13.98
28350 - Park Attendant (Aide)			20.83
28510 - Recreation Aide/Health			15.20
Facility Attendant			
28515 - Recreation Specialist			25.81
28630 - Sports Official			16.59
28690 - Swimming Pool Operator			22.20
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			32.33
29020 - Hatch Tender			32.33
29030 - Line Handler			32.33
29041 - Stevedore I			31.01
29042 - Stevedore II			33.72
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)	(000	- /	
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)	(- /	
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30023 - Archeological Technician III			30.86
30030 - Cartographic Technician			30.86
30040 - Civil Engineering Technician			30.99
30051 - Cryogenic Technician I			30.22
30052 - Cryogenic Technician II			33.38
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
30064 - Drafter/CAD Operator IV			34.17
30081 - Engineering Technician I			20.27
30082 - Engineering Technician II			22.53
30083 - Engineering Technician III			25.20
30084 - Engineering Technician IV			31.22
30085 - Engineering Technician V			38.19
30086 - Engineering Technician VI			46.21
30090 - Environmental Technician			28.91
30095 - Evidence Control Specialist			27.29
22222 HAIGENCE CONCLOT PRECTATISC			
30210 - Laboratory Technician			27.78

30221 - Latent Fingerprint	28.34
Technician I	
30222 - Latent Fingerprint	31.31
Technician II	
30240 - Mathematical Technician	33.95
30361 - Paralegal/Legal Assistant I	22.25
30362 - Paralegal/Legal Assistant II	27.57
30363 - Paralegal/Legal Assistant	33.72
III	
30364 - Paralegal/Legal Assistant IV	40.80
30375 - Petroleum Supply Specialist	33.38
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	33.38
30461 - Technical Writer I	27.76
30462 - Technical Writer II	33.96
30463 - Technical Writer III	41.08
30491 - Unexploded Ordnance (UXO)	28.05
Technician I	
30492 - Unexploded Ordnance (UXO)	33.93
Technician II	
30493 - Unexploded Ordnance (UXO)	40.67
Technician III	
30494 - Unexploded (UXO) Safety	28.05
Escort	20.00
30495 - Unexploded (UXO) Sweep	28.05
Personnel	20.00
30501 - Weather Forecaster I	30.22
30502 - Weather Forecaster II	36.77
30620 - Weather Observer Combined (see 2)	
Upper Air Or	21.00
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.76
SUBZI WEACHEI ODSELVEI SENIOI (See 2)	27.70
31000 - Transportation/Mobile	
31000 - Transportation/Mobile	
Equipment Operation Occupations	33 03
Equipment Operation Occupations 31010 - Airplane Pilot	33.93
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	17.90
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	17.90 23.45
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	17.90 23.45 17.32
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	17.90 23.45 17.32 15.69
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	17.90 23.45 17.32 15.69 20.27
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	17.90 23.45 17.32 15.69 20.27 20.82
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	17.90 23.45 17.32 15.69 20.27 20.82 18.43
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	17.90 23.45 17.32 15.69 20.27 20.82 18.43 21.42
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	17.90 23.45 17.32 15.69 20.27 20.82 18.43 21.42 24.89
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	17.90 23.45 17.32 15.69 20.27 20.82 18.43 21.42
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	17.90 23.45 17.32 15.69 20.27 20.82 18.43 21.42 24.89 24.89
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	17.90 23.45 17.32 15.69 20.27 20.82 18.43 21.42 24.89 24.89 16.54
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	17.90 23.45 17.32 15.69 20.27 20.82 18.43 21.42 24.89 24.89 24.89
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	17.90 23.45 17.32 15.69 20.27 20.82 18.43 21.42 24.89 24.89 16.54

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.55
II	
99260 - Marketing Analyst	26.74
99310 - Mortician	27.77
99410 - Pest Controller	24.50
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	26.95
99711 - Recycling Specialist	31.20
99730 - Refuse Collector	24.61
99810 - Sales Clerk	14.99
99820 - School Crossing Guard	22.79
99830 - Survey Party Chief	30.04
99831 - Surveying Aide	14.23
99832 - Surveying Technician	21.48
99840 - Vending Machine Attendant	23.07
99841 - Vending Machine Repairer	27.65
99842 - Vending Machine Repairer	23.07
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	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5553
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: Washington

Area: Washington County of Lewis

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.99
01012 - Accounting Clerk II		19.08
01013 - Accounting Clerk III		21.34
01020 - Administrative Assistant		27.41
01035 - Court Reporter		19.67
01041 - Customer Service		13.93
Representative I		
01042 - Customer Service		15.42
Representative II		

01043 - Customer Service Representative III		17.07
01051 - Data Entry Operator I		20.16
01052 - Data Entry Operator II		22.00
01060 - Dispatcher Motor Vehicle		24.86
01070 - Document Preparation Clerk		15.66
01090 - Duplicating Machine Operator		15.66
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		21.92
01141 - Messenger Courier		14.58
01191 - Order Clerk I		16.19
01192 - Order Clerk II		17.67
01261 - Personnel Assistant		18.40
(Employment) I		10.40
01262 - Personnel Assistant		20.57
		20.57
(Employment) II 01263 - Personnel Assistant		22.93
		22.93
(Employment) III		0F 10
01270 - Production Control Clerk		25.13
01290 - Rental Clerk		16.18
01300 - Scheduler Maintenance		17.59
01311 - Secretary I		17.59
01312 - Secretary II		19.67
01313 - Secretary III		21.92
01320 - Service Order Dispatcher		22.23
01410 - Supply Technician		27.41
01/20 - Survey Werker		
01420 - Survey Worker		19.01
01460 - Switchboard		19.01
01460 - Switchboard Operator/Receptionist		15.91
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		15.91 16.02
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		15.91 16.02 17.21
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		15.91 16.02 17.21 18.44
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		15.91 16.02 17.21 18.44 17.01
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		15.91 16.02 17.21 18.44 17.01 19.09
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		15.91 16.02 17.21 18.44 17.01
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		15.91 16.02 17.21 18.44 17.01 19.09 21.35
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 - Automobile Body Repairer		15.91 16.02 17.21 18.44 17.01 19.09
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		15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.06
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	Electrician	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 23.34 22.06 20.81
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	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 23.34 22.06 20.81 21.36
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	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.06 20.81 21.36 19.93
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	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 23.34 22.06 20.81 21.36
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	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.06 20.81 21.36 19.93 22.85
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	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.06 20.81 21.36 19.93
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	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.06 20.81 21.36 19.93 22.85
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	15.91 16.02 17.21 18.44 17.01 19.09 21.35 23.34 22.06 20.81 21.36 19.93 22.85 21.36

05250 - Motor Vehicle Upholstery Worker	20.65
	01 06
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	15.63
05400 - Transmission Repair	22.85
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.60
07041 - Cook I	17.25
07042 - Cook II	19.39
07070 - Dishwasher	13.76
07130 - Food Service Worker	14.83
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	15.34
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.23
09040 - Furniture Handler	18.71
09080 - Furniture Refinisher	23.23
09090 - Furniture Refinisher Helper	21.64
09110 - Furniture Repairer Minor	23.97
09130 - Upholsterer	24.15
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.13
11060 - Elevator Operator	15.79
11090 - Gardener	22.70
11122 - Housekeeping Aide	15.79
11150 - Janitor	15.79
11210 - Laborer Grounds Maintenance	18.41
11240 - Maid or Houseman	14.50
11260 - Pruner	16.89
11270 - Tractor Operator	21.30
11330 - Trail Maintenance Worker	18.41
11360 - Window Cleaner	17.29
12000 - Health Occupations	
12010 - Ambulance Driver	26.40
12011 - Breath Alcohol Technician	25.11
12012 - Certified Occupational	34.45
Therapist Assistant	
12015 - Certified Physical Therapist	29.07
Assistant	
12020 - Dental Assistant	22.37
12025 - Dental Hygienist	49.31
12030 - EKG Technician	38.06
12035 - Electroneurodiagnostic	38.06
Technologist	

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12040 - Emergency Medical Technician	26.40
12071 - Licensed Practical Nurse I	22.46
12072 - Licensed Practical Nurse II	25.11
12073 - Licensed Practical Nurse III	27.99
12100 - Medical Assistant	20.58
12130 - Medical Laboratory	31.85
Technician	
12160 - Medical Record Clerk	19.31
12190 - Medical Record Technician	21.59
12195 - Medical Transcriptionist	22.46
12210 - Nuclear Medicine	55.19
Technologist	
12221 - Nursing Assistant I	13.28
12222 - Nursing Assistant II	14.93
12223 - Nursing Assistant III	16.29
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	22.29
12236 - Optical Technician	22.46
12250 - Pharmacy Technician	21.34
12280 - Phlebotomist	21.76
12305 - Radiologic Technologist	38.06
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II	36.05
Specialist	
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III	43.61
Anesthetist	
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol	31.11
Testing)	
12320 - Substance Abuse Treatment	26.04
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	24.09
13012 - Exhibits Specialist II	29.83
13013 - Exhibits Specialist III	36.50
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	33.98
13050 - Library Aide/Clerk	14.94
13054 - Library Information	28.67
Technology Systems	
Administrator	
13058 - Library Technician	21.26
13061 - Media Specialist I	21.53
13062 - Media Specialist II	24.09
13063 - Media Specialist III	26.85

13071 - Photographer I		22.15
13072 - Photographer II		24.77
13073 - Photographer III		30.68
13074 - Photographer IV		37.53
13075 - Photographer V		45.42
13090 - Technical Order Library		18.77
Clerk		
13110 - Video Teleconference		22.15
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		18.22
Operator		
14160 - Personal Computer Support		25.25
Technician		
14170 - System Support Specialist		27.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.20
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		41.38
Instructor (Rated)		
15030 - Air Crew Training Devices		49.60
Instructor (Pilot)		
15050 - Computer Based Training		34.20
Specialist / Instructor		
15060 - Educational Technologist		30.07
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		28.30
15085 - Maintenance Test Pilot Fixed		47.84
Jet/Prop		- / • • • •
15086 - Maintenance Test Pilot		47.84
Rotary Wing		- / • • • 1
		47.84
15088 - Non-Maintenance Test/Co-		- / • U -
15088 - Non-Maintenance Test/Co- Pilot		
Pilot		
Pilot 15090 - Technical Instructor		30.62
Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course		
Pilot 15090 - Technical Instructor		30.62

15120 - Tutor	24.73
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	17.47
16030 - Counter Attendant	17.47
	17.47
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	19.99
16090 - Presser Hand	17.47
	17.47
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	17.47
16160 - Presser Machine Shirts 16160 - Presser Machine Wearing	17.47
Apparel Laundry	1/.4/
16190 - Sewing Machine Operator	20.83
16220 - Tailor	20.83
16250 - Washer Machine	18.32
19000 - Machine Tool Operation And	10.52
-	
Repair Occupations 19010 - Machine-Tool Operator (Tool	27.53
Room)	27.55
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing	JZ.11
Occupations	
21020 - Forklift Operator	23.16
21020 - Material Coordinator	25.10
21030 - Material Expediter	25.13
21040 - Material Expeditor 21050 - Material Handling Laborer	17.25
21050 - Material Handling Laborer 21071 - Order Filler	15.45
21071 - Order Filler 21080 - Production Line Worker (Food	23.16
Processing)	23.10
21110 - Shipping Packer	21.16
21130 - Shipping Receiving Clerk	21.10
21140 - Store Worker I	16.66
21150 - Stock Clerk	21.50
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And	20.10
Repair Occupations	
23010 - Aerospace Structural Welder	29.85
23019 - Aircraft Logs and Records	24.97
Technician	21.57
23021 - Aircraft Mechanic I	28.63
23022 - Aircraft Mechanic II	29.85
23023 - Aircraft Mechanic III	30.92
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft Painter	27.52
23060 - Aircraft Servicer	24.97
23070 - Aircraft Survival Flight	27.52
Equipment Technician	
23080 - Aircraft Worker	26.38

23091 - Aircrew Life Support	26.38
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.63
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.53
23120 - Bicycle Repairer	23.32
23125 - Cable Splicer	45.42
23130 - Carpenter Maintenance	27.82
23140 - Carpet Layer	25.91
23160 - Electrician Maintenance	28.34
23181 - Electronics Technician	30.49
Maintenance I	
23182 - Electronics Technician	32.02
Maintenance II	
23183 - Electronics Technician	33.48
Maintenance III	
23260 - Fabric Worker	24.75
23290 - Fire Alarm System Mechanic	28.78
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System	28.78
Mechanic	
23312 - Fuel Distribution System	24.00
Operator	
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment	28.63
Mechanic	
23381 - Ground Support Equipment	24.97
Servicer	
23382 - Ground Support Equipment	26.38
Worker	
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.21
23393 - Gunsmith III	28.78
23410 - Heating Ventilation And Air-	27.43
Conditioning	27.10
Mechanic	
23411 - Heating Ventilation And Air	28.57
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	27.53
23470 - Laborer	17.25
23510 - Locksmith	27.53
23530 - Machinery Maintenance	27.55
Mechanic	21.00
23550 - Machinist Maintenance	25.59
	20.09

23580 - Maintenance Trades Helper	17.92
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	29.13
23710 - Office Appliance Repairer	27.53
23760 - Painter Maintenance	25.88
23790 - Pipefitter Maintenance	34.85
23810 - Plumber Maintenance	33.18
23820 - Pneudraulic Systems Mechanic	28.78
23850 - Rigger	28.78
23870 - Scale Mechanic	26.21
23890 - Sheet-Metal Worker	38.96
Maintenance	
23910 - Small Engine Mechanic	26.21
23931 - Telecommunications Mechanic	28.33
I	
23932 - Telecommunications Mechanic	29.54
II	
23950 - Telephone Lineman	28.78
23960 - Welder Combination	26.32
Maintenance	
23965 - Well Driller	32.28
23970 - Woodcraft Worker	28.78
23980 - Woodworker	23.32
24000 - Personal Needs Occupations	20102
24550 - Case Manager	19.57
24570 - Child Care Attendant	14.98
24580 - Child Care Center Clerk	18.67
24610 - Chore Aide	14.98
24620 - Family Readiness And Support	19.57
Services	2000
Coordinator	
24630 - Homemaker	19.57
25000 - Plant And System Operations	10.07
Occupations	
25010 - Boiler Tender	30.59
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	30.59
25190 - Ventilation Equipment Tender	23.24
25210 - Water Treatment Plant	28.22
Operator	20.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.68
27007 - Baggage Inspector	17.02
27008 - Corrections Officer	28.45
27010 - Court Security Officer	29.42
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	28.45
27070 - Firefighter	31.89
21010 FILELIGILEL	51.09

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27101 - Guard I			17.02
27102 - Guard II			22.54
27131 - Police Officer I			33.70
27132 - Police Officer II			37.44
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.52
28042 - Carnival Equipment Repairer			19.75
28043 - Carnival Worker			14.61
28210 - Gate Attendant/Gate Tender			18.63
28310 - Lifeguard			13.98
28350 - Park Attendant (Aide)			20.83
28510 - Recreation Aide/Health			15.20
Facility Attendant			
28515 - Recreation Specialist			25.81
28630 - Sports Official			16.59
28690 - Swimming Pool Operator			22.20
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			32.76
29020 - Hatch Tender			32.76
29030 - Line Handler			32.76
29041 - Stevedore I			31.01
29042 - Stevedore II			34.20
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.13
Specialist Center (HFO)	(_ /	
30011 - Air Traffic Control	(see	2)	30.43
Specialist Station (HFO)	(000	_ /	00010
30012 - Air Traffic Control			33.52
Specialist Terminal (HFO) (see 2)			00.01
30021 - Archeological Technician I			22.27
30022 - Archeological Technician II			24.91
30023 - Archeological Technician III			30.86
30030 - Cartographic Technician			30.86
30040 - Civil Engineering Technician			30.99
30051 - Cryogenic Technician I			30.22
30052 - Cryogenic Technician II			33.38
30061 - Drafter/CAD Operator I			22.27
30062 - Drafter/CAD Operator II			24.91
30063 - Drafter/CAD Operator III			27.78
30064 - Drafter/CAD Operator IV			34.17
30081 - Engineering Technician I			20.07
30082 - Engineering Technician II			22.53
30082 - Engineering Technician III			25.20
30083 - Engineering Technician IV			31.22
30085 - Engineering Technician V			38.19
30086 - Engineering Technician VI			46.21
30090 - Environmental Technician			40.21
			20 A1
			28.91
30090 - Environmental Technician 30095 - Evidence Control Specialist 30210 - Laboratory Technician			28.91 27.29 25.04

30221 - Latent Fingerprint	28.34
Technician I	21 21
30222 - Latent Fingerprint Technician II	31.31
30240 - Mathematical Technician	33.95
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant	32.99
III	
30364 - Paralegal/Legal Assistant IV	36.93
30375 - Petroleum Supply Specialist	33.38
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	33.38
30461 - Technical Writer I	27.76
30462 - Technical Writer II	33.96
30463 - Technical Writer III	41.08
30491 - Unexploded Ordnance (UXO)	28.05
Technician I	
30492 - Unexploded Ordnance (UXO)	33.93
Technician II	
30493 - Unexploded Ordnance (UXO)	40.67
Technician III	
30494 - Unexploded (UXO) Safety	28.05
Escort	
30495 - Unexploded (UXO) Sweep	28.05
Personnel	20.00
30501 - Weather Forecaster I	30.22
30502 - Weather Forecaster II	36.77
30620 - Weather Observer Combined (see 2)	
Upper Air Or	21.00
Surface Programs	
	07 77
30621 - Weather Observer Senior (see 2)	27.77
30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	27.77
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations	
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	33.93
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	33.93 17.90
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	33.93 17.90 23.45
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide	33.93 17.90
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus DriverState	33.93 17.90 23.45
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31030 - Bus Driver31043 - Driver Courier	33.93 17.90 23.45 17.32
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	33.93 17.90 23.45 17.32 15.03
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	33.93 17.90 23.45 17.32 15.03 20.27 19.46
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	33.93 17.90 23.45 17.32 15.03 20.27 19.46 18.43
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	33.93 17.90 23.45 17.32 15.03 20.27 19.46 18.43 21.42
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	33.93 17.90 23.45 17.32 15.03 20.27 19.46 18.43 21.42 24.89
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot31020 - Bus Aide31020 - Bus Aide931030 - Bus Driver931043 - Driver Courier931260 - Parking and Lot Attendant931310 - Taxi Driver931361 - Truckdriver Light1362 - Truckdriver Medium31363 - Truckdriver Heavy31364 - Truckdriver Tractor-Trailer	33.93 17.90 23.45 17.32 15.03 20.27 19.46 18.43 21.42
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot1000000000000000000000000000000000000	33.93 17.90 23.45 17.32 15.03 20.27 19.46 18.43 21.42 24.89 24.89
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot3102031020 - Bus Aide3103031030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	33.93 17.90 23.45 17.32 15.03 20.27 19.46 18.43 21.42 24.89 24.89 24.89
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot3102031020 - Bus Aide3103031030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant3129031310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier	33.93 17.90 23.45 17.32 15.03 20.27 19.46 18.43 21.42 24.89 24.89 24.89 16.54 14.77
30621 - Weather Observer Senior(see 2)31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot3102031020 - Bus Aide3103031030 - Bus Driver31043 - Driver Courier31260 - Parking and Lot Attendant31290 - Shuttle Bus Driver31310 - Taxi Driver31361 - Truckdriver Light31362 - Truckdriver Medium31363 - Truckdriver Tractor-Trailer99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist	33.93 17.90 23.45 17.32 15.03 20.27 19.46 18.43 21.42 24.89 24.89 24.89

99130 - Flight Follower	28.05
99251 - Laboratory Animal Caretaker	15.52
I	
99252 - Laboratory Animal Caretaker	16.55
II	
99260 - Marketing Analyst	26.74
99310 - Mortician	28.38
99410 - Pest Controller	24.50
99510 - Photofinishing Worker	14.74
99710 - Recycling Laborer	26.95
99711 - Recycling Specialist	31.20
99730 - Refuse Collector	24.61
99810 - Sales Clerk	14.99
99820 - School Crossing Guard	22.79
99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	23.07
99841 - Vending Machine Repairer	27.65
99842 - Vending Machine Repairer	23.07
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.: 2015-5555
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: Washington

Area: Washington County of Klickitat

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.99
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.09
01020 - Administrative Assistant		28.63
01035 - Court Reporter		19.88
01041 - Customer Service		13.31
Representative I		
01042 - Customer Service		14.98
Representative II		

01043 - Customer Service Representative III		16.34
01051 - Data Entry Operator I		13.90
01052 - Data Entry Operator II		15.17
01060 - Dispatcher Motor Vehicle		22.48
01070 - Document Preparation Clerk		13.80
01090 - Duplicating Machine Operator		13.80
01111 - General Clerk I		13.91
01112 - General Clerk II		15.18
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		14.12
01191 - Order Clerk I		13.04
01192 - Order Clerk II		15.03
01261 - Personnel Assistant		17.28
(Employment) I		11.20
01262 - Personnel Assistant		19.73
(Employment) II		19.15
01263 - Personnel Assistant		21.99
(Employment) III		21.99
01270 - Production Control Clerk		23.52
01290 - Rental Clerk		15.98
01300 - Scheduler Maintenance		16.38
01311 - Secretary I		16.38
01312 - Secretary II		18.32
—		20.42
01313 - Secretary III 01320 - Secretary Dispetcher		20.42
01320 - Service Order Dispatcher		20.09
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		19.88
		15.26
Operator/Receptionist		1
01531 - Travel Clerk I		15.64
01532 - Travel Clerk II		16.82
01533 - Travel Clerk III		18.07
01611 - Word Processor I		14.78
01612 - Word Processor II		16.59
01613 - Word Processor III		19.59
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.06
Fiberglass		01 70
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		20.50
05070 - Automotive Worker		20.50
05110 - Mobile Equipment Servicer		17.90
05130 - Motor Equipment Metal		23.06
Mechanic		00 50
05160 - Motor Equipment Metal Worker		20.50
05190 - Motor Vehicle Mechanic		000
		23.06
05220 - Motor Vehicle Mechanic Helper		16.62

05250 - Motor Vehicle Upholstery	19.19
Worker	00 50
05280 - Motor Vehicle Wrecker	20.50
05310 - Painter Automotive	21.78
05340 - Radiator Repair Specialist	20.50
05370 - Tire Repairer	16.23
05400 - Transmission Repair	23.06
Specialist	
07000 - Food Preparation And Service	
Occupations	1 4 0 0
07010 - Baker	14.83
07041 - Cook I	16.27
07042 - Cook II	18.63
07070 - Dishwasher	14.21
07130 - Food Service Worker	13.52
07210 - Meat Cutter	18.26
07260 - Waiter/Waitress	15.71
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.28
09040 - Furniture Handler	16.57
09080 - Furniture Refinisher	24.67
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	24.28
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	16.17
11060 - Elevator Operator	15.59
11090 - Gardener	24.42
11122 - Housekeeping Aide	15.59
11150 - Janitor	15.59
11210 - Laborer Grounds Maintenance	19.07
11240 - Maid or Houseman	14.37
	17.44
11260 - Pruner	00 (7
11270 - Tractor Operator	22.67
11270 - Tractor Operator 11330 - Trail Maintenance Worker	19.07
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	19.07 17.25
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	19.07 17.25 19.04
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	19.07 17.25 19.04 22.03
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	19.07 17.25 19.04
<pre>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>	19.07 17.25 19.04 22.03 30.22
<pre>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>	19.07 17.25 19.04 22.03
<pre>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>	19.07 17.25 19.04 22.03 30.22 28.06
<pre>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>	19.07 17.25 19.04 22.03 30.22 28.06 19.88
<pre>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>	19.07 17.25 19.04 22.03 30.22 28.06 19.88 45.06
<pre>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>	19.07 17.25 19.04 22.03 30.22 28.06 19.88 45.06 33.38
<pre>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>	19.07 17.25 19.04 22.03 30.22 28.06 19.88 45.06

	10.04
12040 - Emergency Medical Technician	19.04
12071 - Licensed Practical Nurse I	19.70
12072 - Licensed Practical Nurse II	22.03
12073 - Licensed Practical Nurse III	24.55
12100 - Medical Assistant	18.47
12130 - Medical Laboratory	29.47
Technician	
12160 - Medical Record Clerk	18.45
12190 - Medical Record Technician	24.49
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine	48.40
Technologist	
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.62
12223 - Nursing Assistant III	14.86
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	20.46
12236 - Optical Technician	19.70
12250 - Pharmacy Technician	19.99
12280 - Phlebotomist	18.09
12305 - Radiologic Technologist	33.25
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II	35.53
Specialist	
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III	42.99
Anesthetist	
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol	27.29
Testing)	
12320 - Substance Abuse Treatment	28.05
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.03
13012 - Exhibits Specialist II	28.52
13013 - Exhibits Specialist III	34.89
13041 - Illustrator I	23.03
13042 - Illustrator II	28.52
13043 - Illustrator III	34.89
13047 - Librarian	31.59
13050 - Library Aide/Clerk	14.62
13054 - Library Information	28.52
Technology Systems	
Administrator	
13058 - Library Technician	21.31
13061 - Media Specialist I	20.58
13062 - Media Specialist II	23.03
13063 - Media Specialist III	25.67

13071 - Photographer I		20.13
13072 - Photographer II		22.52
13073 - Photographer III		27.91
13074 - Photographer IV		34.12
13075 - Photographer V		41.28
13090 - Technical Order Library		16.72
Clerk		
13110 - Video Teleconference		20.58
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	20.15
14072 - Computer Programmer II	(see 1)	24.95
14072 - Computer Programmer III 14073 - Computer Programmer III	(see 1)	24.95
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)	17 06
14150 - Peripheral Equipment		17.26
Operator		
14160 - Personal Computer Support		23.92
Technician		
14170 - System Support Specialist		26.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.55
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.31
Instructor (Rated)		
15030 - Air Crew Training Devices		41.12
Instructor (Pilot)		
15050 - Computer Based Training		28.55
Specialist / Instructor		
15060 - Educational Technologist		34.79
15070 - Flight Instructor (Pilot)		41.12
15080 - Graphic Artist		24.95
15085 - Maintenance Test Pilot Fixed		37.82
Jet/Prop		
15086 - Maintenance Test Pilot		37.82
Rotary Wing		
15088 - Non-Maintenance Test/Co-		37.82
Pilot		
15090 - Technical Instructor		26.82
15095 - Technical Instructor/Course		32.81
Developer 15110 - Test Proctor		21.65

15100 mathem	21.65
15120 - Tutor	21.65
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	17.51
16030 - Counter Attendant	17.51
	21.06
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	
	17.51 17.51
16090 - Presser Hand	
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	17.51 17.51
16160 - Presser Machine Shirts 16160 - Presser Machine Wearing	
-	17.51
Apparel Laundry	21.92
16190 - Sewing Machine Operator	
16220 - Tailor 16250 - Washer Machine	22.80
	18.98
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.64
Room)	
19040 - Tool And Die Maker	32.76
21000 - Materials Handling And Packing	
Occupations	10 10
21020 - Forklift Operator	18.13
21030 - Material Coordinator	23.52
21040 - Material Expediter	23.52
21050 - Material Handling Laborer	16.51
21071 - Order Filler	14.94
21080 - Production Line Worker (Food	18.13
Processing)	10 75
21110 - Shipping Packer	19.75
21130 - Shipping/Receiving Clerk	19.75
21140 - Store Worker I	14.43
21150 - Stock Clerk	18.66
21210 - Tools And Parts Attendant	18.13
21410 - Warehouse Specialist	18.13
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records	24.41
Technician	20.20
23021 - Aircraft Mechanic I	29.32
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.51
23040 - Aircraft Mechanic Helper	21.14
23050 - Aircraft Painter	27.70
23060 - Aircraft Servicer	24.41
23070 - Aircraft Survival Flight	27.70
Equipment Technician	
23080 - Aircraft Worker	26.06

23091 - Aircrew Life Support	26.06
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.32
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.64
23120 - Bicycle Repairer	21.90
23125 - Cable Splicer	47.48
23130 - Carpenter Maintenance	23.61
23140 - Carpet Layer	25.31
23160 - Electrician Maintenance	33.88
23181 - Electronics Technician	25.31
Maintenance I	
23182 - Electronics Technician	26.90
Maintenance II	
23183 - Electronics Technician	28.48
Maintenance III	
23260 - Fabric Worker	23.71
23290 - Fire Alarm System Mechanic	28.48
23310 - Fire Extinguisher Repairer	22.11
23311 - Fuel Distribution System	28.48
Mechanic	
23312 - Fuel Distribution System	22.11
Operator	
23370 - General Maintenance Worker	21.26
23380 - Ground Support Equipment	29.32
Mechanic	
23381 - Ground Support Equipment	24.41
Servicer	<u> </u>
23382 - Ground Support Equipment	26.06
Worker	20.00
23391 - Gunsmith I	22.11
23392 - Gunsmith II	25.31
23393 - Gunsmith III	28.48
23410 - Heating Ventilation And Air-	23.96
Conditioning	23.90
Mechanic	
23411 - Heating Ventilation And Air	25.23
Contidioning	20.20
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.06
23440 - Heavy Equipment Operator	29.08
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	28.48
	28.48
23465 - Laboratory/Shelter Mechanic	
23470 - Laborer	16.51
23510 - Locksmith	26.64
23530 - Machinery Maintenance	30.95
Mechanic	07 77
23550 - Machinist Maintenance	27.77

23580 - Maintenance Trades Helper	20.33
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.98
23593 - Metrology Technician III	31.57
23640 - Millwright	28.50
23710 - Office Appliance Repairer	26.90
23760 - Painter Maintenance	23.12
23790 - Pipefitter Maintenance	30.95
23810 - Plumber Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	28.48
23850 - Rigger	28.48
23870 - Scale Mechanic	25.31
23890 - Sheet-Metal Worker	28.48
Maintenance	
23910 - Small Engine Mechanic	21.78
23931 - Telecommunications Mechanic	33.00
I	
23932 - Telecommunications Mechanic	34.75
II	
23950 - Telephone Lineman	28.48
23960 - Welder Combination	28.27
Maintenance	
23965 - Well Driller	28.48
23970 - Woodcraft Worker	28.48
23980 - Woodworker	21.90
24000 - Personal Needs Occupations	
24550 - Case Manager	18.18
24570 - Child Care Attendant	14.17
24580 - Child Care Center Clerk	17.66
24610 - Chore Aide	14.71
24620 - Family Readiness And Support	18.18
Services	
Coordinator	
24630 - Homemaker	18.18
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.07
25040 - Sewage Plant Operator	26.05
25070 - Stationary Engineer	30.07
25190 - Ventilation Equipment Tender	21.67
25210 - Water Treatment Plant	26.05
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.95
27007 - Baggage Inspector	14.75
27008 - Corrections Officer	27.14
27010 - Court Security Officer	28.00
27030 - Detection Dog Handler	20.32
27040 - Detention Officer	27.14
27070 - Firefighter	28.92

27101 - Guard I			14.75
27102 - Guard II			20.32
27131 - Police Officer I			31.36
27132 - Police Officer II			34.86
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.17
28042 - Carnival Equipment Repairer			19.58
28043 - Carnival Worker			13.99
28210 - Gate Attendant/Gate Tender			22.75
28310 - Lifequard			14.60
28350 - Park Attendant (Aide)			25.43
28510 - Recreation Aide/Health			18.55
Facility Attendant			
28515 - Recreation Specialist			31.40
28630 - Sports Official			20.25
28690 - Swimming Pool Operator			22.42
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.31
29020 - Hatch Tender			25.31
29030 - Line Handler			25.31
29041 - Stevedore I			23.71
29042 - Stevedore II			26.90
30000 - Technical Occupations			20.90
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			20.24
30022 - Archeological Technician II			22.65
30023 - Archeological Technician III			28.05
30030 - Cartographic Technician			28.05
30040 - Civil Engineering Technician			27.79
30051 - Cryogenic Technician I			25.70
30052 - Cryogenic Technician II			28.39
30061 - Drafter/CAD Operator I			20.24
30062 - Drafter/CAD Operator II			22.65
30063 - Drafter/CAD Operator III			25.25
30064 - Drafter/CAD Operator IV			31.08
30081 - Engineering Technician I			19.07
30082 - Engineering Technician II			21.41
30083 - Engineering Technician III			23.96
30084 - Engineering Technician IV			29.67
30085 - Engineering Technician V			36.30
30086 - Engineering Technician VI			43.92
30090 - Environmental Technician			26.84
30095 - Evidence Control Specialist			23.21
30210 - Laboratory Technician			23.21
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30221 - Latent Fingerprint Technician I	25.70
	28.39
30222 - Latent Fingerprint Technician II	20.39
	27.05
	19.45
	24.40
	29.84
TTT	29.04
	26 10
	36.12
	28.39
-	28.05
	28.39
	26.49
	33.53
	39.20
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	
	25.60
Personnel	
30501 - Weather Forecaster I	31.08
	37.80
	25.25
Upper Air Or	20,20
Surface Programs	
-	28.05
31000 - Transportation/Mobile	20.00
Equipment Operation Occupations	
	30.98
-	16.23
	22.25
	19.02
	19.02
	21.25
	17.97
5	20.35
	22.25
-	25.41
	25.41
99000 - Miscellaneous Occupations	
	15.10
	13.73
	14.53
99095 - Embalmer	27.05

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.26
I	
99252 - Laboratory Animal Caretaker	16.44
II	
99260 - Marketing Analyst	33.93
99310 - Mortician	27.05
99410 - Pest Controller	23.40
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	21.33
99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.43
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	17.73
99830 - Survey Party Chief	26.57
99831 - Surveying Aide	15.67
99832 - Surveying Technician	21.46
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	24.99
99842 - Vending Machine Repairer	20.26
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$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.: 2015-5557
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: Washington

Area: Washington Counties of Kittitas Okanogan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.99
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.09
01020 - Administrative Assistant		28.63
01035 - Court Reporter		17.53
01041 - Customer Service		13.31
Representative I		
01042 - Customer Service		14.98
Representative II		

01043 - Customer Service Representative III		16.34
01051 - Data Entry Operator I		13.90
01052 - Data Entry Operator II		15.17
01060 - Dispatcher Motor Vehicle		21.21
01070 - Document Preparation Clerk		13.80
01090 - Duplicating Machine Operator		13.80
01111 - General Clerk I		13.91
01112 - General Clerk II		15.18
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		19.56
01141 - Messenger Courier		11.94
01191 - Order Clerk I		13.04
01192 - Order Clerk II		14.23
01261 - Personnel Assistant		17.64
(Employment) I		11.01
01262 - Personnel Assistant		19.73
(Employment) II		19.15
01263 - Personnel Assistant		21.99
(Employment) III		21.99
01270 - Production Control Clerk		23.52
01290 - Rental Clerk		14.85
01290 - Rental Clerk 01300 - Scheduler Maintenance		15.68
01311 - Secretary I		15.68
01312 - Secretary II		17.53
01313 - Secretary III		19.56
01320 - Service Order Dispatcher		20.09
01410 - Supply Technician		28.63
01420 - Survey Worker		17.04
01460 - Switchboard		15.26
Operator/Receptionist		1
01531 - Travel Clerk I		15.64
01532 - Travel Clerk II		16.82
01533 - Travel Clerk III		18.07
01611 - Word Processor I		14.78
01612 - Word Processor II		16.59
01613 - Word Processor III		18.57
05000 - Automotive Service Occupations		
—		
05005 - Automobile Body Repairer		23.28
05005 - Automobile Body Repairer Fiberglass		
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	21.78
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	21.78 20.50
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.78 20.50 20.50
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.78 20.50 20.50 17.90
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	21.78 20.50 20.50
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.78 20.50 20.50 17.90 23.06
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	21.78 20.50 20.50 17.90
05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.78 20.50 20.50 17.90 23.06
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	21.78 20.50 20.50 17.90 23.06 20.50

05250 - Motor Vehicle Upholstery	19.19
Worker	00 50
05280 - Motor Vehicle Wrecker	20.50
05310 - Painter Automotive	21.78
05340 - Radiator Repair Specialist	20.50
05370 - Tire Repairer	16.21
05400 - Transmission Repair	23.06
Specialist	
07000 - Food Preparation And Service	
Occupations	4 5 4 0
07010 - Baker	15.12
07041 - Cook I	16.27
07042 - Cook II	18.63
07070 - Dishwasher	14.21
07130 - Food Service Worker	13.52
07210 - Meat Cutter	18.26
07260 - Waiter/Waitress	15.71
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.45
09040 - Furniture Handler	17.29
09080 - Furniture Refinisher	25.45
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	25.45
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	16.17
11060 - Elevator Operator	15.59
11090 - Gardener	23.69
11122 - Housekeeping Aide	15.59
11150 - Janitor	15.59
11210 - Laborer Grounds Maintenance	19.07
11240 - Maid or Houseman	14.37
11260 - Pruner	17.44
11270 - Tractor Operator	22.67
11330 - Trail Maintenance Worker	19.07
11360 - Window Cleaner	17.25
12000 - Health Occupations	
12010 - Ambulance Driver	18.60
12011 - Breath Alcohol Technician	22.03
12012 - Certified Occupational	30.22
Therapist Assistant	
12015 - Certified Physical Therapist	28.06
Assistant	
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	45.06
12030 - EKG Technician	33.38
12035 - Electroneurodiagnostic	33.38
Technologist	
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12040 - Emergency Medical Technician	18.60
12071 - Licensed Practical Nurse I	19.70
12072 - Licensed Practical Nurse II	22.03
12073 - Licensed Practical Nurse III	24.55
12100 - Medical Assistant	18.47
12130 - Medical Laboratory	29.47
Technician	
12160 - Medical Record Clerk	18.45
12190 - Medical Record Technician	24.49
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine	48.40
Technologist	10 10
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.62
12223 - Nursing Assistant III	14.86
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	20.46
12236 - Optical Technician	19.70
12250 - Pharmacy Technician	19.99
12280 - Phlebotomist	18.09
12305 - Radiologic Technologist	33.25
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II	29.21
Specialist	
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III	35.35
Anesthetist	10 05
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol	27.29
Testing)	
12320 - Substance Abuse Treatment	28.05
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.03
13012 - Exhibits Specialist II	28.52
13013 - Exhibits Specialist III	34.89
13041 - Illustrator I	23.03
13042 - Illustrator II	28.52
13043 - Illustrator III	34.89
13047 - Librarian	31.59
13050 - Library Aide/Clerk	13.31
13054 - Library Information	28.52
Technology Systems	
Administrator	01 01
13058 - Library Technician	21.31
13061 - Media Specialist I	20.58
13062 - Media Specialist II	23.03
13063 - Media Specialist III	25.67

13071 - Photographer I		20.58
13072 - Photographer II		23.03
13073 - Photographer III		28.52
13074 - Photographer IV		34.89
13075 - Photographer V		40.72
13090 - Technical Order Library		16.72
Clerk		
13110 - Video Teleconference		20.58
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
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		
14150 - Peripheral Equipment	(500 1)	17.26
Operator		17.20
14160 - Personal Computer Support		27.57
Technician		21.51
		26.50
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		20 10
15010 - Aircrew Training Devices		28.40
Instructor (Non-Rated)		24.26
15020 - Aircrew Training Devices		34.36
Instructor (Rated)		
15030 - Air Crew Training Devices		37.82
Instructor (Pilot)		
15050 - Computer Based Training		28.40
Specialist / Instructor		
15060 - Educational Technologist		33.42
15070 - Flight Instructor (Pilot)		37.82
15080 - Graphic Artist		24.20
15085 - Maintenance Test Pilot Fixed		37.82
Jet/Prop		
15086 - Maintenance Test Pilot		37.82
Rotary Wing		
15088 - Non-Maintenance Test/Co-		37.82
Pilot		
15090 - Technical Instructor		26.33
15095 - Technical Instructor/Course		32.21
Developer		
15110 - Test Proctor		21.65

15120 Weter	21 65
15120 - Tutor	21.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.17
16030 - Counter Attendant	17.17
16040 - Dry Cleaner	20.55
16070 - Finisher Flatwork Machine	17.17
16090 - Presser Hand	17.17
16110 - Presser Machine Drycleaning	17.17
16130 - Presser Machine Shirts	17.17
16160 - Presser Machine Wearing	17.17
Apparel Laundry	± / • ± /
16190 - Sewing Machine Operator	21.78
16220 - Tailor	22.80
16250 - Washer Machine	18.05
19000 - Machine Tool Operation And	10.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.64
Room)	20.01
19040 - Tool And Die Maker	32.76
21000 - Materials Handling And Packing	52.70
Occupations	
21020 - Forklift Operator	18.13
21030 - Material Coordinator	23.52
21040 - Material Expediter	23.52
21050 - Material Handling Laborer	16.51
21071 - Order Filler	14.94
21080 - Production Line Worker (Food	18.13
Processing)	
21110 - Shipping Packer	19.75
21130 - Shipping/Receiving Clerk	19.75
21140 - Store Worker I	14.43
21150 - Stock Clerk	18.66
21210 - Tools And Parts Attendant	18.13
21410 - Warehouse Specialist	18.13
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.87
23019 - Aircraft Logs and Records	24.41
Technician	
23021 - Aircraft Mechanic I	29.32
23022 - Aircraft Mechanic II	30.87
23023 - Aircraft Mechanic III	32.51
23040 - Aircraft Mechanic Helper	21.14
23050 - Aircraft Painter	27.70
23060 - Aircraft Servicer	24.41
23070 - Aircraft Survival Flight	27.70
Equipment Technician	
23080 - Aircraft Worker	26.06

23091 - Aircrew Life Support	26.06
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.32
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.64
23120 - Bicycle Repairer	21.90
23125 - Cable Splicer	46.99
23130 - Carpenter Maintenance	23.61
23140 - Carpet Layer	25.31
23160 - Electrician Maintenance	31.56
23181 - Electronics Technician	25.31
Maintenance I	
23182 - Electronics Technician	26.90
Maintenance II	
23183 - Electronics Technician	28.48
Maintenance III	
23260 - Fabric Worker	23.71
23290 - Fire Alarm System Mechanic	28.21
23310 - Fire Extinguisher Repairer	22.11
23311 - Fuel Distribution System	28.21
Mechanic	
23312 - Fuel Distribution System	22.11
Operator	
23370 - General Maintenance Worker	21.26
23380 - Ground Support Equipment	29.32
Mechanic	
23381 - Ground Support Equipment	24.41
Servicer	
23382 - Ground Support Equipment	26.06
Worker	
23391 - Gunsmith I	22.11
23392 - Gunsmith II	25.31
23393 - Gunsmith III	28.48
23410 - Heating Ventilation And Air-	23.96
Conditioning	20.90
Mechanic	
23411 - Heating Ventilation And Air	25.23
Contidioning	20.20
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.58
23440 - Heavy Equipment Operator	25.08
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	26.90
23405 - Laboratory/Sherter Mechanic	16.51
23470 - Locksmith	26.90
23530 - Machinery Maintenance	30.95
Mechanic	50.95
23550 - Machinist Maintenance	21.69
25550 - Machinist Mathlellance	21.09

23580 - Maintenance Trades Helper	20.33
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.98
23593 - Metrology Technician III	31.57
23640 - Millwright	28.50
23710 - Office Appliance Repairer	26.90
23760 - Painter Maintenance	23.12
23790 - Pipefitter Maintenance	28.21
23810 - Plumber Maintenance	26.64
23820 - Pneudraulic Systems Mechanic	28.48
23850 - Rigger	28.48
23870 - Scale Mechanic	25.31
23890 - Sheet-Metal Worker	27.18
Maintenance	
23910 - Small Engine Mechanic	21.23
23931 - Telecommunications Mechanic	33.00
I	
23932 - Telecommunications Mechanic	34.75
II	
23950 - Telephone Lineman	28.21
23960 - Welder Combination	27.02
Maintenance	
23965 - Well Driller	26.63
23970 - Woodcraft Worker	28.48
23980 - Woodworker	22.11
24000 - Personal Needs Occupations	
24550 - Case Manager	18.18
24570 - Child Care Attendant	14.17
24580 - Child Care Center Clerk	17.66
24610 - Chore Aide	14.71
24620 - Family Readiness And Support	18.18
Services	
Coordinator	
24630 - Homemaker	18.18
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.07
25040 - Sewage Plant Operator	25.60
25070 - Stationary Engineer	30.07
25190 - Ventilation Equipment Tender	21.67
25210 - Water Treatment Plant	25.60
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.95
27007 - Baggage Inspector	14.78
27008 - Corrections Officer	27.14
27010 - Court Security Officer	28.00
27030 - Detection Dog Handler	19.34
27040 - Detention Officer	27.14
27070 - Firefighter	26.70

27101 - Guard I			14.78
27102 - Guard II			19.34
27131 - Police Officer I			31.36
27132 - Police Officer II			34.86
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			18.17
28042 - Carnival Equipment Repairer			19.58
28043 - Carnival Worker			13.99
28210 - Gate Attendant/Gate Tender			22.66
28310 - Lifequard			14.60
28350 - Park Attendant (Aide)			25.34
28510 - Recreation Aide/Health			18.49
Facility Attendant			
28515 - Recreation Specialist			29.43
28630 - Sports Official			20.18
28690 - Swimming Pool Operator			22.42
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.31
29020 - Hatch Tender			25.31
29030 - Line Handler			25.31
29041 - Stevedore I			23.71
29042 - Stevedore II			26.90
30000 - Technical Occupations			20.90
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(566	2)	40.29
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)			50.59
30021 - Archeological Technician I			20.34
30022 - Archeological Technician II			22.75
30023 - Archeological Technician III			28.18
30030 - Cartographic Technician			28.18
30040 - Civil Engineering Technician			27.69
30051 - Cryogenic Technician I			25.70
30052 - Cryogenic Technician II			28.39
30061 - Drafter/CAD Operator I			20.34
30062 - Drafter/CAD Operator II			22.75
30063 - Drafter/CAD Operator III			25.38
30064 - Drafter/CAD Operator IV			31.22
30081 - Engineering Technician I			18.35
30082 - Engineering Technician II			20.48
30083 - Engineering Technician III			23.00
30084 - Engineering Technician IV			28.53
30085 - Engineering Technician V			34.79
30086 - Engineering Technician VI			42.23
30090 - Environmental Technician			28.09
30095 - Evidence Control Specialist			23.21
30210 - Laboratory Technician			24.85

30221 - Latent Fingerprint			25.70
Technician I			
30222 - Latent Fingerprint			28.39
Technician II			
30240 - Mathematical Technician			28.18
30361 - Paralegal/Legal Assistant I			20.33
30362 - Paralegal/Legal Assistant II			25.19
30363 - Paralegal/Legal Assistant			30.81
III			
30364 - Paralegal/Legal Assistant IV			37.28
30375 - Petroleum Supply Specialist			28.39
30390 - Photo-Optics Technician			28.18
30395 - Radiation Control Technician			28.39
30461 - Technical Writer I			25.07
30462 - Technical Writer II			32.82
30463 - Technical Writer III			39.72
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			31.22
30502 - Weather Forecaster II			37.98
30620 - Weather Observer Combined	(see	2)	25.38
Upper Air Or	(000	_ /	20100
Surface Programs			
30621 - Weather Observer Senior	(see	2)	28.18
31000 - Transportation/Mobile	1266	2)	20.10
Equipment Operation Occupations			
			30.98
31010 - Airplane Pilot			
31020 - Bus Aide			16.23
31030 - Bus Driver			22.25
31043 - Driver Courier			16.97
31260 - Parking and Lot Attendant			14.59
31290 - Shuttle Bus Driver			19.15
31310 - Taxi Driver			20.19
31361 - Truckdriver Light			18.28
31362 - Truckdriver Medium			22.25
31363 - Truckdriver Heavy			25.41
31364 - Truckdriver Tractor-Trailer			25.41
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			13.73
99050 - Desk Clerk			14.53
99095 - Embalmer			25.60
			20.00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.26
I	
99252 - Laboratory Animal Caretaker	16.44
II	
99260 - Marketing Analyst	33.93
99310 - Mortician	25.60
99410 - Pest Controller	23.40
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.54
99711 - Recycling Specialist	23.20
99730 - Refuse Collector	17.86
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	17.73
99830 - Survey Party Chief	25.18
99831 - Surveying Aide	14.07
99832 - Surveying Technician	19.25
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	24.99
99842 - Vending Machine Repairer	20.26
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$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	r WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5559
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: Washington

Area: Washington Counties of Adams Ferry Garfield Grant Lincoln Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.99
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.09
01020 - Administrative Assistant		28.63
01035 - Court Reporter		17.57
01041 - Customer Service		13.89
Representative I		
01042 - Customer Service		15.63
Representative II		

01043 - Customer Service Representative III		17.05
01051 - Data Entry Operator I		13.90
01052 - Data Entry Operator II		15.17
01060 - Dispatcher Motor Vehicle		21.40
01070 - Document Preparation Clerk		13.99
01090 - Duplicating Machine Operator		13.99
01111 - General Clerk I		13.91
01112 - General Clerk II		15.18
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		11.94
01191 - Order Clerk I		12.85
01192 - Order Clerk II		14.02
01261 - Personnel Assistant		17.64
(Employment) I		17.04
01262 - Personnel Assistant		19.73
		19.15
(Employment) II 01263 - Personnel Assistant		21.99
		21.99
(Employment) III		00 E0
01270 - Production Control Clerk		23.52
01290 - Rental Clerk		14.99
01300 - Scheduler Maintenance		15.70
01311 - Secretary I		15.70
01312 - Secretary II		17.57
01313 - Secretary III		19.59
01320 - Service Order Dispatcher		20.09
01410 - Supply Technician		28.63
01420 - Survey Worker		17.04
01460 - Switchboard		15.26
Operator/Receptionist		1
01531 - Travel Clerk I		15.64
01532 - Travel Clerk II		16.82
01533 - Travel Clerk III		18.07
01611 - Word Processor I		14.78
01612 - Word Processor II		16.59
01613 - Word Processor III		18.57
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.28
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		20.50
05070 - Automotive Worker		20.50
05110 - Mobile Equipment Servicer		17.90
05130 - Motor Equipment Metal		23.06
		23.00
Mechanic		
Mechanic 05160 - Motor Equipment Metal Worker		20.50
Mechanic		
Mechanic 05160 - Motor Equipment Metal Worker		20.50

05250 - Motor Vehicle Upholstery	19.19
Worker	00 50
05280 - Motor Vehicle Wrecker	20.50
05310 - Painter Automotive	21.78
05340 - Radiator Repair Specialist	20.50
05370 - Tire Repairer	15.15
05400 - Transmission Repair	23.06
Specialist	
07000 - Food Preparation And Service	
Occupations	1 - 10
07010 - Baker	15.12
07041 - Cook I	16.27
07042 - Cook II	18.63
07070 - Dishwasher	14.21
07130 - Food Service Worker	13.52
07210 - Meat Cutter	18.06
07260 - Waiter/Waitress	15.71
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.45
09040 - Furniture Handler	17.28
09080 - Furniture Refinisher	25.45
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer Minor	22.74
09130 - Upholsterer	25.45
11000 - General Services And Support	
Occupations	1 (17
11030 - Cleaner Vehicles	16.17
11060 - Elevator Operator 11090 - Gardener	15.59
11090 - Gardener 11122 - Housekeeping Aide	23.23 16.07
11122 - Housekeeping Aide 11150 - Janitor	
11210 - Laborer Grounds Maintenance	16.07 18.77
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	14.37
11240 - Maid or Houseman 11260 - Pruner	14.37
11270 - Tractor Operator 11330 - Trail Maintenance Worker	21.75
11350 - Trail Maintenance worker 11360 - Window Cleaner	18.77 17.25
12000 - Health Occupations	11.20
12010 - Ambulance Driver	18.15
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	22.03
12012 - Certified Occupational	30.22
Therapist Assistant	50.22
12015 - Certified Physical Therapist	27.95
Assistant	21.JJ
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	45.06
12020 - EKG Technician	33.38
12035 - Electroneurodiagnostic	33.38
Technologist	

	10 15
12040 - Emergency Medical Technician	18.15
12071 - Licensed Practical Nurse I	19.70
12072 - Licensed Practical Nurse II	22.03
12073 - Licensed Practical Nurse III	24.55
12100 - Medical Assistant	18.47
12130 - Medical Laboratory	29.47
Technician	
12160 - Medical Record Clerk	18.45
12190 - Medical Record Technician	20.65
12195 - Medical Transcriptionist	19.65
12210 - Nuclear Medicine	48.40
Technologist	
12221 - Nursing Assistant I	12.12
12222 - Nursing Assistant II	13.62
12223 - Nursing Assistant III	14.86
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	20.82
12236 - Optical Technician	19.70
12250 - Pharmacy Technician	19.99
12280 - Phlebotomist	18.09
12305 - Radiologic Technologist	33.25
12311 - Registered Nurse I	23.90
12312 - Registered Nurse II	29.21
12313 - Registered Nurse II	29.21
Specialist	
12314 - Registered Nurse III	35.35
12315 - Registered Nurse III	35.35
Anesthetist	
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol	27.29
Testing)	
12320 - Substance Abuse Treatment	28.05
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.03
13012 - Exhibits Specialist II	28.52
13013 - Exhibits Specialist III	34.89
13041 - Illustrator I	23.03
13042 - Illustrator II	28.52
13043 - Illustrator III	34.89
13047 - Librarian	31.59
13050 - Library Aide/Clerk	14.31
13054 - Library Information	28.52
Technology Systems	
Administrator	
13058 - Library Technician	22.86
13061 - Media Specialist I	20.58
13062 - Media Specialist II	23.03
13063 - Media Specialist III	25.67

13071 - Photographer I		20.58
13072 - Photographer II		23.03
13073 - Photographer III		28.52
13074 - Photographer IV		34.89
13075 - Photographer V		40.72
13090 - Technical Order Library		18.36
Clerk		
13110 - Video Teleconference		20.58
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.26
14042 - Computer Operator II		19.31
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		23.92
14045 - Computer Operator V		26.49
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.58
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	(/	17.26
Operator		
14160 - Personal Computer Support		27.57
Technician		
14170 - System Support Specialist		26.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.40
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.36
Instructor (Rated)		
15030 - Air Crew Training Devices		37.82
Instructor (Pilot)		
15050 - Computer Based Training		28.40
Specialist / Instructor		
15060 - Educational Technologist		34.18
15070 - Flight Instructor (Pilot)		37.82
15080 - Graphic Artist		25.15
15085 - Maintenance Test Pilot Fixed		37.82
Jet/Prop		
15086 - Maintenance Test Pilot		37.82
Rotary Wing		
15088 - Non-Maintenance Test/Co-		37.82
Pilot		
15090 - Technical Instructor		28.29
15095 - Technical Instructor/Course		34.61
Developer		U 1 • U L
15110 - Test Proctor		22.84
TOTIO TESC FLOCIOL		22.04

	00.04
15120 - Tutor	22.84
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 74
16010 - Assembler	16.74
16030 - Counter Attendant	16.74
16040 - Dry Cleaner	19.14
16070 - Finisher Flatwork Machine	16.74
16090 - Presser Hand	16.74
16110 - Presser Machine Drycleaning	16.74
16130 - Presser Machine Shirts	16.74
16160 - Presser Machine Wearing	16.74
Apparel Laundry	10.01
16190 - Sewing Machine Operator	19.94
16220 - Tailor	20.74
16250 - Washer Machine	17.55
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.64
Room)	
19040 - Tool And Die Maker	32.76
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.13
21030 - Material Coordinator	23.52
21040 - Material Expediter	23.52
21050 - Material Handling Laborer	16.51
21071 - Order Filler	14.94
21080 - Production Line Worker (Food	18.13
Processing)	
21110 - Shipping Packer	19.92
21130 - Shipping/Receiving Clerk	19.92
21140 - Store Worker I	14.43
21150 - Stock Clerk	18.66
21210 - Tools And Parts Attendant	18.13
21410 - Warehouse Specialist	18.13
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23019 - Aircraft Logs and Records	22.75
Technician	
23021 - Aircraft Mechanic I	26.86
23022 - Aircraft Mechanic II	28.23
23023 - Aircraft Mechanic III	29.59
23040 - Aircraft Mechanic Helper	20.02
23050 - Aircraft Painter	25.50
23060 - Aircraft Servicer	22.75
23070 - Aircraft Survival Flight	25.50
Equipment Technician	
23080 - Aircraft Worker	24.12

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23091 - Aircrew Life Support	24.12
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.86
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.64
23120 - Bicycle Repairer	21.90
23125 - Cable Splicer	42.72
23130 - Carpenter Maintenance	23.61
23140 - Carpet Layer	25.07
23160 - Electrician Maintenance	33.88
23181 - Electronics Technician	25.07
Maintenance I	
23182 - Electronics Technician	26.64
Maintenance II	
23183 - Electronics Technician	28.21
Maintenance III	
23260 - Fabric Worker	23.48
23290 - Fire Alarm System Mechanic	28.21
23310 - Fire Extinguisher Repairer	21.90
23311 - Fuel Distribution System	28.21
Mechanic	
23312 - Fuel Distribution System	23.01
Operator	
23370 - General Maintenance Worker	21.26
23380 - Ground Support Equipment	26.86
Mechanic	
23381 - Ground Support Equipment	22.75
Servicer	
23382 - Ground Support Equipment	24.12
Worker	
23391 - Gunsmith I	21.90
23392 - Gunsmith II	25.07
23393 - Gunsmith III	28.21
23410 - Heating Ventilation And Air-	23.90
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.17
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	26.36
23460 - Instrument Mechanic	28.21
23465 - Laboratory/Shelter Mechanic	26.64
23470 - Laborer	16.51
23510 - Locksmith	26.64
23530 - Machinery Maintenance	30.95
Mechanic	
23550 - Machinist Maintenance	21.00
	21.00

23580 - Maintenance Trades Helper	20.33
23591 - Metrology Technician I	28.21
23592 - Metrology Technician II	29.70
23593 - Metrology Technician III	31.28
23640 - Millwright	28.50
23710 - Office Appliance Repairer	26.64
23760 - Painter Maintenance	21.30
23790 - Pipefitter Maintenance	28.21
23810 - Plumber Maintenance	26.64
23820 - Pneudraulic Systems Mechanic	28.21
23850 - Rigger	28.21
23870 - Scale Mechanic	25.07
23890 - Sheet-Metal Worker	26.86
Maintenance	0.1 0.0
23910 - Small Engine Mechanic	21.23
23931 - Telecommunications Mechanic	33.00
I	
23932 - Telecommunications Mechanic	34.75
II	0.0.01
23950 - Telephone Lineman	28.21
23960 - Welder Combination	28.27
Maintenance	
23965 - Well Driller	26.63
23970 - Woodcraft Worker	28.21
23980 - Woodworker	21.90
24000 - Personal Needs Occupations	
24550 - Case Manager	18.18
24570 - Child Care Attendant	14.17
24580 - Child Care Center Clerk	17.66
24610 - Chore Aide	14.71
24620 - Family Readiness And Support	18.18
Services	
Coordinator	10 10
24630 - Homemaker	18.18
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.55
25040 - Sewage Plant Operator	25.14
25070 - Stationary Engineer	29.55
25190 - Ventilation Equipment Tender	21.67
25210 - Water Treatment Plant	25.14
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.95
27007 - Baggage Inspector	19.21
27008 - Corrections Officer	27.14
27010 - Court Security Officer	28.00
_	
27030 - Detection Dog Handler	21.48
_	

27101 - Guard I		19.21
27102 - Guard II		21.48
27131 - Police Officer I		31.36
27132 - Police Officer II		34.86
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.17
28042 - Carnival Equipment Repairer		19.58
28043 - Carnival Worker		13.99
28210 - Gate Attendant/Gate Tender		22.00
28310 - Lifeguard		14.72
28350 - Park Attendant (Aide)		24.61
28510 - Recreation Aide/Health		17.95
Facility Attendant		
28515 - Recreation Specialist		29.43
28630 - Sports Official		19.59
28690 - Swimming Pool Operator		22.42
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.07
29020 - Hatch Tender		25.07
29030 - Line Handler		25.07
29041 - Stevedore I		23.48
29042 - Stevedore II		26.64
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)		
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		21.41
30022 - Archeological Technician II		23.96
30023 - Archeological Technician III		29.67
30030 - Cartographic Technician		29.67
30040 - Civil Engineering Technician		30.64
30051 - Cryogenic Technician I		32.86
30052 - Cryogenic Technician II		36.30
30061 - Drafter/CAD Operator I		21.41
30062 - Drafter/CAD Operator II		23.96
30063 - Drafter/CAD Operator III		26.71
30064 - Drafter/CAD Operator IV		32.86
30081 - Engineering Technician I		19.07
30082 - Engineering Technician II		21.41
30083 - Engineering Technician III		23.96
30084 - Engineering Technician IV		29.67
30085 - Engineering Technician V		36.30
30086 - Engineering Technician VI 30090 - Environmental Technician		43.92 29.67
30090 - Environmental Technician 30095 - Evidence Control Specialist		29.67
—		
30210 - Laboratory Technician		25.77

30221 - Latent Fingerprint			32.86
Technician I			
30222 - Latent Fingerprint			36.30
Technician II			
30240 - Mathematical Technician			29.67
30361 - Paralegal/Legal Assistant I			20.33
30362 - Paralegal/Legal Assistant II			25.19
30363 - Paralegal/Legal Assistant			30.81
III			
30364 - Paralegal/Legal Assistant IV			37.28
30375 - Petroleum Supply Specialist			36.30
30390 - Photo-Optics Technician			29.67
30395 - Radiation Control Technician			36.30
30461 - Technical Writer I			27.58
30462 - Technical Writer II			36.10
30463 - Technical Writer III			43.69
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			20.00
30501 - Weather Forecaster I			32.86
30502 - Weather Forecaster II			39.98
30620 - Weather Observer Combined	(see	2)	26.71
Upper Air Or	(200	_ /	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	29.67
31000 - Transportation/Mobile	(000	- /	23.07
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			15.95
31030 - Bus Driver			21.89
31043 - Driver Courier			16.97
31260 - Parking and Lot Attendant			14.59
31290 - Shuttle Bus Driver			19.15
31310 - Taxi Driver			20.60
31361 - Truckdriver Light			18.28
5			20.75
31362 - Truckdrizzor Modium			
31362 - Truckdriver Medium			
31363 - Truckdriver Heavy			25.41
31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer			
31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations			25.41 25.41
 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 			25.41 25.41 15.10
<pre>31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			25.41 25.41 15.10 13.73
 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 			25.41 25.41 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.26
I	
99252 - Laboratory Animal Caretaker	16.44
II	
99260 - Marketing Analyst	29.85
99310 - Mortician	25.60
99410 - Pest Controller	23.40
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	23.01
99711 - Recycling Specialist	24.35
99730 - Refuse Collector	21.24
99810 - Sales Clerk	14.86
99820 - School Crossing Guard	19.02
99830 - Survey Party Chief	25.18
99831 - Surveying Aide	14.07
99832 - Surveying Technician	19.25
99840 - Vending Machine Attendant	20.26
99841 - Vending Machine Repairer	24.99
99842 - Vending Machine Repairer	20.26
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$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	C U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labo	or WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5561
Daniel W. Simms Division of	Revision No.: 18
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: Washington

Area: Washington County of Walla Walla

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.09
01012 - Accounting Clerk II		19.19
01013 - Accounting Clerk III		21.47
01020 - Administrative Assistant		23.29
01035 - Court Reporter		18.59
01041 - Customer Service		13.49
Representative I		
01042 - Customer Service		15.17
Representative II		

01043 - Customer Service Representative III		16.55
01051 - Data Entry Operator I		13.50
01052 - Data Entry Operator II		14.74
01060 - Dispatcher Motor Vehicle		18.77
01070 - Document Preparation Clerk		14.74
01090 - Duplicating Machine Operator		14.74
01111 - General Clerk I		14.68
01112 - General Clerk II		16.02
01113 - General Clerk III		18.00
01120 - Housing Referral Assistant		20.63
01141 - Messenger Courier		12.02
01191 - Order Clerk I		13.50
01192 - Order Clerk II		14.74
01261 - Personnel Assistant		17.21
(Employment) I		⊥/•∠⊥
01262 - Personnel Assistant		19.25
(Employment) II		17.25
01263 - Personnel Assistant		21.47
(Employment) III		21.4/
01270 - Production Control Clerk		26.54
01290 - Rental Clerk		16.52
01300 - Scheduler Maintenance		16.55
01311 - Secretary I		16.55
01312 - Secretary II		18.51
—		20.63
01313 - Secretary III 01320 - Secretary Dispetcher		18.84
01320 - Service Order Dispatcher		23.29
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		18.51
		15.10
Operator/Receptionist		14 04
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		15.95
01533 - Travel Clerk III		17.09
01611 - Word Processor I		15.07
01612 - Word Processor II		16.91
01613 - Word Processor III		18.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		20.08
Fiberglass		10 00
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.82
05070 - Automotive Worker		17.82
05110 - Mobile Equipment Servicer		15.82
05130 - Motor Equipment Metal		20.08
Mechanic		1
05160 - Motor Equipment Metal Worker		17.82
05190 - Motor Vehicle Mechanic		20.08
		1 4 0 0
05220 - Motor Vehicle Mechanic Helper		14.82

05250 - Motor Vehicle Upholstery	16.81
Worker	1 7 00
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter Automotive	18.93
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	15.43
05400 - Transmission Repair	20.08
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.95
07041 - Cook I	16.91
07042 - Cook II	19.41
07070 - Dishwasher	13.68
07130 - Food Service Worker	14.78
07210 - Meat Cutter	19.26
07260 - Waiter/Waitress	15.17
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.69
09040 - Furniture Handler	16.29
09080 - Furniture Refinisher	25.69
09090 - Furniture Refinisher Helper	19.57
09110 - Furniture Repairer Minor	22.59
09130 - Upholsterer	25.69
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.76
11060 - Elevator Operator	15.81
11090 - Gardener	21.38
11122 - Housekeeping Aide	16.62
11150 - Janitor	16.62
11210 - Laborer Grounds Maintenance	16.57
11240 - Maid or Houseman	14.05
11260 - Pruner	14.96
11270 - Tractor Operator	19.81
11330 - Trail Maintenance Worker	16.57
11360 - Window Cleaner	18.04
12000 - Health Occupations	
12010 - Ambulance Driver	25.65
12011 - Breath Alcohol Technician	25.65
12012 - Certified Occupational	35.19
Therapist Assistant	
12015 - Certified Physical Therapist	35.19
Assistant	
12020 - Dental Assistant	22.43
12025 - Dental Hygienist	44.91
12030 - EKG Technician	38.87
12035 - Electroneurodiagnostic	38.87
Technologist	

12040 - Emergency Medical Technician	25.65
12071 - Licensed Practical Nurse I	22.94
12072 - Licensed Practical Nurse II	25.65
12073 - Licensed Practical Nurse III	28.59
12100 - Medical Assistant	17.48
12130 - Medical Laboratory	24.39
Technician	
12160 - Medical Record Clerk	18.24
12190 - Medical Record Technician	20.41
12195 - Medical Transcriptionist	22.94
12210 - Nuclear Medicine	56.37
Technologist	
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.36
12223 - Nursing Assistant III	14.57
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	20.97
12236 - Optical Technician	22.94
12250 - Pharmacy Technician	21.71
12280 - Phlebotomist	21.01
12305 - Radiologic Technologist	37.02
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II	36.10
Specialist	
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III	43.68
Anesthetist	
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol	31.78
Testing)	
12320 - Substance Abuse Treatment	23.13
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.61
13012 - Exhibits Specialist II	26.76
13013 - Exhibits Specialist III	32.74
13041 - Illustrator I	21.61
13042 - Illustrator II	26.76
13043 - Illustrator III	32.74
13047 - Librarian	29.64
13050 - Library Aide/Clerk	17.13
13054 - Library Information	26.76
Technology Systems	
Administrator	
13058 - Library Technician	18.10
13061 - Media Specialist I	19.31
13062 - Media Specialist II	21.61
13063 - Media Specialist III	24.09

13071 - Photographer I		19.24
13072 - Photographer II		21.52
13073 - Photographer III		26.66
13074 - Photographer IV		32.61
13075 - Photographer V		39.46
13090 - Technical Order Library		19.69
Clerk		
13110 - Video Teleconference		19.31
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		20.09
14042 - Computer Operator II		22.48
14043 - Computer Operator III		25.06
14044 - Computer Operator IV		27.84
14045 - Computer Operator V		30.84
14071 - Computer Programmer I	(see 1)	22.85
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)	20.09
Operator		20.00
14160 - Personal Computer Support		27.84
Technician		2,.01
14170 - System Support Specialist		30.84
15000 - Instructional Occupations		00.01
15010 - Aircrew Training Devices		30.62
Instructor (Non-Rated)		00.02
15020 - Aircrew Training Devices		37.04
Instructor (Rated)		07.01
15030 - Air Crew Training Devices		44.39
Instructor (Pilot)		11.00
15050 - Computer Based Training		30.62
Specialist / Instructor		50.02
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15070 - Fright Instructor (Fridt) 15080 - Graphic Artist		29.87
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		44.39
Jet/Prop		77.09
15086 - Maintenance Test Pilot		44.39
Rotary Wing		11.09
15088 - Non-Maintenance Test/Co-		44.39
Pilot		44.09
15090 - Technical Instructor		28.87
15095 - Technical Instructor/Course		35.32
Developer		00 01
15110 - Test Proctor		23.31

	00.01
15120 - Tutor	23.31
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	1 - 1 0
	15.19
16030 - Counter Attendant	15.19
16040 - Dry Cleaner	17.35
16070 - Finisher Flatwork Machine	15.19
16090 - Presser Hand	15.19
16110 - Presser Machine Drycleaning	15.19
16130 - Presser Machine Shirts	15.19
16160 - Presser Machine Wearing	15.19
Apparel Laundry	10 07
16190 - Sewing Machine Operator	18.07
16220 - Tailor	18.79
16250 - Washer Machine	15.91
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.20
Room)	
19040 - Tool And Die Maker	33.63
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.01
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	16.91
21071 - Order Filler	14.54
21080 - Production Line Worker (Food	18.01
Processing)	
21110 - Shipping Packer	20.10
21130 - Shipping/Receiving Clerk	20.10
21140 - Store Worker I	14.47
21150 - Stock Clerk	18.38
21210 - Tools And Parts Attendant	18.01
21410 - Warehouse Specialist	18.01
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.34
23019 - Aircraft Logs and Records	23.93
Technician	
23021 - Aircraft Mechanic I	28.85
23022 - Aircraft Mechanic II	30.34
23023 - Aircraft Mechanic III	31.97
23040 - Aircraft Mechanic Helper	20.63
23050 - Aircraft Painter	27.20
23060 - Aircraft Servicer	23.93
23070 - Aircraft Survival Flight	27.20
Equipment Technician	
23080 - Aircraft Worker	25.57

23091 - Aircrew Life Support	25.57
Equipment (ALSE) Mechanic	23.57
T	
23092 - Aircrew Life Support	28.85
	20.03
Equipment (ALSE) Mechanic	
	27.06
23110 - Appliance Mechanic	27.06
23120 - Bicycle Repairer	21.03
23125 - Cable Splicer	39.41
23130 - Carpenter Maintenance	23.12
23140 - Carpet Layer	24.65
23160 - Electrician Maintenance	30.86
23181 - Electronics Technician	29.76
Maintenance I	
23182 - Electronics Technician	31.66
Maintenance II	
23183 - Electronics Technician	33.58
Maintenance III	
23260 - Fabric Worker	23.93
23290 - Fire Alarm System Mechanic	28.85
23310 - Fire Extinguisher Repairer	22.28
23311 - Fuel Distribution System	28.85
Mechanic	
23312 - Fuel Distribution System	22.28
Operator	
23370 - General Maintenance Worker	22.67
23380 - Ground Support Equipment	28.85
Mechanic	
23381 - Ground Support Equipment	23.93
Servicer	
23382 - Ground Support Equipment	25.57
Worker	
23391 - Gunsmith I	22.28
23392 - Gunsmith II	25.57
23393 - Gunsmith III	28.85
23410 - Heating Ventilation And Air-	26.45
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.83
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.85
23440 - Heavy Equipment Operator	27.78
23460 - Instrument Mechanic	28.98
23465 - Laboratory/Shelter Mechanic	27.20
23470 - Laborer	16.91
23510 - Locksmith	25.69
23530 - Machinery Maintenance	30.88
Mechanic	50.00
23550 - Machinist Maintenance	27.57
25550 - Machinist Maintenance	21.01

23580 - Maintenance Trades Helper	20.42
23591 - Metrology Technician I	28.98
23592 - Metrology Technician II	30.47
23593 - Metrology Technician III	32.12
23640 - Millwright	30.04
23710 - Office Appliance Repairer	27.01
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	36.35
23810 - Plumber Maintenance	34.28
23820 - Pneudraulic Systems Mechanic	28.85
23850 - Rigger	28.85
23870 - Scale Mechanic	25.57
23890 - Sheet-Metal Worker	28.85
Maintenance	
23910 - Small Engine Mechanic	24.15
23931 - Telecommunications Mechanic	27.24
I	
23932 - Telecommunications Mechanic	28.66
II	
23950 - Telephone Lineman	28.85
23960 - Welder Combination	22.37
Maintenance	
23965 - Well Driller	28.85
23970 - Woodcraft Worker	28.85
23980 - Woodworker	22.28
24000 - Personal Needs Occupations	
24550 - Case Manager	20.39
24570 - Child Care Attendant	13.73
24580 - Child Care Center Clerk	17.17
24610 - Chore Aide	14.85
24620 - Family Readiness And Support	20.39
Services	
Coordinator	
24630 - Homemaker	20.39
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.15
25040 - Sewage Plant Operator	26.72
25070 - Stationary Engineer	28.15
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant	26.72
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.01
27007 - Baggage Inspector	17.64
27008 - Corrections Officer	30.30
27010 - Court Security Officer	30.30
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	30.30
27070 - Firefighter	30.30

27101 - Guard I			
			17.64
27102 - Guard II			22.01
27131 - Police Officer I			32.08
27132 - Police Officer II			35.64
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			17.20
28042 - Carnival Equipment Repairer			18.38
28043 - Carnival Worker			12.89
28210 - Gate Attendant/Gate Tender			17.51
28310 - Lifeguard			15.60
28350 - Park Attendant (Aide)			19.59
28510 - Recreation Aide/Health			14.30
Facility Attendant			
28515 - Recreation Specialist			24.27
28630 - Sports Official			15.60
28690 - Swimming Pool Operator			23.55
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.81
29020 - Hatch Tender			27.81
29030 - Line Handler			27.81
29041 - Stevedore I			25.82
29042 - Stevedore II			29.78
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)	(_ /	
Spectalloc Statler, (
30012 - Air Traffic Control			30.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)			30.59
Specialist Terminal (HFO) (see 2)			
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I			16.14
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II			16.14 18.43
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III			16.14 18.43 24.07
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			16.14 18.43 24.07 25.48
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			16.14 18.43 24.07 25.48 24.78
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			16.14 18.43 24.07 25.48 24.78 21.24
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			16.14 18.43 24.07 25.48 24.78 21.24 23.46
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			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14
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			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43
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			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55
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			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77
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			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77 16.35
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			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77 16.35 18.35
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30030 - Cartographic Technician III 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			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77 16.35 18.35 20.53
<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 III 30084 - Engineering Technician IV</pre>			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77 16.35 18.35 20.53 20.53 25.43
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 III 30084 - Engineering Technician IV 30085 - Engineering Technician V			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77 16.35 18.35 20.53 25.43 31.11
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 30085 - Engineering Technician V			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77 16.35 18.35 20.53 25.43 31.11 38.46
<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 III 30084 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician V 30090 - Environmental Technician</pre>			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77 16.35 18.35 20.53 25.43 31.11 38.46 22.34
<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>			16.14 18.43 24.07 25.48 24.78 21.24 23.46 16.14 18.43 20.55 24.77 16.35 18.35 20.53 25.43 31.11 38.46

30221 - Latent Fingerprint	21.24
Technician I	
30222 - Latent Fingerprint	23.46
Technician II	
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	19.55
30362 - Paralegal/Legal Assistant II	24.22
30363 - Paralegal/Legal Assistant	29.63
III	
30364 - Paralegal/Legal Assistant IV	35.85
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
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	20.00
30501 - Weather Forecaster I	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer Combined (see 2)	20.55
	20.00
Unper Air Or	
Upper Air Or Surface Programs	
Surface Programs	20 75
Surface Programs30621 - Weather Observer Senior(see 2)	20.75
Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	20.75
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 14.49
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 14.49 20.09
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 14.49 20.09 15.05
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 14.49 20.09 15.05 13.37
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 14.49 20.09 15.05 13.37 17.88
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	30.98 14.49 20.09 15.05 13.37 17.88 18.69
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 14.49 20.09 15.05 13.37 17.88 18.69 16.25
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	30.98 14.49 20.09 15.05 13.37 17.88 18.69 16.25 17.46
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 14.49 20.09 15.05 13.37 17.88 18.69 16.25 17.46 21.47
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	30.98 14.49 20.09 15.05 13.37 17.88 18.69 16.25 17.46
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 14.49 20.09 15.05 13.37 17.88 18.69 16.25 17.46 21.47 21.47
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 14.49 20.09 15.05 13.37 17.88 18.69 16.25 17.46 21.47 21.47 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 14.49 20.09 15.05 13.37 17.88 18.69 16.25 17.46 21.47 21.47 15.10 13.70
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 14.49 20.09 15.05 13.37 17.88 18.69 16.25 17.46 21.47 21.47 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	20.01
I	
99252 - Laboratory Animal Caretaker	21.60
II	
99260 - Marketing Analyst	30.18
99310 - Mortician	25.60
99410 - Pest Controller	23.20
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.73
99711 - Recycling Specialist	20.01
99730 - Refuse Collector	15.41
99810 - Sales Clerk	15.07
99820 - School Crossing Guard	15.41
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	20.01
99841 - Vending Machine Repairer	24.80
99842 - Vending Machine Repairer	20.01
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 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" 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.: 2015-5563
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.

States: Oregon Washington

Area: Oregon Counties of Clackamas Columbia Multnomah Washington Yamhill

Washington Counties of Clark Skamania

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.59
01012 - Accounting Clerk II		19.75
01013 - Accounting Clerk III		22.09
01020 - Administrative Assistant		30.46
01035 - Court Reporter		19.88
01041 - Customer Service		15.49
Representative I		

01042 - Customer Service	16.90
Representative II	1000
01043 - Customer Service Representative III	18.97
01051 - Data Entry Operator I	16.51
01052 - Data Entry Operator II	17.98
01060 - Dispatcher Motor Vehicle	22.28
01070 - Document Preparation Clerk	19.14
01090 - Duplicating Machine Operator	19.14
01111 - General Clerk I	15.33
01112 - General Clerk II	16.73
01113 - General Clerk III	18.78
01120 - Housing Referral Assistant	21.86
01141 - Messenger Courier	18.97
01191 - Order Clerk I	17.07
01192 - Order Clerk II	18.63
01261 - Personnel Assistant	17.88
(Employment) I	
01262 - Personnel Assistant	19.99
(Employment) II	
01263 - Personnel Assistant	22.29
(Employment) III	
01270 - Production Control Clerk	24.42
01290 - Rental Clerk	15.98
01300 - Scheduler Maintenance	17.53
01311 - Secretary I	17.53
01312 - Secretary II	19.61
01313 - Secretary III	21.86
01320 - Service Order Dispatcher	19.92
01410 - Supply Technician	30.46
01420 - Survey Worker	21.21
01460 - Switchboard	16.45
Operator/Receptionist	
01531 - Travel Clerk I	17.88
01532 - Travel Clerk II	19.45
01533 - Travel Clerk III	20.93
01611 - Word Processor I	18.72
01612 - Word Processor II	21.02
01613 - Word Processor III	23.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.80
Fiberglass	
05010 - Automotive Electrician	
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal	23.83
Mechanic	
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83

05220 - Motor Vehicle Mechanic	17.64
Helper	
05250 - Motor Vehicle Upholstery	19.97
Worker	
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	17.47
05400 - Transmission Repair	23.83
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.17
07041 - Cook I	17.28
07042 - Cook II	19.64
07070 - Dishwasher	14.04
07130 - Food Service Worker	14.64
07210 - Meat Cutter	19.18
07260 - Waiter/Waitress	13.85
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.63
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.62
09110 - Furniture Repairer Minor	15.32
09130 - Upholsterer	16.58
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.47
11060 - Elevator Operator	15.30
11090 - Gardener	
	22.46
11122 - Housekeeping Aide	22.46 15.30
11122 - Housekeeping Aide 11150 - Janitor	
	15.30
11150 - Janitor	15.30 15.30
11150 - Janitor 11210 - Laborer Grounds Maintenance	15.30 15.30 17.72
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	15.30 15.30 17.72 14.53
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	15.30 15.30 17.72 14.53 16.18
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	15.30 15.30 17.72 14.53 16.18 20.92
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	15.30 15.30 17.72 14.53 16.18 20.92 17.72
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner</pre>	15.30 15.30 17.72 14.53 16.18 20.92 17.72
<pre>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>	15.30 15.30 17.72 14.53 16.18 20.92 17.72 16.75
<pre>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>	15.30 15.30 17.72 14.53 16.18 20.92 17.72 16.75 24.16
<pre>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>	15.30 15.30 17.72 14.53 16.18 20.92 17.72 16.75 24.16 25.22
<pre>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>	15.30 15.30 17.72 14.53 16.18 20.92 17.72 16.75 24.16 25.22
<pre>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>	15.30 15.30 17.72 14.53 16.18 20.92 17.72 16.75 24.16 25.22 30.67
<pre>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>	15.30 15.30 17.72 14.53 16.18 20.92 17.72 16.75 24.16 25.22 30.67
<pre>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>	15.30 15.30 17.72 14.53 16.18 20.92 17.72 16.75 24.16 25.22 30.67 30.08
<pre>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>	15.30 15.30 17.72 14.53 16.18 20.92 17.72 16.75 24.16 25.22 30.67 30.08 23.78

12035 - Electroneurodiagnostic	40.66
Technologist	04 1 6
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	22.55
12072 - Licensed Practical Nurse II	25.22
12073 - Licensed Practical Nurse III	28.12
12100 - Medical Assistant	21.15
12130 - Medical Laboratory	30.87
Technician	
12160 - Medical Record Clerk	22.65
12190 - Medical Record Technician	25.34
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine	45.48
Technologist	
12221 - Nursing Assistant I	12.82
12222 - Nursing Assistant II	14.42
12223 - Nursing Assistant III	15.73
12224 - Nursing Assistant IV	17.66
12235 - Optical Dispenser	24.64
12236 - Optical Technician	18.76
12250 - Pharmacy Technician	21.18
12280 - Phlebotomist	19.75
12305 - Radiologic Technologist	38.78
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II	35.53
Specialist	
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III	42.99
Anesthetist	
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol	31.25
Testing)	
12320 - Substance Abuse Treatment	28.32
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.08
13012 - Exhibits Specialist II	28.59
13013 - Exhibits Specialist III	34.97
13041 - Illustrator I	21.16
13042 - Illustrator II	26.22
13043 - Illustrator III	32.06
13047 - Librarian	33.55
13050 - Library Aide/Clerk	19.45
13054 - Library Information	30.29
Technology Systems	
Administrator	
13058 - Library Technician	21.90
13061 - Media Specialist I	21.86

13062 - Media Specialist II			24.35
13063 - Media Specialist III			27.26
13071 - Photographer I			17.66
13072 - Photographer II			19.76
13073 - Photographer III			24.47
13074 - Photographer IV			29.94
13075 - Photographer V			36.23
13090 - Technical Order Library			24.42
Clerk			
13110 - Video Teleconference			22.94
Technician			
14000 - Information Technology			
Occupations			
14041 - Computer Operator I			18.27
14042 - Computer Operator II			20.44
14043 - Computer Operator III			22.78
14044 - Computer Operator IV			25.31
14045 - Computer Operator V			28.04
14071 - Computer Programmer I	(see	1)	23.72
14072 - Computer Programmer II	(see		
14073 - Computer Programmer III	(see		
14074 - Computer Programmer IV	(see	•	
14101 - Computer Systems Analyst I	(see	-	
14102 - Computer Systems Analyst II	(see		
14103 - Computer Systems Analyst III	(see		
14150 - Peripheral Equipment	(000	± /	18.27
Operator			10.17
14160 - Personal Computer Support			25.31
Technician			20.01
14170 - System Support Specialist			28.91
15000 - Instructional Occupations			20.91
15010 - Aircrew Training Devices			33.05
Instructor (Non-Rated)			00.00
15020 - Aircrew Training Devices			39.99
Instructor (Rated)			00.00
15030 - Air Crew Training Devices			47.93
Instructor (Pilot)			11.55
15050 - Computer Based Training			33.05
Specialist / Instructor			55.05
15060 - Educational Technologist			43.19
15070 - Flight Instructor (Pilot)			47.93
15080 - Graphic Artist			27.75
15085 - Maintenance Test Pilot Fixed			47.93
Jet/Prop			11.00
15086 - Maintenance Test Pilot			47.93
Rotary Wing			11.95
15088 - Non-Maintenance Test/Co-			47.93
-			41.30
Pilot 15090 - Technical Instructor			25 70
15090 - Technical Instructor			25.78

15095 - Technical Instructor/Course	31.54
Developer	
15110 - Test Proctor	20.81
15120 - Tutor	20.81
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	15.22
16030 - Counter Attendant	15.22
16040 - Dry Cleaner	17.39
16070 - Finisher Flatwork Machine	15.22
16090 - Presser Hand	15.22
16110 - Presser Machine Drycleaning	15.22
16130 - Presser Machine Shirts	15.22
16160 - Presser Machine Wearing	15.22
Apparel Laundry	
16190 - Sewing Machine Operator	18.11
16220 - Tailor	18.83
16250 - Washer Machine	15.95
19000 - Machine Tool Operation And	10.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.87
Room)	21.01
19040 - Tool And Die Maker	33.85
21000 - Materials Handling And Packing	55.05
Occupations	
21020 - Forklift Operator	20.97
21020 - Material Coordinator	24.42
21040 - Material Expediter	24.42
21050 - Material Handling Laborer	16.63
21071 - Order Filler	16.56
21071 Older Filler 21080 - Production Line Worker (Food	20.97
Processing)	20.97
21110 - Shipping Packer	18.42
21130 - Shipping Receiving Clerk	18.42
21140 - Store Worker I	14.85
21140 Stole Worker 1 21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	20.97
21410 - Warehouse Specialist	20.97
23000 - Mechanics And Maintenance And	20.57
Repair Occupations	
23010 - Aerospace Structural Welder	32.88
23019 - Aircraft Logs and Records	26.15
Technician	20.10
23021 - Aircraft Mechanic I	31.20
23022 - Aircraft Mechanic II	32.88
23022 - Aircraft Mechanic III	34.56
23040 - Aircraft Mechanic Helper	22.76
23040 - Aircraft Painter	22.70
23050 - Aircraft Painter 23060 - Aircraft Servicer	29.52
25000 - AIICIAIL SEIVICEI	20.10

23070 - Aircraft Survival Flight	29.52
Equipment Technician	29.52
23080 - Aircraft Worker	27.81
23091 - Aircrew Life Support	27.81
	27.01
Equipment (ALSE) Mechanic	
I 22002 Dimensi Life Summent	31.20
23092 - Aircrew Life Support	31.20
Equipment (ALSE) Mechanic	
II 22110 Amplianas Mashania	20.17
23110 - Appliance Mechanic	15.12
23120 - Bicycle Repairer	
23125 - Cable Splicer	48.15
23130 - Carpenter Maintenance	27.71
23140 - Carpet Layer	24.00
23160 - Electrician Maintenance	38.97
23181 - Electronics Technician	27.29
Maintenance I	~~ ~~
23182 - Electronics Technician	28.99
Maintenance II	0.0 6.4
23183 - Electronics Technician	30.64
Maintenance III	
23260 - Fabric Worker	22.59
23290 - Fire Alarm System Mechanic	30.07
23310 - Fire Extinguisher Repairer	24.59
23311 - Fuel Distribution System	31.76
Mechanic	
23312 - Fuel Distribution System	24.88
Operator	04 40
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment	31.20
Mechanic	0.6.4.5
23381 - Ground Support Equipment	26.15
Servicer	0 - 0 4
23382 - Ground Support Equipment	27.81
Worker	
23391 - Gunsmith I	24.59
23392 - Gunsmith II	27.95
23393 - Gunsmith III	31.39
23410 - Heating Ventilation And Air-	27.37
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.84
Contidioning	28.84
Contidioning Mechanic (Research Facility)	
Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic	30.36
Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	30.36 30.93
Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	30.36 30.93 30.39
Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic	30.36 30.93 30.39 29.70
Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	30.36 30.93 30.39

23530 - Machinery Maintenance 30.05 Mechanic 23550 - Machinist Maintenance 25.34 23580 - Maintenance Trades Helper 17.02 23591 - Metrology Technician I 30.35 23592 - Metrology Technician II 32.03 23593 - Metrology Technician III 33.66 23640 - Millwright 34.09 23710 - Office Appliance Repairer 20.89 23760 - Painter Maintenance 36.12 23800 - Pipefitter Maintenance 36.12 23810 - Plumber Maintenance 36.12 23810 - Plumber Maintenance 36.12 23810 - Scale Mechanic 27.95 23800 - Sheet-Metal Worker 30.24 Maintenance 23910 - Small Engine Mechanic 19.35 23910 - Small Engine Mechanic 32.53 11 23950 - Telephone Lineman 28.13 23950 - Telephone Lineman 24.02 Maintenance 24.02 23960 - Welder Combination 24.02 Maintenance 24.02 23960 - Woldraft Worker 31.39 23970 - Cooldare Attendant 18.94		
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23580 - Maintenance Trades Helper 17.02 23591 - Metrology Technician I 30.39 23592 - Metrology Technician III 32.66 23640 - Millwright 34.09 23710 - Office Appliance Repairer 20.89 23760 - Painter Maintenance 20.04 23760 - Piepfitter Maintenance 36.12 23820 - Pheudraulic Systems Mechanic 31.39 23820 - Sheet-Metal Worker 30.24 Maintenance 30.24 Maintenance 30.86 23931 - Telecommunications Mechanic 19.35 23932 - Telecommunications Mechanic 32.53 II 23950 - Telephone Lineman 28.13 23950 - Telephone Lineman 28.13 23950 - Welder Combination 24.02 Maintenance 31.39 23800 - Woodworker 24.59 24000 - Personal Needs Occupations 24.59 24550 - Case Manager 18.94 24570 - Child Care Attendant 14.48 24580 - Child Care Center Clerk 18.94 24570 - Child Care Center Clerk 18.94 24500 - Plant And System Operations 25010 - Boiler Tender		05.04
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23760 - Painter Maintenance 20.04 23790 - Pipefitter Maintenance 38.17 23810 - Plumber Maintenance 36.12 23820 - Pneudraulic Systems Mechanic 31.39 23850 - Rigger 31.21 23870 - Scale Mechanic 27.95 23890 - Sheet-Metal Worker 30.24 Maintenance 19.35 23931 - Telecommunications Mechanic 19.35 23950 - Telephone Lineman 28.13 23960 - Welder Combination 24.02 Maintenance 23977 23970 - Woodcraft Worker 21.39 23980 - Woodworker 29.77 23970 - Velephone Lineman 28.13 23970 - Woodcraft Worker 31.39 23980 - Woodworker 24.02 24000 - Personal Needs Occupations 24.59 24000 - Personal Needs Occupations 24550 24550 - Case Manager 18.94 24570 - Child Care Attendant 14.48 24580 - Child Care Center Clerk 18.94 25000 - Plant And System Operations 25040 Cocupations 25040 - Sewage Plant Operator 33.02 25040 - Sewage Plant Operator	23640 - Millwright	34.09
23790 - Pipefitter Maintenance 38.17 23810 - Plumber Maintenance 36.12 23820 - Pneudraulic Systems Mechanic 31.39 23850 - Rigger 31.21 23870 - Scale Mechanic 27.95 23890 - Sheet-Metal Worker 30.24 Maintenance 23910 - Small Engine Mechanic 19.35 23931 - Telecommunications Mechanic 30.86 I	23710 - Office Appliance Repairer	20.89
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24630 - Homemaker 18.94 25000 - Plant And System Operations 0 Occupations 35.30 25010 - Boiler Tender 35.30 25040 - Sewage Plant Operator 33.02 25070 - Stationary Engineer 35.30 25190 - Ventilation Equipment Tender 25.78 25210 - Water Treatment Plant 33.02 Operator 33.02 27000 - Protective Service Occupations 31.43 27004 - Alarm Monitor 31.43 27007 - Baggage Inspector 15.00 27008 - Corrections Officer 34.39		
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27007 - Baggage Inspector 15.00 27008 - Corrections Officer 34.39	_	21 / 2
27008 - Corrections Officer 34.39		
27010 - Court Security Officer 37.86		
	27010 - Court Security Officer	31.86

27030 - Detection Dog Handler		16.79
27040 - Detention Officer		34.39
27070 - Firefighter		41.34
27101 - Guard I		15.00
27102 - Guard II		16.79
27131 - Police Officer I		35.63
27132 - Police Officer II		39.60
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.26
28042 - Carnival Equipment Repairer		19.71
28043 - Carnival Worker		14.20
28210 - Gate Attendant/Gate Tender		20.49
28310 - Lifeguard		12.66
28350 - Park Attendant (Aide)		22.92
28510 - Recreation Aide/Health		16.73
Facility Attendant		
28515 - Recreation Specialist		28.40
28630 - Sports Official		18.25
28690 - Swimming Pool Operator		22.41
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		32.38
29020 - Hatch Tender		32.38
29030 - Line Handler		32.38
29041 - Stevedore I		30.48
29042 - Stevedore II		34.41
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	42.99
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	29.64
Specialist Station (HFO)		
30012 - Air Traffic Control		32.64
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		18.60
30022 - Archeological Technician II		20.81
30023 - Archeological Technician III		25.78
30030 - Cartographic Technician		25.78
30040 - Civil Engineering Technician		34.41
30051 - Cryogenic Technician I		28.55
30052 - Cryogenic Technician II		31.53
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.19
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		16.52
30082 - Engineering Technician II		18.54
30083 - Engineering Technician III		20.74
30084 - Engineering Technician IV		25.76
30085 - Engineering Technician V		31.76
30086 - Engineering Technician VI		38.03

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30090 - Environmental Technician		30.04
30095 - Evidence Control Specialist		25.78
30210 - Laboratory Technician		21.24
30221 - Latent Fingerprint		34.18
Technician I		
30222 - Latent Fingerprint		37.75
Technician II		
30240 - Mathematical Technician		34.09
30361 - Paralegal/Legal Assistant I		19.02
30362 - Paralegal/Legal Assistant II		23.57
30363 - Paralegal/Legal Assistant		28.82
III		
30364 - Paralegal/Legal Assistant IV		34.87
30375 - Petroleum Supply Specialist		31.53
30390 - Photo-Optics Technician		25.78
30395 - Radiation Control Technician		31.53
30461 - Technical Writer I		26.02
30462 - Technical Writer II		31.83
30463 - Technical Writer III		38.50
30491 - Unexploded Ordnance (UXO)		27.32
Technician I		
30492 - Unexploded Ordnance (UXO)		33.06
Technician II		
30493 - Unexploded Ordnance (UXO)		39.62
Technician III		
30494 - Unexploded (UXO) Safety		27.32
Escort		
30495 - Unexploded (UXO) Sweep		27.32
Personnel		
30501 - Weather Forecaster I		28.55
30502 - Weather Forecaster II		34.72
30620 - Weather Observer Combined	(see 2)	23.19
Upper Air Or		
Surface Programs		
30621 - Weather Observer Senior	(see 2)	25.78
31000 - Transportation/Mobile		
Equipment Operation Occupations		
31010 - Airplane Pilot		33.06
31020 - Bus Aide		19.98
31030 - Bus Driver		27.10
31043 - Driver Courier		17.41
31260 - Parking and Lot Attendant		14.15
31290 - Shuttle Bus Driver		18.94
31310 - Taxi Driver		16.50
31361 - Truckdriver Light		18.70
31362 - Truckdriver Medium		20.00
31363 - Truckdriver Heavy		24.74
31364 - Truckdriver Tractor-Trailer		24.74
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.12

99030 - Cashier	14.15
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99050 - Desk Clerk	14.06
99095 - Embalmer	29.76
99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker I	16.53
99252 - Laboratory Animal Caretaker II	17.75
99260 - Marketing Analyst	32.89
99310 - Mortician	29.76
99410 - Pest Controller	19.98
99510 - Photofinishing Worker	24.28
99710 - Recycling Laborer	27.44
99711 - Recycling Specialist	32.39
99730 - Refuse Collector	25.06
99810 - Sales Clerk	14.76
99820 - School Crossing Guard	16.40
99830 - Survey Party Chief	34.26
99831 - Surveying Aide	20.20
99832 - Surveying Technician	27.66
99840 - Vending Machine Attendant	16.64
-	
99841 - Vending Machine Repairer	20.22
99842 - Vending Machine Repairer	16.94
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 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.: 2015-5565 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: Oregon

Area: Oregon County of Deschutes

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.17
01012 - Accounting Clerk II		19.28
01013 - Accounting Clerk III		21.58
01020 - Administrative Assistant		27.44
01035 - Court Reporter		18.14
01041 - Customer Service		13.86
Representative I		
01042 - Customer Service		15.30
Representative II		

01043 - Customer Service Representative III		16.97
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher Motor Vehicle		24.04
01070 - Document Preparation Clerk		14.95
01090 - Duplicating Machine Operator		14.95
01111 - General Clerk I		14.88
01112 - General Clerk II		16.23
01113 - General Clerk III		18.22
01120 - Housing Referral Assistant		20.22
01141 - Messenger Courier		14.21
01191 - Order Clerk I		15.45
01192 - Order Clerk II		16.63
01261 - Personnel Assistant		16.31
(Employment) I		10.51
01262 - Personnel Assistant		18.26
		10.20
(Employment) II 01263 - Personnel Assistant		20.36
		20.30
(Employment) III		22 07
01270 - Production Control Clerk		22.87
01290 - Rental Clerk		15.67
01300 - Scheduler Maintenance		16.21
01311 - Secretary I		16.21
01312 - Secretary II		18.14
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01313 - Secretary III		20.22
01313 - Secretary III 01320 - Service Order Dispatcher		21.48
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		21.48 27.44
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		21.48 27.44 18.14
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		21.48 27.44
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		21.48 27.44 18.14 15.89
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		21.48 27.44 18.14 15.89 14.72
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		21.48 27.44 18.14 15.89 14.72 15.96
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		21.48 27.44 18.14 15.89 14.72 15.96 17.23
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		21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44
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		21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21
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		21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44
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		21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14
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		21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21
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		21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79
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 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38
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 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38 20.21
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 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38 20.21 20.21
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	Electrician	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38 20.21 20.21 17.71
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	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38 20.21 20.21
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	Electrician	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38 20.21 20.21 17.71 22.56
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	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38 20.21 20.21 17.71
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	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38 20.21 20.21 17.71 22.56
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	21.48 27.44 18.14 15.89 14.72 15.96 17.23 14.44 16.21 18.14 23.79 21.38 20.21 20.21 17.71 22.56 20.21

05250 - Motor Vehicle Upholstery	18.96
Worker	0.0.01
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter Automotive	21.38
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	19.09
05400 - Transmission Repair	22.56
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.62
07041 - Cook I	17.53
07042 - Cook II	19.99
07070 - Dishwasher	12.88
07130 - Food Service Worker	13.73
07210 - Meat Cutter	19.82
07260 - Waiter/Waitress	12.15
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.57
09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	21.57
09090 - Furniture Refinisher Helper	16.70
09110 - Furniture Repairer Minor	19.11
09130 - Upholsterer	21.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.83
11060 - Elevator Operator	14.39
11090 - Gardener	22.17
11122 - Housekeeping Aide	14.39
11150 - Janitor	14.39
11210 - Laborer Grounds Maintenance	17.67
11240 - Maid or Houseman	14.53
11260 - Pruner	16.64
11270 - Tractor Operator	20.73
11330 - Trail Maintenance Worker	17.67
11360 - Window Cleaner	16.16
12000 - Health Occupations	
12010 - Ambulance Driver	21.42
12011 - Breath Alcohol Technician	23.76
12012 - Certified Occupational	32.59
Therapist Assistant	
12015 - Certified Physical Therapist	32.59
Assistant	
12020 - Dental Assistant	23.97
12025 - Dental Hygienist	42.68
12030 - EKG Technician	35.99
12035 - Electroneurodiagnostic	35.99
Technologist	
-	

12040 - Emergency Medical Technician	21.42
12071 - Licensed Practical Nurse I	21.23
12072 - Licensed Practical Nurse II	23.76
12073 - Licensed Practical Nurse III	26.49
12100 - Medical Assistant	19.08
12130 - Medical Laboratory	26.00
Technician	
12160 - Medical Record Clerk	21.38
12190 - Medical Record Technician	23.93
12195 - Medical Transcriptionist	23.52
12210 - Nuclear Medicine	52.20
Technologist	4.4 6.5
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.10
12223 - Nursing Assistant III	14.29
12224 - Nursing Assistant IV	16.04
12235 - Optical Dispenser	20.43
12236 - Optical Technician	21.23
12250 - Pharmacy Technician	21.60
12280 - Phlebotomist	18.31
12305 - Radiologic Technologist	31.40
12311 - Registered Nurse I	25.08
12312 - Registered Nurse II	30.67
12313 - Registered Nurse II	30.67
Specialist	
12314 - Registered Nurse III	45.27
12315 - Registered Nurse III	45.27
Anesthetist	
12316 - Registered Nurse IV	44.49
12317 - Scheduler (Drug and Alcohol	29.43
Testing)	
12320 - Substance Abuse Treatment	21.43
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.90
13012 - Exhibits Specialist II	27.13
13013 - Exhibits Specialist III	33.19
13041 - Illustrator I	21.90
13042 - Illustrator II	27.13
13043 - Illustrator III	33.19
13047 - Librarian	30.05
13050 - Library Aide/Clerk	17.44
13054 - Library Information	27.13
Technology Systems	
Administrator	
13058 - Library Technician	21.16
13061 - Media Specialist I	19.58
13062 - Media Specialist II	21.90
13063 - Media Specialist III	24.41

13071 - Photographer I		19.58
13072 - Photographer II		21.90
13073 - Photographer III		27.13
13074 - Photographer IV		32.71
13075 - Photographer V		39.61
13090 - Technical Order Library		21.19
Clerk		
13110 - Video Teleconference		19.21
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.45
14042 - Computer Operator II		20.64
14043 - Computer Operator III		23.01
14044 - Computer Operator IV		25.56
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	19.63
14072 - Computer Programmer II	(see 1)	24.77
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(200 1)	18.45
Operator		20010
14160 - Personal Computer Support		27.67
Technician		21.01
14170 - System Support Specialist		31.00
15000 - Instructional Occupations		51.00
15010 - Aircrew Training Devices		28.40
Instructor (Non-Rated)		20.10
15020 - Aircrew Training Devices		34.36
Instructor (Rated)		54.50
15030 - Air Crew Training Devices		41.18
Instructor (Pilot)		41.10
15050 - Computer Based Training		28.40
Specialist / Instructor		20.40
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		41.18
15080 - Graphic Artist		23.41
-		
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.18
15086 - Maintenance Test Pilot		11 10
		41.18
Rotary Wing		41.18
15088 - Non-Maintenance Test/Co-		4⊥.⊥8
Pilot		00 F7
15090 - Technical Instructor		23.57
15095 - Technical Instructor/Course		28.83
Developer		10 00
15110 - Test Proctor		19.03

	10 00
15120 - Tutor	19.03
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15.22
16010 - Assembler	
16030 - Counter Attendant	15.22
16040 - Dry Cleaner	17.39
16070 - Finisher Flatwork Machine	15.22
16090 - Presser Hand	15.22
16110 - Presser Machine Drycleaning	15.22
16130 - Presser Machine Shirts	15.22
16160 - Presser Machine Wearing	15.22
Apparel Laundry	10 11
16190 - Sewing Machine Operator	18.11
16220 - Tailor	18.83
16250 - Washer Machine	15.95
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.23
Room)	
19040 - Tool And Die Maker	33.20
21000 - Materials Handling And Packing	
Occupations	10 60
21020 - Forklift Operator	19.63
21030 - Material Coordinator	22.87
21040 - Material Expediter	22.87
21050 - Material Handling Laborer	15.98
21071 - Order Filler	14.86
21080 - Production Line Worker (Food	19.63
Processing)	10.00
21110 - Shipping Packer	18.32
21130 - Shipping/Receiving Clerk	18.32
21140 - Store Worker I	14.33
21150 - Stock Clerk	18.64
21210 - Tools And Parts Attendant	19.63
21410 - Warehouse Specialist	19.63
23000 - Mechanics And Maintenance And	
Repair Occupations	07 70
23010 - Aerospace Structural Welder	27.78
23019 - Aircraft Logs and Records	22.21
Technician 23021 - Aircraft Mechanic I	26.43
23021 - Aircraft Mechanic I 23022 - Aircraft Mechanic II	20.43
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	27.78
23040 - Aircraft Mechanic Helper 23050 - Aircraft Painter	19.40 25.05
23050 - Aircraft Painter 23060 - Aircraft Servicer	22.21
	22.21
23070 - Aircraft Survival Flight	20.00
Equipment Technician 23080 - Aircraft Worker	<u> </u>
25000 - AIICIALL WOIKEL	23.67

22001 Dimension Life Summert	23.67
23091 - Aircrew Life Support	23.07
Equipment (ALSE) Mechanic	
I	06 40
23092 - Aircrew Life Support	26.43
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.30
23120 - Bicycle Repairer	20.24
23125 - Cable Splicer	41.00
23130 - Carpenter Maintenance	23.33
23140 - Carpet Layer	25.73
23160 - Electrician Maintenance	34.09
23181 - Electronics Technician	26.91
Maintenance I	
23182 - Electronics Technician	28.47
Maintenance II	
23183 - Electronics Technician	30.04
Maintenance III	
23260 - Fabric Worker	24.13
23290 - Fire Alarm System Mechanic	28.46
23310 - Fire Extinguisher Repairer	22.55
23311 - Fuel Distribution System	28.72
Mechanic	
23312 - Fuel Distribution System	22.55
Operator	
23370 - General Maintenance Worker	18.91
23380 - Ground Support Equipment	26.43
Mechanic	
23381 - Ground Support Equipment	22.21
Servicer	
23382 - Ground Support Equipment	23.67
Worker	
23391 - Gunsmith I	22.55
23392 - Gunsmith II	25.73
23393 - Gunsmith III	28.72
23410 - Heating Ventilation And Air-	23.21
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.39
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.90
23440 - Heavy Equipment Operator	27.90
23460 - Instrument Mechanic	28.72
23465 - Laboratory/Shelter Mechanic	27.23
23470 - Laborar	15.98
23510 - Locksmith	27.23
23530 - Machinery Maintenance	30.34
Mechanic	50.54
23550 - Machinist Maintenance	26.03
25550 - MACHINIST MAINTENANCE	20.03

23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	28.72
23592 - Metrology Technician II	30.19
23593 - Metrology Technician III	31.71
23640 - Millwright	28.72
23710 - Office Appliance Repairer	29.13
23760 - Painter Maintenance	18.90
23790 - Pipefitter Maintenance	30.47
23810 - Plumber Maintenance	28.88
23820 - Pneudraulic Systems Mechanic	28.72
23850 - Rigger	28.72
23870 - Scale Mechanic	25.73
23890 - Sheet-Metal Worker	24.88
Maintenance	
23910 - Small Engine Mechanic	25.73
23931 - Telecommunications Mechanic	28.72
I	
23932 - Telecommunications Mechanic	29.72
II	
23950 - Telephone Lineman	28.72
23960 - Welder Combination	23.36
Maintenance	
23965 - Well Driller	28.72
23970 - Woodcraft Worker	28.72
23980 - Woodworker	22.55
24000 - Personal Needs Occupations	
24550 - Case Manager	18.98
24570 - Child Care Attendant	13.63
24580 - Child Care Center Clerk	17.00
24610 - Chore Aide	14.44
24620 - Family Readiness And Support	18.98
Services	
Coordinator	
24630 - Homemaker	18.98
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.72
25040 - Sewage Plant Operator	27.67
25070 - Stationary Engineer	28.72
25190 - Ventilation Equipment Tender	21.08
25210 - Water Treatment Plant	27.67
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.42
27007 - Baggage Inspector	14.20
27008 - Corrections Officer	30.72
27010 - Court Security Officer	30.72
27030 - Detection Dog Handler	16.32
27040 - Detention Officer	30.72
27070 - Firefighter	30.72
-	

27101 - Guard I			14.20
27102 - Guard II			16.32
27131 - Police Officer I			34.17
27132 - Police Officer II			37.96
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.67
28042 - Carnival Equipment Repairer			16.76
28043 - Carnival Worker			12.28
28210 - Gate Attendant/Gate Tender			17.30
28310 - Lifequard			15.39
28350 - Park Attendant (Aide)			19.37
28510 - Recreation Aide/Health			14.13
Facility Attendant			
28515 - Recreation Specialist			23.98
28630 - Sports Official			15.41
28690 - Swimming Pool Operator			19.13
29000 - Stevedoring/Longshoremen			10.10
Occupational Services			
29010 - Blocker And Bracer			25.73
29020 - Hatch Tender			25.73
29030 - Line Handler			25.73
29030 - Line Handler 29041 - Stevedore I			24.13
29041 - Stevedore I 29042 - Stevedore II			
			27.23
30000 - Technical Occupations	1	2	10 00
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	,	<u></u>	0
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.98
30022 - Archeological Technician II			20.13
30023 - Archeological Technician III			24.93
30030 - Cartographic Technician			24.93
30040 - Civil Engineering Technician			31.33
30051 - Cryogenic Technician I			27.61
30052 - Cryogenic Technician II			30.49
30061 - Drafter/CAD Operator I			17.98
30062 - Drafter/CAD Operator II			20.13
30063 - Drafter/CAD Operator III			22.44
30064 - Drafter/CAD Operator IV			27.61
30081 - Engineering Technician I			16.02
30082 - Engineering Technician II			17.98
30083 - Engineering Technician III			20.13
30084 - Engineering Technician IV			24.93
30085 - Engineering Technician V			30.49
30086 - Engineering Technician VI			36.90
30090 - Environmental Technician			24.93
30095 - Evidence Control Specialist			24.93
30210 - Laboratory Technician			22.44
JULIO HADOLACOLY LECHILLCLAII			22.11

30221 - Latent Fingerprint	27.61
Technician I	
30222 - Latent Fingerprint	30.49
Technician II	
30240 - Mathematical Technician	24.93
30361 - Paralegal/Legal Assistant I	20.38
30362 - Paralegal/Legal Assistant II	25.24
30363 - Paralegal/Legal Assistant	30.87
III	
30364 - Paralegal/Legal Assistant IV	37.36
30375 - Petroleum Supply Specialist	30.49
30390 - Photo-Optics Technician	24.93
30395 - Radiation Control Technician	30.49
30461 - Technical Writer I	24.93
30462 - Technical Writer II	30.49
30463 - Technical Writer III	37.36
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	07 61
30501 - Weather Forecaster I	27.61
30502 - Weather Forecaster II	33.58
30620 - Weather Observer Combined (see 2)	22.44
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.90
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.48
31030 - Bus Driver	19.44
31043 - Driver Courier	16.99
31260 - Parking and Lot Attendant	14.10
31290 - Shuttle Bus Driver	18.50
31310 - Taxi Driver	15.33
31361 - Truckdriver Light	18.17
31362 - Truckdriver Medium	19.44
31363 - Truckdriver Heavy	23.79
31364 - Truckdriver Tractor-Trailer	23.79
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	13.61
99050 - Desk Clerk	13.68
99095 - Embalmer	25.60
	20.00

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.54
I	
99252 - Laboratory Animal Caretaker	17.69
II	
99260 - Marketing Analyst	29.80
99310 - Mortician	25.60
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	24.84
99711 - Recycling Specialist	29.15
99730 - Refuse Collector	23.36
99810 - Sales Clerk	14.27
99820 - School Crossing Guard	15.78
99830 - Survey Party Chief	31.61
99831 - Surveying Aide	19.86
99832 - Surveying Technician	27.03
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	24.57
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	r WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5567
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: Oregon

Area: Oregon County of Benton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.50
01012 - Accounting Clerk II		18.52
01013 - Accounting Clerk III		20.71
01020 - Administrative Assistant		32.81
01035 - Court Reporter		18.94
01041 - Customer Service		14.09
Representative I		
01042 - Customer Service		15.37
Representative II		

01043 - Customer Service		17.26
Representative III		
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		18.94
01070 - Document Preparation Clerk		15.09
01090 - Duplicating Machine Operator		15.09
01111 - General Clerk I		14.72
01112 - General Clerk II		16.06
01113 - General Clerk III		18.03
01120 - Housing Referral Assistant		21.12
01141 – Messenger Courier		15.91
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant		16.93
(Employment) I		
01262 - Personnel Assistant		18.94
(Employment) II		
01263 - Personnel Assistant		21.12
(Employment) III		
01270 - Production Control Clerk		25.09
01290 - Rental Clerk		15.53
01300 - Scheduler Maintenance		16.93
01311 - Secretary I		16.93
01312 - Secretary II		18.94
01313 - Secretary III		21.12
01320 - Service Order Dispatcher		16.93
01410 - Supply Technician		32.81
01420 - Survey Worker		18.16
01460 - Switchboard		14.51
Operator/Receptionist		
01531 - Travel Clerk I		14.73
01532 - Travel Clerk II		15.96
01533 - Travel Clerk III		17.23
01611 - Word Processor I		15.09
01612 - Word Processor II		16.93
01613 - Word Processor III		19.39
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.79
Fiberglass		
05010 - Automotive	Electrician	19.97
05040 - Automotive Glass Installer		18.87
05070 - Automotive Worker		18.87
05110 - Mobile Equipment Servicer		16.63
05130 - Motor Equipment Metal		21.07
Mechanic		
05160 - Motor Equipment Metal Worker		18.87
		±0.07
05190 - Motor Vehicle Mechanic		21.07
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic		

05250 - Motor Vehicle Upholstery Worker	17.73
	10 05
05280 - Motor Vehicle Wrecker	18.87
05310 - Painter Automotive	19.97
05340 - Radiator Repair Specialist	18.87
05370 - Tire Repairer	16.61
05400 - Transmission Repair	21.07
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.90
07041 - Cook I	15.08
07042 - Cook II	17.11
07070 - Dishwasher	12.11
07130 - Food Service Worker	12.45
07210 - Meat Cutter	16.85
07260 - Waiter/Waitress	12.11
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.39
09040 - Furniture Handler	16.90
09080 - Furniture Refinisher	24.39
09090 - Furniture Refinisher Helper	19.70
09110 - Furniture Repairer Minor	22.11
09130 - Upholsterer	24.39
11000 - General Services And Support	21.00
Occupations	
11030 - Cleaner Vehicles	14.02
11060 - Elevator Operator	14.02
11090 - Gardener	19.43
11122 - Housekeeping Aide	19.43
11122 - Housekeeping Aide 11150 - Janitor	14.56
11210 - Laborer Grounds Maintenance	14.56
11240 - Maid or Houseman	13.46
11260 - Pruner	14.38
11270 - Tractor Operator	18.24
11330 - Trail Maintenance Worker 11360 - Window Cleaner	15.65
	15.84
12000 - Health Occupations	04 40
12010 - Ambulance Driver	24.42
12011 - Breath Alcohol Technician	24.42
12012 - Certified Occupational	33.51
Therapist Assistant	
12015 - Certified Physical Therapist	33.51
Assistant	01 01
12020 - Dental Assistant	21.86
12025 - Dental Hygienist	45.45
12030 - EKG Technician	37.01
12035 - Electroneurodiagnostic	37.01
Technologist	

12040 - Emergency Medical Technician 24.42 12071 - Licensed Practical Nurse II 21.84 12072 - Licensed Practical Nurse III 27.23 12100 - Medical Assistant 19.71 12130 - Medical Laboratory 24.89 Technician 20.61 12190 - Medical Record Clerk 20.61 12195 - Medical Record Technician 25.49 12195 - Medical Record Technician 25.49 12195 - Medical Record Technician 25.49 12210 - Nuclear Medicine 53.67 Technologist 11 12221 - Nursing Assistant II 12.87 12222 - Nursing Assistant IV 17.72 12235 - Optical Dispenser 22.29 12236 - Optical Technician 21.84 12250 - Pharmacy Technician 22.45 12280 - Pheleotomist 19.58 12311 - Registered Nurse II 32.29 Specialist 32.29 12313 - Registered Nurse III 31.15 12314 - Registered Nurse III 41.15 12315 - Registered Nurse IV 46.82 12316 - Registered Nurse IV 46.82 12317 - Scheduler (Drug and Alcohol		
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13061 - Media Specialist I 22.99	Administrator	
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13062 - Media Specialist II 25.71	13061 - Media Specialist I 22	2.99
	13062 - Media Specialist II 25	5.71
13063 - Media Specialist III 28.66	13063 - Media Specialist III 28	8.66

13071 - Photographer I		22.99
13072 - Photographer II		25.71
13073 - Photographer III		31.86
13074 - Photographer IV		38.96
13075 - Photographer V		47.14
13090 - Technical Order Library		23.93
Clerk		
13110 - Video Teleconference		22.99
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		19.18
14042 - Computer Operator II		20.78
14043 - Computer Operator III		23.11
14044 - Computer Operator IV		25.66
14045 - Computer Operator V		28.51
14071 - Computer Programmer I	(see 1)	23.37
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		
14150 - Peripheral Equipment	(200 1)	19.18
Operator		10,110
14160 - Personal Computer Support		27.67
Technician		21.01
14170 - System Support Specialist		30.17
15000 - Instructional Occupations		50.17
15010 - Aircrew Training Devices		29.87
Instructor (Non-Rated)		23.07
15020 - Aircrew Training Devices		36.15
Instructor (Rated)		50.15
15030 - Air Crew Training Devices		43.32
Instructor (Pilot)		43.52
		20 07
15050 - Computer Based Training		29.87
Specialist / Instructor		22.20
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		43.32
15080 - Graphic Artist		23.00
15085 - Maintenance Test Pilot Fixed		43.32
Jet/Prop		12 20
15086 - Maintenance Test Pilot		43.32
Rotary Wing		42 20
15088 - Non-Maintenance Test/Co-		43.32
Pilot		01 70
15090 - Technical Instructor		21.70
15095 - Technical Instructor/Course		26.54
Developer		
15110 - Test Proctor		17.51

15120 - Tutor	17.51
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15 00
16010 - Assembler	15.22
16030 - Counter Attendant	15.22
16040 - Dry Cleaner	17.39
16070 - Finisher Flatwork Machine	15.22
16090 - Presser Hand	15.22
16110 - Presser Machine Drycleaning	15.22
16130 - Presser Machine Shirts	15.22
16160 - Presser Machine Wearing	15.22
Apparel Laundry	10 11
16190 - Sewing Machine Operator	18.11
16220 - Tailor	18.83
16250 - Washer Machine	15.95
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.34
Room)	
19040 - Tool And Die Maker	30.89
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.54
21030 - Material Coordinator	25.09
21040 - Material Expediter	25.09
21050 - Material Handling Laborer	14.33
21071 - Order Filler	13.34
21080 - Production Line Worker (Food	16.54
Processing)	
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	17.16
21140 - Store Worker I	14.51
21150 - Stock Clerk	18.79
21210 - Tools And Parts Attendant	16.54
21410 - Warehouse Specialist	16.54
23000 - Mechanics And Maintenance And	
Repair Occupations	0.0.1.1
23010 - Aerospace Structural Welder	28.11
23019 - Aircraft Logs and Records	22.49
Technician	
23021 - Aircraft Mechanic I	26.72
23022 - Aircraft Mechanic II	28.11
23023 - Aircraft Mechanic III	29.51
23040 - Aircraft Mechanic Helper	19.70
23050 - Aircraft Painter	25.34
23060 - Aircraft Servicer	22.49
23070 - Aircraft Survival Flight	25.34
Equipment Technician	
23080 - Aircraft Worker	23.95

	00.05
23091 - Aircrew Life Support	23.95
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.72
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.34
23120 - Bicycle Repairer	20.24
23125 - Cable Splicer	26.72
23130 - Carpenter Maintenance	26.95
23140 - Carpet Layer	23.95
23160 - Electrician Maintenance	35.04
23181 - Electronics Technician	23.95
Maintenance I	
23182 - Electronics Technician	25.34
Maintenance II	
23183 - Electronics Technician	26.72
Maintenance III	
23260 - Fabric Worker	22.49
23290 - Fire Alarm System Mechanic	26.72
23310 - Fire Extinguisher Repairer	21.11
23311 - Fuel Distribution System	26.72
Mechanic	
23312 - Fuel Distribution System	21.11
Operator	
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment	26.72
Mechanic	
23381 - Ground Support Equipment	22.49
Servicer	
23382 - Ground Support Equipment	23.95
Worker	
23391 - Gunsmith I	21.11
23392 - Gunsmith II	23.95
23393 - Gunsmith III	26.72
23410 - Heating Ventilation And Air-	26.87
Conditioning	20.07
Mechanic	
23411 - Heating Ventilation And Air	27.68
Contidioning	_ / • • • •
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.72
23440 - Heavy Equipment Operator	27.94
23460 - Instrument Mechanic	26.72
23465 - Laboratory/Shelter Mechanic	25.34
23470 - Laborar	14.33
23510 - Locksmith	25.34
23530 - Machinery Maintenance	27.34
Mechanic	27.04
23550 - Machinist Maintenance	21.90
25550 - Machinist Maintenance	21.90

23580 - Maintenance Trades Helper	19.70
23591 - Metrology Technician I	26.72
23592 - Metrology Technician II	28.11
23593 - Metrology Technician III	29.31
23640 - Millwright	26.72
23710 - Office Appliance Repairer	25.34
23760 - Painter Maintenance	20.48
23790 - Pipefitter Maintenance	31.67
23810 - Plumber Maintenance	30.01
23820 - Pneudraulic Systems Mechanic	26.72
23850 - Rigger	26.72
23870 - Scale Mechanic	23.95
23890 - Sheet-Metal Worker	26.72
Maintenance	
23910 - Small Engine Mechanic	23.95
23931 - Telecommunications Mechanic	28.90
I	
23932 - Telecommunications Mechanic	30.38
II	
23950 - Telephone Lineman	28.02
23960 - Welder Combination	26.07
Maintenance	
23965 - Well Driller	26.72
23970 - Woodcraft Worker	26.72
23980 - Woodworker	21.17
24000 - Personal Needs Occupations	
24550 - Case Manager	15.57
24570 - Child Care Attendant	12.39
24580 - Child Care Center Clerk	15.45
24610 - Chore Aide	13.90
24620 - Family Readiness And Support	17.23
Services	
Coordinator	
24630 - Homemaker	17.24
25000 - Plant And System Operations	
Occupations	_
25010 - Boiler Tender	26.72
25040 - Sewage Plant Operator	25.34
25070 - Stationary Engineer	26.72
25190 - Ventilation Equipment Tender	19.70
25210 - Water Treatment Plant	25.34
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	14.12
27008 - Corrections Officer	34.52
27010 - Court Security Officer	34.52
27030 - Detection Dog Handler	16.87
27040 - Detention Officer	34.52
27070 - Firefighter	32.91

27101 - Guard I			14.12
27102 - Guard II			16.87
27131 - Police Officer I			33.67
27132 - Police Officer II			37.43
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.13
28042 - Carnival Equipment Repairer			15.13
28043 - Carnival Worker			11.16
28210 - Gate Attendant/Gate Tender			16.21
28310 - Lifequard			14.44
28350 - Park Attendant (Aide)			18.13
28510 - Recreation Aide/Health			13.40
Facility Attendant			
28515 - Recreation Specialist			22.46
28630 - Sports Official			14.44
28690 - Swimming Pool Operator			23.89
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.95
29020 - Hatch Tender			23.95
29030 - Line Handler			23.95
29041 - Stevedore I			22.49
29042 - Stevedore II			25.27
30000 - Technical Occupations			20.27
30010 - Air Traffic Control	(see	2)	42.99
Specialist Center (HFO)	(500	2)	12.55
30011 - Air Traffic Control	(see	2)	29.64
Specialist Station (HFO)	(500	2 /	23.01
30012 - Air Traffic Control			32.64
Specialist Terminal (HFO) (see 2)			02.01
30021 - Archeological Technician I			17.19
30022 - Archeological Technician II			19.22
30023 - Archeological Technician III			23.82
30030 - Cartographic Technician			23.82
30040 - Civil Engineering Technician			26.22
30051 - Cryogenic Technician I			26.37
30052 - Cryogenic Technician II			29.13
30061 - Drafter/CAD Operator I			17.19
30062 - Drafter/CAD Operator II			19.22
30063 - Drafter/CAD Operator III			21.43
30064 - Drafter/CAD Operator IV			26.37
30081 - Engineering Technician I			15.92
30082 - Engineering Technician II			17.87
30083 - Engineering Technician III			19.99
30084 - Engineering Technician IV			24.76
30085 - Engineering Technician V			30.29
30086 - Engineering Technician VI			36.65
30090 - Environmental Technician			23.82
30095 - Evidence Control Specialist			23.82
30210 - Laboratory Technician			21.43
JASTA HADOLACOLY LEGHILGTAN			2T.40

30221 - Latent Fingerprint			26.37
Technician I			
30222 - Latent Fingerprint			29.13
Technician II			
30240 - Mathematical Technician			23.82
30361 - Paralegal/Legal Assistant I			21.09
30362 - Paralegal/Legal Assistant II			26.13
30363 - Paralegal/Legal Assistant			31.96
III			
30364 - Paralegal/Legal Assistant IV			38.68
30375 - Petroleum Supply Specialist			29.13
30390 - Photo-Optics Technician			23.82
30395 - Radiation Control Technician			29.13
30461 - Technical Writer I			23.82
30462 - Technical Writer II			29.13
30463 - Technical Writer III			35.24
30491 - Unexploded Ordnance (UXO)			27.32
Technician I			
30492 - Unexploded Ordnance (UXO)			33.06
Technician II			
30493 - Unexploded Ordnance (UXO)			39.62
Technician III			
30494 - Unexploded (UXO) Safety			27.32
Escort			
30495 - Unexploded (UXO) Sweep			27.32
Personnel			
30501 - Weather Forecaster I			26.37
30502 - Weather Forecaster II			32.08
30620 - Weather Observer Combined	(see	2)	21.43
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.82
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			33.06
31020 - Bus Aide			15.37
31030 - Bus Driver			20.39
31043 - Driver Courier			16.52
31260 - Parking and Lot Attendant			14.02
31290 - Shuttle Bus Driver			16.94
31310 - Taxi Driver			17.79
31361 - Truckdriver Light			17.71
31362 - Truckdriver Medium			18.87
31363 - Truckdriver Heavy			21.71
31364 - Truckdriver Tractor-Trailer			21.71
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			16.12
99030 - Cashier			12.21
99050 - Desk Clerk			11.93
99095 - Embalmer			27.32

99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker	14.57
I	
99252 - Laboratory Animal Caretaker	15.61
II	
99260 - Marketing Analyst	30.03
99310 - Mortician	27.32
99410 - Pest Controller	23.14
99510 - Photofinishing Worker	14.36
99710 - Recycling Laborer	17.39
99711 - Recycling Specialist	20.27
99730 - Refuse Collector	15.98
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.98
99830 - Survey Party Chief	25.40
99831 - Surveying Aide	15.96
99832 - Surveying Technician	21.72
99840 - Vending Machine Attendant	20.27
99841 - Vending Machine Repairer	24.64
99842 - Vending Machine Repairer	20.27
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.: 2015-5569 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: Oregon

Area: Oregon County of Lane

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.23
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.14
01020 - Administrative Assistant		27.60
01035 - Court Reporter		17.96
01041 - Customer Service		13.36
Representative I		
01042 - Customer Service		14.87
Representative II		

01043 - Customer Service		16.36
Representative III 01051 - Data Entry Operator I		16.59
01051 - Data Entry Operator II		18.10
01052 - Data Entry Operator 11 01060 - Dispatcher Motor Vehicle		21.09
-		16.96
01070 - Document Preparation Clerk		16.96
01090 - Duplicating Machine Operator 01111 - General Clerk I		13.61
01112 - General Clerk I 01112 - General Clerk II		
		14.84
01113 - General Clerk III		16.66
01120 - Housing Referral Assistant		20.02
01141 - Messenger Courier 01191 - Order Clerk I		16.09
		15.40
01192 - Order Clerk II		16.80
01261 - Personnel Assistant		16.22
(Employment) I		10 10
01262 - Personnel Assistant		18.16
(Employment) II		00 04
01263 - Personnel Assistant		20.24
(Employment) III		
01270 - Production Control Clerk		23.52
01290 - Rental Clerk		15.59
01300 - Scheduler Maintenance		16.05
01311 - Secretary I		16.05
01312 - Secretary II		17.96
01313 - Secretary III		20.02
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		27.60
01420 - Survey Worker		16.51
01460 - Switchboard		15.18
Operator/Receptionist		
01531 - Travel Clerk I		16.24
01532 - Travel Clerk II		17.69
01533 - Travel Clerk III		19.04
01611 - Word Processor I		14.30
01612 - Word Processor II		16.05
01613 - Word Processor III		17.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.79
Fiberglass		
05010 - Automotive	Electrician	19.48
05040 - Automotive Glass Installer		18.41
05070 - Automotive Worker		18.41
05110 - Mobile Equipment Servicer		16.23
05130 - Motor Equipment Metal		20.56
Mechanic		
05160 - Motor Equipment Metal Worker		18.42
05190 - Motor Vehicle Mechanic		00 50
		20.56
05220 - Motor Vehicle Mechanic		20.56

05250 - Motor Vehicle Upholstery	17.31
Worker	10.40
05280 - Motor Vehicle Wrecker	18.42
05310 - Painter Automotive	20.28
05340 - Radiator Repair Specialist	18.42
05370 - Tire Repairer	17.07
05400 - Transmission Repair	20.56
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.40
07041 - Cook I	14.81
07042 - Cook II	16.90
07070 - Dishwasher	12.03
07130 - Food Service Worker	12.59
07210 - Meat Cutter	16.64
07260 - Waiter/Waitress	12.21
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.66
09040 - Furniture Handler	12.00
09080 - Furniture Refinisher	17.66
09090 - Furniture Refinisher Helper	13.67
09110 - Furniture Repairer Minor	15.65
09130 - Upholsterer	17.66
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.65
11060 - Elevator Operator	13.65
11090 - Gardener	18.39
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer Grounds Maintenance	14.77
11240 - Maid or Houseman	12.42
11260 - Pruner	13.60
11270 - Tractor Operator	17.19
11330 - Trail Maintenance Worker	14.77
11360 - Window Cleaner	14.86
12000 - Health Occupations	
12010 - Ambulance Driver	20.55
12011 - Breath Alcohol Technician	24.04
12012 - Certified Occupational	31.49
Therapist Assistant	
12015 - Certified Physical Therapist	31.52
Assistant	
12020 - Dental Assistant	23.13
12025 - Dental Hygienist	39.52
12030 - EKG Technician	41.42
12035 - Electroneurodiagnostic	41.42
Technologist	
-	

12040 - Emergency Medical Technician	20.55
12071 - Licensed Practical Nurse I	21.48
12072 - Licensed Practical Nurse II	24.04
12073 - Licensed Practical Nurse III	26.80
12100 - Medical Assistant	20.23
12130 - Medical Laboratory	22.56
Technician	
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.15
12195 - Medical Transcriptionist	21.37
12210 - Nuclear Medicine	52.82
Technologist	
12221 - Nursing Assistant I	12.66
12222 - Nursing Assistant II	14.23
12223 - Nursing Assistant III	15.52
12224 - Nursing Assistant IV	17.43
12235 - Optical Dispenser	18.70
12236 - Optical Technician	18.89
12250 - Pharmacy Technician	21.20
12280 - Phlebotomist	20.51
12305 - Radiologic Technologist	34.17
12311 - Registered Nurse I	26.18
12312 - Registered Nurse II	32.02
12313 - Registered Nurse II	32.02
Specialist	
12314 - Registered Nurse III	49.80
12315 - Registered Nurse III	49.80
Anesthetist	
12316 - Registered Nurse IV	46.45
12317 - Scheduler (Drug and Alcohol	29.77
Testing)	
12320 - Substance Abuse Treatment	22.99
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	22.86
13012 - Exhibits Specialist II	28.31
13013 - Exhibits Specialist III	34.64
13041 - Illustrator I	22.86
13042 - Illustrator II	28.31
13043 - Illustrator III	34.64
13047 - Librarian	31.36
13050 - Library Aide/Clerk	20.24
13054 - Library Information	28.31
Technology Systems	
Administrator	
13058 - Library Technician	22.20
13061 - Media Specialist I	20.43
13062 - Media Specialist II	22.86
13063 - Media Specialist III	25.49
-	

13071 - Photographer I		18.03
13072 - Photographer II		20.18
13073 - Photographer III		24.99
13074 - Photographer IV		30.57
13075 - Photographer V		36.99
13090 - Technical Order Library		24.94
Clerk		
13110 - Video Teleconference		20.87
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.44
14042 - Computer Operator II		19.28
14043 - Computer Operator III		21.49
14044 - Computer Operator IV		23.88
14045 - Computer Operator V		26.45
14071 - Computer Programmer I	(see 1)	21.74
14072 - Computer Programmer II	(see 1)	26.92
14073 - Computer Programmer III	(see 1)	20.92
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)	17.44
		1/.44
Operator		25.15
14160 - Personal Computer Support		23.15
Technician		
14170 - System Support Specialist		28.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.66
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.33
Instructor (Rated)		
15030 - Air Crew Training Devices		43.54
Instructor (Pilot)		
15050 - Computer Based Training		30.66
Specialist / Instructor		
15060 - Educational Technologist		35.63
15070 - Flight Instructor (Pilot)		43.54
15080 - Graphic Artist		22.64
15085 - Maintenance Test Pilot Fixed		43.54
Jet/Prop		
15086 - Maintenance Test Pilot		43.54
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.54
Pilot		
15090 - Technical Instructor		22.43
15095 - Technical Instructor/Course		28.64
Developer		
15110 - Test Proctor		18.88

15100 mathem	10 00
15120 - Tutor	18.88
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	15.19
16030 - Counter Attendant	15.19
	17.35
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	
	15.19
16090 - Presser Hand	15.19 15.19
16110 - Presser Machine Drycleaning	
16130 - Presser Machine Shirts	15.19
16160 - Presser Machine Wearing	15.19
Apparel Laundry 16190 - Sewing Machine Operator	18.07
16220 - Tailor 16250 - Washer Machine	18.79 15.91
	12.91
19000 - Machine Tool Operation And	
Repair Occupations	07 10
19010 - Machine-Tool Operator (Tool	27.18
Room)	
19040 - Tool And Die Maker	33.15
21000 - Materials Handling And Packing	
Occupations	00 10
21020 - Forklift Operator	20.48
21030 - Material Coordinator	23.52
21040 - Material Expediter	23.52
21050 - Material Handling Laborer	14.15
21071 - Order Filler	14.60
21080 - Production Line Worker (Food	20.48
Processing)	1 6 0 0
21110 - Shipping Packer	16.80
21130 - Shipping/Receiving Clerk	16.80
21140 - Store Worker I	14.33
21150 - Stock Clerk	18.64
21210 - Tools And Parts Attendant	20.48
21410 - Warehouse Specialist	20.48
23000 - Mechanics And Maintenance And	
Repair Occupations	21 10
23010 - Aerospace Structural Welder	31.12
23019 - Aircraft Logs and Records	25.10
Technician	20 61
23021 - Aircraft Mechanic I	29.61
23022 - Aircraft Mechanic II	31.12
23023 - Aircraft Mechanic III	32.68
23040 - Aircraft Mechanic Helper	21.89
23050 - Aircraft Painter	28.06
23060 - Aircraft Servicer	25.10
23070 - Aircraft Survival Flight	28.06
Equipment Technician	26 E2
23080 - Aircraft Worker	26.52

23091 - Aircrew Life Support	26.52
Equipment (ALSE) Mechanic	20.52
T	
-	29.61
23092 - Aircrew Life Support	29.01
Equipment (ALSE) Mechanic	
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	19.38
23125 - Cable Splicer	41.00
23130 - Carpenter Maintenance	24.65
23140 - Carpet Layer	25.69
23160 - Electrician Maintenance	33.80
23181 - Electronics Technician	27.19
Maintenance I	
23182 - Electronics Technician	28.77
Maintenance II	
23183 - Electronics Technician	30.36
Maintenance III	
23260 - Fabric Worker	24.10
23290 - Fire Alarm System Mechanic	28.68
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System	29.97
Mechanic	
23312 - Fuel Distribution System	23.53
Operator	
23370 - General Maintenance Worker	18.39
23380 - Ground Support Equipment	29.61
Mechanic	
23381 - Ground Support Equipment	25.10
Servicer	
23382 - Ground Support Equipment	26.52
Worker	
23391 - Gunsmith I	22.52
23392 - Gunsmith II	25.69
23393 - Gunsmith III	28.68
23410 - Heating Ventilation And Air-	27.07
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.45
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.20
23440 - Heavy Equipment Operator	26.96
23460 - Instrument Mechanic	28.68
23465 - Laboratory/Shelter Mechanic	27.18
23470 - Laborer	14.15
23510 - Locksmith	24.65
23530 - Machinery Maintenance	26.40
Mechanic	20.10
23550 - Machinist Maintenance	23.72
	23.12

23580 - Maintenance Trades Helper	14.56
23591 - Metrology Technician I	28.68
23592 - Metrology Technician II	30.15
23593 - Metrology Technician III	31.67
23640 - Millwright	32.14
23710 - Office Appliance Repairer	19.90
23760 - Painter Maintenance	20.13
23790 - Pipefitter Maintenance	29.40
23810 - Plumber Maintenance	27.86
23820 - Pneudraulic Systems Mechanic	28.68
23850 - Rigger	28.68
23870 - Scale Mechanic	25.69
23890 - Sheet-Metal Worker	25.38
Maintenance	
23910 - Small Engine Mechanic	23.91
23931 - Telecommunications Mechanic	30.30
I	
23932 - Telecommunications Mechanic	31.86
II	
23950 - Telephone Lineman	28.28
23960 - Welder Combination	20.22
Maintenance	
23965 - Well Driller	28.68
23970 - Woodcraft Worker	28.68
23980 - Woodworker	22.52
24000 - Personal Needs Occupations	
24550 - Case Manager	18.01
24570 - Child Care Attendant	13.94
24580 - Child Care Center Clerk	17.39
24610 - Chore Aide	14.21
24620 - Family Readiness And Support	18.00
Services	
Coordinator	
24630 - Homemaker	18.00
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.38
25040 - Sewage Plant Operator	33.92
25070 - Stationary Engineer	28.38
25190 - Ventilation Equipment Tender	20.83
25210 - Water Treatment Plant	33.92
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.61
27007 - Baggage Inspector	14.59
27008 - Corrections Officer	34.89
27010 - Court Security Officer	33.73
27030 - Detection Dog Handler	16.32
27040 - Detention Officer	34.89
27070 - Firefighter	30.66

27101 - Guard I			14.59
27102 - Guard II			16.32
27131 - Police Officer I			32.92
27132 - Police Officer II			36.57
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.61
28042 - Carnival Equipment Repairer			16.70
28043 - Carnival Worker			12.32
28210 - Gate Attendant/Gate Tender			15.75
28310 - Lifeguard			13.38
28350 - Park Attendant (Aide)			17.63
28510 - Recreation Aide/Health			12.86
Facility Attendant			
28515 - Recreation Specialist			21.82
28630 - Sports Official			14.03
28690 - Swimming Pool Operator			19.11
29000 - Stevedoring/Longshoremen			19111
Occupational Services			
29010 - Blocker And Bracer			29.17
29020 - Hatch Tender			29.17
29030 - Line Handler			29.17
29041 - Stevedore I			27.37
29041 - Stevedore I 29042 - Stevedore II			30.87
30000 - Technical Occupations			30.07
30010 - Air Traffic Control	(2)	40.29
	(see	2)	40.29
Specialist Center (HFO) 30011 - Air Traffic Control	1	21	07 70
	(see	2)	27.78
Specialist Station (HFO) 30012 - Air Traffic Control			20 50
			30.59
Specialist Terminal (HFO) (see 2)			17.38
30021 - Archeological Technician I			
30022 - Archeological Technician II			19.46
30023 - Archeological Technician III			24.10
30030 - Cartographic Technician			
30040 - Civil Engineering Technician			33.19
30051 - Cryogenic Technician I			26.69
30052 - Cryogenic Technician II			29.47
30061 - Drafter/CAD Operator I			17.38
30062 - Drafter/CAD Operator II			19.45
30063 - Drafter/CAD Operator III			21.69
30064 - Drafter/CAD Operator IV			26.69
30081 - Engineering Technician I			15.92
30082 - Engineering Technician II			17.87
30083 - Engineering Technician III			19.99
			24.76
30084 - Engineering Technician IV			
30084 - Engineering Technician IV 30085 - Engineering Technician V			30.29
30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			30.29 36.65
30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			30.29 36.65 24.10
30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			30.29 36.65

30221 - Latent Fingerprint			26.69
Technician I			
30222 - Latent Fingerprint			29.47
Technician II			
30240 - Mathematical Technician			25.73
30361 - Paralegal/Legal Assistant I			19.17
30362 - Paralegal/Legal Assistant II			23.75
30363 - Paralegal/Legal Assistant			29.05
III			
30364 - Paralegal/Legal Assistant IV			35.16
30375 - Petroleum Supply Specialist			29.47
30390 - Photo-Optics Technician			24.10
30395 - Radiation Control Technician			29.47
30461 - Technical Writer I			24.10
30462 - Technical Writer II			29.47
30463 - Technical Writer III			35.67
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			26.69
30502 - Weather Forecaster II			32.45
30620 - Weather Observer Combined	(see	2)	21.69
Upper Air Or	、	,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.10
31000 - Transportation/Mobile	(500	2,	L 1 • 1 •
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			20.28
31030 - Bus Driver			
			27.22
31043 - Driver Courier			16.02
31260 - Parking and Lot Attendant			13.37
31290 - Shuttle Bus Driver			17.46
31310 - Taxi Driver			15.50
31361 - Truckdriver Light			17.13
31362 - Truckdriver Medium			18.33
31363 - Truckdriver Heavy			22.89
31364 - Truckdriver Tractor-Trailer			22.89
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			12.29
99050 - Desk Clerk			12.71
99095 - Embalmer			25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.75
I	
99252 - Laboratory Animal Caretaker	15.76
II	
99260 - Marketing Analyst	23.74
99310 - Mortician	25.60
99410 - Pest Controller	21.66
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	21.11
99711 - Recycling Specialist	24.77
99730 - Refuse Collector	19.41
99810 - Sales Clerk	13.33
99820 - School Crossing Guard	16.52
99830 - Survey Party Chief	28.12
99831 - Surveying Aide	17.65
99832 - Surveying Technician	24.04
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	24.58
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 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.: 2015-5571 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: Oregon

Area: Oregon County of Jackson

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		19.52
01020 - Administrative Assistant		30.45
01035 - Court Reporter		18.81
01041 - Customer Service		14.18
Representative I		
01042 - Customer Service		15.47
Representative II		

01043 - Customer Service		17.37
Representative III		
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.41
01060 - Dispatcher Motor Vehicle		18.24
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.22
01112 - General Clerk II		15.52
01113 - General Clerk III		17.42
01120 - Housing Referral Assistant		20.97
01141 - Messenger Courier		14.83
01191 - Order Clerk I		14.12
01192 - Order Clerk II		15.41
01261 - Personnel Assistant		16.12
(Employment) I		
01262 - Personnel Assistant		18.05
(Employment) II		
01263 - Personnel Assistant		20.12
(Employment) III		
01270 - Production Control Clerk		19.36
01290 - Rental Clerk		15.24
01300 - Scheduler Maintenance		16.81
01311 - Secretary I		16.81
01312 - Secretary II		18.81
01313 - Secretary III		20.97
01320 - Service Order Dispatcher		16.24
01410 - Supply Technician		30.45
01420 - Survey Worker		18.20
01460 - Switchboard		15.19
Operator/Receptionist		
01531 - Travel Clerk I		16.60
01532 - Travel Clerk II		17.95
01533 - Travel Clerk III		19.32
01611 - Word Processor I		14.98
01612 - Word Processor II		16.81
01613 - Word Processor III		18.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		27.42
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.44
05070 - Automotive Worker		18.44
05110 - Mobile Equipment Servicer		16.16
05130 - Motor Equipment Metal		20.59
Mechanic		10
05160 - Motor Equipment Metal Worker		18.44
05190 - Motor Vehicle Mechanic		20.59
05220 - Motor Vehicle Mechanic		15.11
Helper		

05250 - Motor Vehicle Upholstery	17.29
Worker	10.44
05280 - Motor Vehicle Wrecker	18.44
05310 - Painter Automotive	19.52
05340 - Radiator Repair Specialist	18.44
05370 - Tire Repairer	17.38
05400 - Transmission Repair	20.59
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.77
07041 - Cook I	15.44
07042 - Cook II	17.62
07070 - Dishwasher	13.48
07130 - Food Service Worker	13.50
07210 - Meat Cutter	18.98
07260 - Waiter/Waitress	12.73
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.85
09040 - Furniture Handler	12.38
09080 - Furniture Refinisher	18.68
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer Minor	16.56
09130 - Upholsterer	17.55
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	14.26
11060 - Elevator Operator	14.26
11090 - Gardener	20.49
11122 - Housekeeping Aide	14.41
11150 - Janitor	14.41
11210 - Laborer Grounds Maintenance	17.12
11240 - Maid or Houseman	13.74
11260 - Pruner	15.02
11270 - Tractor Operator	19.16
11330 - Trail Maintenance Worker	16.34
11360 - Window Cleaner	15.98
12000 - Health Occupations	
12010 - Ambulance Driver	23.19
12011 - Breath Alcohol Technician	23.19
12012 - Certified Occupational	33.03
Therapist Assistant	
12015 - Certified Physical Therapist	28.82
Assistant	
12020 - Dental Assistant	21.70
12025 - Dental Hygienist	43.13
12030 - EKG Technician	41.07
12035 - Electroneurodiagnostic	41.07
Technologist	

	00 10
12040 - Emergency Medical Technician	23.19
12071 - Licensed Practical Nurse I	21.52
12072 - Licensed Practical Nurse II	24.08
12073 - Licensed Practical Nurse III	26.85
12100 - Medical Assistant	19.40
12130 - Medical Laboratory	30.97
Technician	
12160 - Medical Record Clerk	20.22
12190 - Medical Record Technician	22.63
12195 - Medical Transcriptionist	22.78
12210 - Nuclear Medicine	52.92
Technologist	
12221 - Nursing Assistant I	12.89
12222 - Nursing Assistant II	14.49
12223 - Nursing Assistant III	15.81
12224 - Nursing Assistant IV	17.75
12235 - Optical Dispenser	18.22
12236 - Optical Technician	21.52
12250 - Pharmacy Technician	19.50
12280 - Phlebotomist	17.75
12305 - Radiologic Technologist	34.85
12311 - Registered Nurse I	25.18
12312 - Registered Nurse II	30.80
12313 - Registered Nurse II	30.80
Specialist	
12314 - Registered Nurse III	41.15
12315 - Registered Nurse III	41.15
Anesthetist	
12316 - Registered Nurse IV	44.68
12317 - Scheduler (Drug and Alcohol	28.73
Testing)	
12320 - Substance Abuse Treatment	23.66
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	23.54
13012 - Exhibits Specialist II	29.17
13013 - Exhibits Specialist III	35.68
13041 - Illustrator I	21.40
13042 - Illustrator II	26.52
13043 - Illustrator III	32.44
13047 - Librarian	32.30
13050 - Library Aide/Clerk	17.62
13054 - Library Information	29.16
Technology Systems	
Administrator	
13058 - Library Technician	19.74
13061 - Media Specialist I	21.04
13062 - Media Specialist II	23.54
13063 - Media Specialist III	26.26

13071 - Photographer I		19.76
13072 - Photographer II		22.11
13073 - Photographer III		27.38
13074 - Photographer IV		32.71
13075 - Photographer V		39.61
13090 - Technical Order Library		18.74
Clerk		
13110 - Video Teleconference		22.81
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.81
14043 - Computer Operator III		20.98
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.81
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	27.25
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)	16.81
Operator		
14160 - Personal Computer Support		25.15
Technician		20.10
14170 - System Support Specialist		28.53
15000 - Instructional Occupations		20.00
15010 - Aircrew Training Devices		29.23
Instructor (Non-Rated)		23.23
15020 - Aircrew Training Devices		35.37
Instructor (Rated)		55.57
15030 - Air Crew Training Devices		42.39
Instructor (Pilot)		42.55
15050 - Computer Based Training		29.23
Specialist / Instructor		29.25
15060 - Educational Technologist		34.16
15070 - Flight Instructor (Pilot)		42.39
15070 - Flight Instructor (Pliot) 15080 - Graphic Artist		22.84
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		42.39
Jet/Prop		72.59
15086 - Maintenance Test Pilot		42.39
Rotary Wing		72.39
15088 - Non-Maintenance Test/Co-		42.39
Pilot		42.39
15090 - Technical Instructor		22.43
15095 - Technical Instructor/Course		27.69
Developer 15110 - Test Proctor		10 07
IJIIU - IESL Proctor		18.27

	1000
15120 - Tutor	18.27
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 4 - 7
16010 - Assembler	15.47
16030 - Counter Attendant	15.47
16040 - Dry Cleaner	17.68
16070 - Finisher Flatwork Machine	15.47
16090 - Presser Hand	15.47
16110 - Presser Machine Drycleaning	15.47
16130 - Presser Machine Shirts	15.47
16160 - Presser Machine Wearing	15.47
Apparel Laundry	10 10
16190 - Sewing Machine Operator	18.42
16220 - Tailor	19.15
16250 - Washer Machine	16.21
19000 - Machine Tool Operation And	
Repair Occupations	04.06
19010 - Machine-Tool Operator (Tool	24.06
Room)	
19040 - Tool And Die Maker	29.34
21000 - Materials Handling And Packing	
Occupations	10 10
21020 - Forklift Operator	19.16
21030 - Material Coordinator	19.36
21040 - Material Expediter	19.36
21050 - Material Handling Laborer	15.36
21071 - Order Filler	14.89
21080 - Production Line Worker (Food	19.16
Processing)	1 (10
21110 - Shipping Packer	16.40
21130 - Shipping/Receiving Clerk	16.40
21140 - Store Worker I	14.33
21150 - Stock Clerk 21210 - Tools And Parts Attendant	18.64
	19.16
21410 - Warehouse Specialist 23000 - Mechanics And Maintenance And	19.16
Repair Occupations	
23010 - Aerospace Structural Welder	30.52
23010 - Aerospace Structural weider 23019 - Aircraft Logs and Records	24.39
Technician	24.59
23021 - Aircraft Mechanic I	29.04
23022 - Aircraft Mechanic II	30.52
23022 - Aircraft Mechanic III	32.06
23040 - Aircraft Mechanic Helper	21.31
23050 - Aircraft Painter	27.53
23060 - Aircraft Servicer	24.39
23070 - Aircraft Survival Flight	27.53
Equipment Technician	21.00
23080 - Aircraft Worker	26.01
	20.01

22001 Dimension Life Supremb	26.01
23091 - Aircrew Life Support	20.01
Equipment (ALSE) Mechanic	
I	00.04
23092 - Aircrew Life Support	29.04
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.06
23120 - Bicycle Repairer	19.93
23125 - Cable Splicer	25.38
23130 - Carpenter Maintenance	22.27
23140 - Carpet Layer	22.74
23160 - Electrician Maintenance	30.91
23181 - Electronics Technician	23.66
Maintenance I	
23182 - Electronics Technician	25.03
Maintenance II	
23183 - Electronics Technician	26.41
Maintenance III	
23260 - Fabric Worker	21.32
23290 - Fire Alarm System Mechanic	25.38
23310 - Fire Extinguisher Repairer	19.93
23311 - Fuel Distribution System	26.47
Mechanic	
23312 - Fuel Distribution System	20.78
Operator	
23370 - General Maintenance Worker	18.14
23380 - Ground Support Equipment	29.04
Mechanic	
23381 - Ground Support Equipment	24.39
Servicer	
23382 - Ground Support Equipment	26.01
Worker	
23391 - Gunsmith I	19.93
23392 - Gunsmith II	22.74
23393 - Gunsmith III	25.38
23410 - Heating Ventilation And Air-	20.69
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.74
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.60
23440 - Heavy Equipment Operator	26.43
23460 - Instrument Mechanic	25.38
23465 - Laboratory/Shelter Mechanic	24.06
23470 - Laborer	14.65
23510 - Locksmith	24.06
23530 - Machinery Maintenance	26.11
Mechanic	20.11
23550 - Machinist Maintenance	22.78
	22.10

23580 - Maintenance Trades Helper	15.10
23591 - Metrology Technician I	25.38
23592 - Metrology Technician II	26.68
23593 - Metrology Technician III	28.02
23640 - Millwright	25.38
23710 - Office Appliance Repairer	21.89
23760 - Painter Maintenance	17.63
23790 - Pipefitter Maintenance	36.95
23810 - Plumber Maintenance	34.43
23820 - Pneudraulic Systems Mechanic	25.38
23850 - Rigger	25.38
23870 - Scale Mechanic	22.73
23890 - Sheet-Metal Worker	25.10
Maintenance	
23910 - Small Engine Mechanic	22.74
23931 - Telecommunications Mechanic	31.21
I	2.0.01
23932 - Telecommunications Mechanic	32.81
II	05 00
23950 - Telephone Lineman	25.38
23960 - Welder Combination	21.01
Maintenance	
23965 - Well Driller	25.38
23970 - Woodcraft Worker	25.38
23980 - Woodworker	19.93
24000 - Personal Needs Occupations	10.05
24550 - Case Manager	19.05
24570 - Child Care Attendant	13.32
24580 - Child Care Center Clerk	16.62
24610 - Chore Aide	14.16
24620 - Family Readiness And Support	19.05
Services	
Coordinator	10 05
24630 - Homemaker	19.05
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	29.79
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	18.29
25210 - Water Treatment Plant	29.79
Operator	
27000 - Protective Service Occupations 27004 - Alarm Monitor	22 0 0
	32.86 15.32
27007 - Baggage Inspector 27008 - Corrections Officer	
	32.58 32.58
27010 - Court Security Officer	17.15
27030 - Detection Dog Handler 27040 - Detention Officer	32.58
27070 - Firefighter	32.58

27101 - Guard I			15.32
27102 - Guard II			17.15
27131 - Police Officer I			33.24
27132 - Police Officer II			36.94
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.57
28042 - Carnival Equipment Repairer			16.65
28043 - Carnival Worker			12.20
28210 - Gate Attendant/Gate Tender			16.03
28310 - Lifequard			13.09
28350 - Park Attendant (Aide)			17.94
28510 - Recreation Aide/Health			13.09
Facility Attendant			10.00
28515 - Recreation Specialist			22.22
28630 - Sports Official			14.28
28690 - Swimming Pool Operator			19.00
29000 - Stevedoring/Longshoremen			19.00
Occupational Services 29010 - Blocker And Bracer			00 74
			22.74
29020 - Hatch Tender			22.74
29030 - Line Handler			22.74
29041 - Stevedore I			21.32
29042 - Stevedore II			24.06
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			17.07
30022 - Archeological Technician II			19.10
30023 - Archeological Technician III			23.65
30030 - Cartographic Technician			23.65
30040 - Civil Engineering Technician			31.72
30051 - Cryogenic Technician I			24.23
30052 - Cryogenic Technician II			26.76
30061 - Drafter/CAD Operator I			17.07
30062 - Drafter/CAD Operator II			19.10
30063 - Drafter/CAD Operator III			21.29
30064 - Drafter/CAD Operator IV			26.20
30081 - Engineering Technician I			15.92
30082 - Engineering Technician II			17.87
30083 - Engineering Technician III			19.99
30084 - Engineering Technician IV			24.76
30085 - Engineering Technician V			30.29
30086 - Engineering Technician VI			36.65
30090 - Environmental Technician			
30030 = EUVICONNEULAL LECONTCIAN			23.65
			23.65 21.87
30095 - Evidence Control Specialist 30210 - Laboratory Technician			23.65 21.87 21.01

30221 - Latent Fingerprint Technician I			24.23
			06 76
30222 - Latent Fingerprint			26.76
Technician II			00.05
30240 - Mathematical Technician			23.65
30361 - Paralegal/Legal Assistant I			20.51
30362 - Paralegal/Legal Assistant II			25.40
30363 - Paralegal/Legal Assistant			31.07
III			
30364 - Paralegal/Legal Assistant IV			37.60
30375 - Petroleum Supply Specialist			26.76
30390 - Photo-Optics Technician			23.65
30395 - Radiation Control Technician			26.76
30461 - Technical Writer I			21.87
30462 - Technical Writer II			26.76
30463 - Technical Writer III			32.37
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			26.20
30502 - Weather Forecaster II			31.87
30620 - Weather Observer Combined	(see	2)	21.29
Upper Air Or		,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	23.65
31000 - Transportation/Mobile	、	,	
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			17.14
31030 - Bus Driver			23.01
31043 - Driver Courier			16.69
31260 - Parking and Lot Attendant			14.32
31290 - Shuttle Bus Driver			16.44
31310 - Taxi Driver			15.33
31361 - Truckdriver Light			17.85
31362 - Truckdriver Medium			19.10
31362 - Truckdriver Medium 31363 - Truckdriver Heavy			23.13
31364 - Truckdriver Tractor-Trailer			
			23.13
99000 - Miscellaneous Occupations			15 10
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			12.71
			10 00
99050 - Desk Clerk 99095 - Embalmer			12.89 25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.13
I	
99252 - Laboratory Animal Caretaker	17.25
II	
99260 - Marketing Analyst	25.72
99310 - Mortician	25.60
99410 - Pest Controller	23.05
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	23.06
99711 - Recycling Specialist	26.83
99730 - Refuse Collector	21.18
99810 - Sales Clerk	13.85
99820 - School Crossing Guard	14.29
99830 - Survey Party Chief	26.13
99831 - Surveying Aide	16.41
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	24.58
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 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	<pre> Wage Determination No.: 2015-5573 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: Oregon

Area: Oregon Counties of Marion Polk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.80
01012 - Accounting Clerk II		18.86
01013 - Accounting Clerk III		21.10
01020 - Administrative Assistant		25.27
01035 - Court Reporter		19.88
01041 - Customer Service		14.51
Representative I		
01042 - Customer Service		15.82
Representative II		

01043 - Customer Service	17.77
Representative III	
01051 - Data Entry Operator I	15.83
01052 - Data Entry Operator II	17.27
01060 - Dispatcher Motor Vehicle	20.74
01070 - Document Preparation Clerk	20.13
01090 - Duplicating Machine Operator	20.13
01111 - General Clerk I	14.64
01112 - General Clerk II	15.97
01113 - General Clerk III	17.93
01120 - Housing Referral Assistant	21.95
01141 - Messenger Courier	17.60
01191 - Order Clerk I	15.53
01192 - Order Clerk II	16.95
01261 - Personnel Assistant	17.01
(Employment) I	
01262 - Personnel Assistant	19.59
(Employment) II	
01263 - Personnel Assistant	21.21
(Employment) III	
01270 - Production Control Clerk	21.24
01290 - Rental Clerk	16.68
01300 - Scheduler Maintenance	17.60
01311 - Secretary I	17.60
01312 - Secretary II	19.69
01313 - Secretary III	21.95
01320 - Service Order Dispatcher	18.54
01410 - Supply Technician	25.27
01420 - Survey Worker	19.88
01460 - Switchboard	15.94
Operator/Receptionist	
01531 - Travel Clerk I	16.42
01532 - Travel Clerk II	17.88
01533 - Travel Clerk III	19.24
01611 - Word Processor I	15.68
01612 - Word Processor II	17.60
01613 - Word Processor III	19.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	21.95
Fiberglass	
05010 - Automotive Electrician	21.91
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	20.62
05070 - Automotive Worker 05110 - Mobile Equipment Servicer	20.62 18.14
05110 - Mobile Equipment Servicer	
	18.14
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	18.14
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	18.14 23.15
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	18.14 23.15 20.62

05250 - Motor Vehicle Upholstery	19.00
Worker	
05280 - Motor Vehicle Wrecker	20.62
05310 - Painter Automotive	21.91
05340 - Radiator Repair Specialist	20.62
05370 - Tire Repairer	15.69
05400 - Transmission Repair	23.15
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.63
07041 - Cook I	15.57
07042 - Cook II	17.70
07070 - Dishwasher	12.38
07130 - Food Service Worker	13.45
07210 - Meat Cutter	18.84
07260 - Waiter/Waitress	12.17
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.89
09040 - Furniture Handler	11.96
09080 - Furniture Refinisher	17.89
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer Minor	15.85
09130 - Upholsterer	18.24
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.97
11060 - Elevator Operator	13.38
11090 - Gardener	20.19
11122 - Housekeeping Aide	13.38
11150 - Janitor	13.38
11210 - Laborer Grounds Maintenance	15.94
11240 - Maid or Houseman	12.76
11260 - Pruner	14.54
11270 - Tractor Operator	18.79
11330 - Trail Maintenance Worker	15.94
11360 - Window Cleaner	14.65
12000 - Health Occupations	
12010 - Ambulance Driver	23.16
12011 - Breath Alcohol Technician	24.69
12012 - Certified Occupational	31.19
Therapist Assistant	
12015 - Certified Physical Therapist	31.63
Assistant	
12020 - Dental Assistant	22.55
12025 - Dental Hygienist	43.92
12030 - EKG Technician	38.75
12035 - Electroneurodiagnostic	38.75
Technologist	
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12040 - Emergency Medical Technician	23.16
12071 - Licensed Practical Nurse I	22.08
12072 - Licensed Practical Nurse II	24.69
12073 - Licensed Practical Nurse III	27.53
12100 - Medical Assistant	18.97
12130 - Medical Laboratory	26.79
Technician	
12160 - Medical Record Clerk	18.17
12190 - Medical Record Technician	20.32
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine	54.26
Technologist	
12221 - Nursing Assistant I	13.12
12222 - Nursing Assistant II	14.75
12223 - Nursing Assistant III	16.10
12224 - Nursing Assistant IV	18.07
12235 - Optical Dispenser	17.85
12236 - Optical Technician	22.08
12250 - Pharmacy Technician	21.23
12280 - Phlebotomist	18.82
12305 - Radiologic Technologist	35.00
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II	35.53
Specialist	
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III	42.99
Anesthetist	
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol	30.60
Testing)	
12320 - Substance Abuse Treatment	26.80
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	25.96
13012 - Exhibits Specialist II	32.16
13013 - Exhibits Specialist III	39.33
13041 - Illustrator I	25.96
13042 - Illustrator II	32.16
13043 - Illustrator III	39.33
13047 - Librarian	35.62
13050 - Library Aide/Clerk	15.75
13054 - Library Information	32.16
Technology Systems	
Administrator	
13058 - Library Technician	18.23
13061 - Media Specialist I	23.20
13062 - Media Specialist II	25.96
13063 - Media Specialist III	28.94
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13071 - Photographer I		20.13
13072 - Photographer II		22.52
13073 - Photographer III		27.91
13074 - Photographer IV		34.12
13075 - Photographer V		41.28
13090 - Technical Order Library		19.78
Clerk		
13110 - Video Teleconference		21.58
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		20.10
14042 - Computer Operator II		22.48
14043 - Computer Operator III		25.06
14044 - Computer Operator IV		27.84
14045 - Computer Operator V		30.84
14071 - Computer Programmer I	(see 1)	23.22
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(/	20.10
Operator		
14160 - Personal Computer Support		27.84
Technician		
14170 - System Support Specialist		37.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.62
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.06
Instructor (Rated)		
15030 - Air Crew Training Devices		44.41
Instructor (Pilot)		
15050 - Computer Based Training		30.62
Specialist / Instructor		00.02
15060 - Educational Technologist		47.50
15070 - Flight Instructor (Pilot)		44.41
15080 - Graphic Artist		23.63
15085 - Maintenance Test Pilot Fixed		44.41
Jet/Prop		• + +
15086 - Maintenance Test Pilot		44.41
Rotary Wing		• • • •
15088 - Non-Maintenance Test/Co-		44.41
Pilot		• - -
15090 - Technical Instructor		25.99
15095 - Technical Instructor/Course		31.79
Developer		51.15
15110 - Test Proctor		20.98
IJIIV IESC FIUCIUI		20.90

15120 - Tutor	20.98
16000 - Laundry Dry-Cleaning Pressing	20.90
And Related Occupations	
16010 - Assembler	15.22
16030 - Counter Attendant	15.22
16040 - Dry Cleaner	17.39
16070 - Finisher Flatwork Machine	15.22
16090 - Presser Hand	15.22
16110 - Presser Machine Drycleaning	15.22
16130 - Presser Machine Shirts	15.22
16160 - Presser Machine Wearing	15.22
Apparel Laundry	10.22
16190 - Sewing Machine Operator	18.11
16220 - Tailor	18.83
16250 - Washer Machine	15.95
19000 - Machine Tool Operation And	13.95
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.82
Room)	20.02
19040 - Tool And Die Maker	32.62
21000 - Materials Handling And Packing	52.02
Occupations	
21020 - Forklift Operator	17.93
21020 - Material Coordinator	21.24
21040 - Material Expediter	21.24
21040 - Material Expediter 21050 - Material Handling Laborer	16.40
21050 - Material Handling Laborer 21071 - Order Filler	14.36
21071 - Older Filler 21080 - Production Line Worker (Food	17.93
Processing)	17.95
21110 - Shipping Packer	19.10
21130 - Shipping Receiving Clerk	19.10
21140 - Store Worker I	14.85
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	17.93
21410 - Warehouse Specialist	17.93
23000 - Mechanics And Maintenance And	17.95
Repair Occupations	
23010 - Aerospace Structural Welder	29.87
23019 - Aircraft Logs and Records	24.27
Technician	21.27
23021 - Aircraft Mechanic I	28.34
23022 - Aircraft Mechanic II	29.87
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft Painter	26.82
23060 - Aircraft Servicer	24.27
23070 - Aircraft Survival Flight	26.82
Equipment Technician	
23080 - Aircraft Worker	25.60
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23091 - Aircrew Life Support	25.60
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.34
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.57
23120 - Bicycle Repairer	22.00
23125 - Cable Splicer	51.85
23130 - Carpenter Maintenance	23.52
23140 - Carpet Layer	26.39
23160 - Electrician Maintenance	34.79
23181 - Electronics Technician	32.15
Maintenance I	
23182 - Electronics Technician	34.16
Maintenance II	
23183 - Electronics Technician	36.10
Maintenance III	
23260 - Fabric Worker	23.75
23290 - Fire Alarm System Mechanic	30.43
23310 - Fire Extinguisher Repairer	22.21
23311 - Fuel Distribution System	29.73
Mechanic	
23312 - Fuel Distribution System	23.30
Operator	
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment	28.34
Mechanic	
23381 - Ground Support Equipment	24.27
Servicer	
23382 - Ground Support Equipment	25.60
Worker	
23391 - Gunsmith I	22.21
23392 - Gunsmith II	25.24
23393 - Gunsmith III	28.34
23410 - Heating Ventilation And Air-	24.46
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.78
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.53
23440 - Heavy Equipment Operator	28.40
23460 - Instrument Mechanic	28.34
23465 - Laboratory/Shelter Mechanic	26.82
23470 - Laborer	16.40
23510 - Locksmith	26.71
23530 - Machinery Maintenance	23.55
Mechanic	
23550 - Machinist Maintenance	25.12

23580 - Maintenance Trades Helper	16.63
23591 - Metrology Technician I	28.34
23592 - Metrology Technician II	29.87
23593 - Metrology Technician III	31.40
23640 - Millwright	28.34
23710 - Office Appliance Repairer	20.53
23760 - Painter Maintenance	19.00
23790 - Pipefitter Maintenance	32.90
23810 - Plumber Maintenance	31.13
23820 - Pneudraulic Systems Mechanic	28.34
23850 - Rigger	28.34
23870 - Scale Mechanic	25.24
23890 - Sheet-Metal Worker	24.87
Maintenance	
23910 - Small Engine Mechanic	25.01
23931 - Telecommunications Mechanic	29.12
I	
23932 - Telecommunications Mechanic	30.69
II	
23950 - Telephone Lineman	28.40
23960 - Welder Combination	22.90
Maintenance	
23965 - Well Driller	26.57
23970 - Woodcraft Worker	28.34
23980 - Woodworker	22.21
24000 - Personal Needs Occupations	
24550 - Case Manager	20.28
24570 - Child Care Attendant	12.02
24580 - Child Care Center Clerk	14.99
24610 - Chore Aide	14.23
24620 - Family Readiness And Support	20.28
Services	
Coordinator	
24630 - Homemaker	20.28
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.60
25040 - Sewage Plant Operator	28.63
25070 - Stationary Engineer	32.60
25190 - Ventilation Equipment Tender	23.78
25210 - Water Treatment Plant	28.63
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.44
27007 - Baggage Inspector	15.35
27008 - Corrections Officer	31.99
27010 - Court Security Officer	31.98
27030 - Detection Dog Handler	17.17
27040 - Detention Officer	31.99
27070 - Firefighter	34.52

27101 - Guard I			15.35
27102 - Guard II			17.17
27131 - Police Officer I			32.26
27132 - Police Officer II			35.86
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.81
28042 - Carnival Equipment Repairer			16.98
28043 - Carnival Worker			12.23
28210 - Gate Attendant/Gate Tender			17.96
28310 - Lifeguard			12.65
28350 - Park Attendant (Aide)			20.08
28510 - Recreation Aide/Health			14.66
Facility Attendant			
28515 - Recreation Specialist			24.89
28630 - Sports Official			16.00
28690 - Swimming Pool Operator			19.30
29000 - Stevedoring/Longshoremen			19.00
Occupational Services			
29010 - Blocker And Bracer			25.24
29020 - Hatch Tender			25.24
29030 - Line Handler			25.24
29041 - Stevedore I			23.75
29041 - Stevedore I 29042 - Stevedore II			26.82
30000 - Technical Occupations			20.02
30010 - Air Traffic Control	(2)	42.98
	(see	2)	42.90
Specialist Center (HFO) 30011 - Air Traffic Control	1000	2)	20 (1
	(see	2)	29.64
Specialist Station (HFO) 30012 - Air Traffic Control			32.64
			32.04
Specialist Terminal (HFO) (see 2)			10 01
30021 - Archeological Technician I			18.94
30022 - Archeological Technician II			21.19
30023 - Archeological Technician III			26.26
30030 - Cartographic Technician			26.26
30040 - Civil Engineering Technician			34.40
30051 - Cryogenic Technician I			29.07
30052 - Cryogenic Technician II			32.12
30061 - Drafter/CAD Operator I			18.94
30062 - Drafter/CAD Operator II			21.19
30063 - Drafter/CAD Operator III			23.63
30064 - Drafter/CAD Operator IV			29.07
30081 - Engineering Technician I			16.14
30082 - Engineering Technician II			18.13
30082 - Engineering Technician II 30083 - Engineering Technician III			18.13 20.29
30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV			18.13 20.29 25.76
30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			18.13 20.29 25.76 31.76
30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			18.13 20.29 25.76 31.76 37.19
30082 - Engineering Technician II30083 - Engineering Technician III30084 - Engineering Technician IV30085 - Engineering Technician V30086 - Engineering Technician VI30090 - Environmental Technician			18.13 20.29 25.76 31.76 37.19 26.26
30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI			18.13 20.29 25.76 31.76 37.19

30221 - Latent Fingerprint	26.43
Technician I	
30222 - Latent Fingerprint	29.20
Technician II	
30240 - Mathematical Technician	26.26
30361 - Paralegal/Legal Assistant I	21.04
30362 - Paralegal/Legal Assistant II	26.07
30363 - Paralegal/Legal Assistant	31.89
III	
30364 - Paralegal/Legal Assistant IV	38.58
30375 - Petroleum Supply Specialist	32.12
30390 - Photo-Optics Technician	26.26
30395 - Radiation Control Technician	32.12
30461 - Technical Writer I	23.87
30462 - Technical Writer II	29.20
30463 - Technical Writer III	35.32
30491 - Unexploded Ordnance (UXO)	27.32
Technician I	
30492 - Unexploded Ordnance (UXO)	33.06
Technician II	
30493 - Unexploded Ordnance (UXO)	39.62
Technician III	
30494 - Unexploded (UXO) Safety	27.32
Escort	
30495 - Unexploded (UXO) Sweep	27.32
Personnel	
30501 - Weather Forecaster I	29.07
30502 - Weather Forecaster II	35.38
	23.63
30620 - Weather Observer Combined (see 2)	23.03
30620 - Weather Observer Combined (see 2) Upper Air Or	23.03
	23.03
Upper Air Or	26.26
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	26.26 33.06
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	26.26 33.06 17.79
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	26.26 33.06
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	26.26 33.06 17.79 24.15 17.14
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	26.26 33.06 17.79 24.15 17.14 13.42
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	26.26 33.06 17.79 24.15 17.14 13.42 18.41
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	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34
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	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34 18.41
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	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34 18.41 19.69
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 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Heavy	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34 18.41 19.69 22.85
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	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34 18.41 19.69
<pre>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</pre>	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34 18.41 19.69 22.85 22.85
<pre>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</pre>	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34 18.41 19.69 22.85 22.85 22.85
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	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34 18.41 19.69 22.85 22.85 22.85 16.12 12.27
<pre>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</pre>	26.26 33.06 17.79 24.15 17.14 13.42 18.41 14.34 18.41 19.69 22.85 22.85 22.85

99130 - Flight Follower	27.32
99251 - Laboratory Animal Caretaker	14.18
I	
99252 - Laboratory Animal Caretaker	15.23
II	
99260 - Marketing Analyst	30.16
99310 - Mortician	27.32
99410 - Pest Controller	24.36
99510 - Photofinishing Worker	15.40
99710 - Recycling Laborer	25.81
99711 - Recycling Specialist	30.25
99730 - Refuse Collector	23.51
99810 - Sales Clerk	13.80
99820 - School Crossing Guard	14.42
99830 - Survey Party Chief	37.53
99831 - Surveying Aide	22.13
99832 - Surveying Technician	30.30
99840 - Vending Machine Attendant	19.92
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer	19.92
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 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	<pre> Wage Determination No.: 2015-5575 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: Oregon

Area: Oregon County of Lincoln

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.74
01012 - Accounting Clerk II		16.55
01013 - Accounting Clerk III		18.51
01020 - Administrative Assistant		29.94
01035 - Court Reporter		18.70
01041 - Customer Service		13.21
Representative I		
01042 - Customer Service		14.42
Representative II		

01043 - Customer Service Representative III		16.19
01051 - Data Entry Operator I		13.61
01052 - Data Entry Operator II		14.85
01060 - Dispatcher Motor Vehicle		22.07
01070 - Document Preparation Clerk		14.89
01090 - Duplicating Machine Operator		14.89
01111 - General Clerk I		13.70
01112 - General Clerk II		14.95
01113 - General Clerk III		16.79
01120 - Housing Referral Assistant		20.84
01141 - Messenger Courier		12.76
01191 - Order Clerk I		14.96
01192 - Order Clerk II		16.33
01261 - Personnel Assistant		16.73
(Employment) I		
01262 - Personnel Assistant		18.71
(Employment) II		
01263 - Personnel Assistant		20.85
(Employment) III		
01270 - Production Control Clerk		20.83
01290 - Rental Clerk		15.18
01300 - Scheduler Maintenance		16.72
01311 - Secretary I		16.72
01312 - Secretary II		18.70
01313 - Secretary III		20.84
01320 - Service Order Dispatcher		19.65
01410 - Supply Technician		29.94
01420 - Survey Worker		18.70
01460 - Switchboard		14.67
Operator/Receptionist		
01531 - Travel Clerk I		15.12
01532 - Travel Clerk II		16.42
01533 - Travel Clerk III		17.70
01611 - Word Processor I		14.89
01612 - Word Processor II		16.72
01613 - Word Processor III		18.70
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.79
Fiberglass		
05010 - Automotive	Electrician	19.02
05040 - Automotive Glass Installer		17.96
05070 - Automotive Worker		17.96
05110 - Mobile Equipment Servicer		15.76
05130 - Motor Equipment Metal		20.08
Mechanic		
05160 - Motor Equipment Metal Worker		17.96
05190 - Motor Vehicle Mechanic		20.08
		20.00
05220 - Motor Vehicle Mechanic		14.71

05250 - Motor Vehicle Upholstery	16.85
Worker	17 06
05280 - Motor Vehicle Wrecker	17.96
05310 - Painter Automotive	19.02
05340 - Radiator Repair Specialist	17.96
05370 - Tire Repairer	16.10
05400 - Transmission Repair	20.08
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.70
07041 - Cook I	15.03
07042 - Cook II	17.13
07070 - Dishwasher	12.44
07130 - Food Service Worker	12.96
07210 - Meat Cutter	19.03
07260 - Waiter/Waitress	12.91
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	15.51
09080 - Furniture Refinisher	21.81
09090 - Furniture Refinisher Helper	17.10
09110 - Furniture Repairer Minor	19.58
09130 - Upholsterer	21.81
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.13
11060 - Elevator Operator	14.02
11090 - Gardener	19.11
11122 - Housekeeping Aide	14.02
11150 - Janitor	14.02
11210 - Laborer Grounds Maintenance	15.19
11240 - Maid or Houseman	13.54
11260 - Pruner	13.82
11270 - Tractor Operator	17.84
11330 - Trail Maintenance Worker	15.19
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	24.82
12012 - Certified Occupational	34.05
Therapist Assistant	
12015 - Certified Physical Therapist	34.41
Assistant	
12020 - Dental Assistant	22.36
12025 - Dental Hygienist	44.17
12030 - EKG Technician	37.61
12035 - Electroneurodiagnostic	37.61
Technologist	

	10 50
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	22.19
12072 - Licensed Practical Nurse II	24.82
12073 - Licensed Practical Nurse III	27.66
12100 - Medical Assistant	17.52
12130 - Medical Laboratory	27.29
Technician	
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	21.37
12195 - Medical Transcriptionist	19.63
12210 - Nuclear Medicine	54.54
Technologist	
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.98
12235 - Optical Dispenser	17.15
12236 - Optical Technician	22.19
12250 - Pharmacy Technician	21.27
12280 - Phlebotomist	18.11
12305 - Radiologic Technologist	35.14
12311 - Registered Nurse I	24.98
12312 - Registered Nurse II	30.55
12313 - Registered Nurse II	30.55
Specialist	
12314 - Registered Nurse III	45.27
12315 - Registered Nurse III	45.27
Anesthetist	
12316 - Registered Nurse IV	44.31
12317 - Scheduler (Drug and Alcohol	30.74
Testing)	
12320 - Substance Abuse Treatment	26.51
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	15.72
13054 - Library Information	24.11
Technology Systems	
Administrator	
13058 - Library Technician	16.92
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
Lette heard spectariou iii	<u> </u>

13071 - Photographer I		16.86
13072 - Photographer II		18.86
13073 - Photographer III		23.36
13074 - Photographer IV		28.57
13075 - Photographer V		34.58
13090 - Technical Order Library		18.88
Clerk		
13110 - Video Teleconference		16.86
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.44
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.01
14044 - Computer Operator IV		23.33
14045 - Computer Operator V		25.92
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(000 1)	17.44
Operator		± / • 1 1
14160 - Personal Computer Support		27.40
Technician		27.10
14170 - System Support Specialist		30.34
15000 - Instructional Occupations		30.34
15010 - Aircrew Training Devices		27.87
Instructor (Non-Rated)		27.07
15020 - Aircrew Training Devices		32.64
2		52.04
Instructor (Rated)		39.11
15030 - Air Crew Training Devices		39.11
Instructor (Pilot)		07 07
15050 - Computer Based Training		27.87
Specialist / Instructor		
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		39.11
15080 - Graphic Artist		24.26
15085 - Maintenance Test Pilot Fixed		39.11
Jet/Prop		20 11
15086 - Maintenance Test Pilot		39.11
Rotary Wing		
15088 - Non-Maintenance Test/Co-		39.11
Pilot		_
15090 - Technical Instructor		20.39
15095 - Technical Instructor/Course		26.12
Developer		
15110 - Test Proctor		17.16

15120 - Tutor	17.16
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 1 0
16010 - Assembler	15.19
16030 - Counter Attendant	15.19
16040 - Dry Cleaner	17.35
16070 - Finisher Flatwork Machine	15.19
16090 - Presser Hand	15.19
16110 - Presser Machine Drycleaning	15.19
16130 - Presser Machine Shirts	15.19
16160 - Presser Machine Wearing	15.19
Apparel Laundry	
16190 - Sewing Machine Operator	18.07
16220 - Tailor	18.79
16250 - Washer Machine	15.91
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.37
Room)	
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.68
21030 - Material Coordinator	20.83
21040 - Material Expediter	20.83
21050 - Material Handling Laborer	15.74
21071 - Order Filler	14.61
21080 - Production Line Worker (Food	20.68
Processing)	
21110 - Shipping Packer	19.24
21130 - Shipping/Receiving Clerk	19.24
21140 - Store Worker I	14.34
21150 - Stock Clerk	18.93
21210 - Tools And Parts Attendant	20.68
21410 - Warehouse Specialist	20.68
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.80
23019 - Aircraft Logs and Records	23.74
Technician	00.00
23021 - Aircraft Mechanic I	28.30
23022 - Aircraft Mechanic II	29.80
23023 - Aircraft Mechanic III	31.31
23040 - Aircraft Mechanic Helper	20.73
23050 - Aircraft Painter	26.50
23060 - Aircraft Servicer	23.74
23070 - Aircraft Survival Flight	26.50
Equipment Technician	0E 01
23080 - Aircraft Worker	25.31

23091 - Aircrew Life Support	25.31
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.30
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	20.24
23125 - Cable Splicer	41.00
23130 - Carpenter Maintenance	22.73
23140 - Carpet Layer	24.90
23160 - Electrician Maintenance	37.81
23181 - Electronics Technician	26.03
Maintenance I	
23182 - Electronics Technician	27.53
Maintenance II	
23183 - Electronics Technician	29.05
Maintenance III	
23260 - Fabric Worker	23.74
23290 - Fire Alarm System Mechanic	28.30
23310 - Fire Extinguisher Repairer	22.22
23311 - Fuel Distribution System	28.00
Mechanic	
23312 - Fuel Distribution System	22.18
Operator	
23370 - General Maintenance Worker	17.17
23380 - Ground Support Equipment	28.30
Mechanic	
23381 - Ground Support Equipment	23.74
Servicer	20.71
23382 - Ground Support Equipment	25.31
Worker	20.01
23391 - Gunsmith I	22.22
23392 - Gunsmith II	25.31
23393 - Gunsmith III	28.30
23410 - Heating Ventilation And Air-	21.87
Conditioning	21.07
Mechanic	
23411 - Heating Ventilation And Air	23.03
Contidioning	23.05
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.25
23430 - Heavy Equipment Operator	25.50
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	
	28.30
23465 - Laboratory/Shelter Mechanic	26.81
23470 - Laborer	15.74
23510 - Locksmith	26.81
23530 - Machinery Maintenance	28.68
Mechanic	04 04
23550 - Machinist Maintenance	24.84

23580 - Maintenance Trades Helper	13.73
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.80
23593 - Metrology Technician III	31.31
23640 - Millwright	28.30
23710 - Office Appliance Repairer	26.49
23760 - Painter Maintenance	20.12
23790 - Pipefitter Maintenance	28.23
23810 - Plumber Maintenance	26.74
23820 - Pneudraulic Systems Mechanic	28.30
23850 - Rigger	28.30
23870 - Scale Mechanic	25.31
23890 - Sheet-Metal Worker	28.30
Maintenance	
23910 - Small Engine Mechanic	20.74
23931 - Telecommunications Mechanic	28.90
I	
23932 - Telecommunications Mechanic	30.38
II	
23950 - Telephone Lineman	28.30
23960 - Welder Combination	22.12
Maintenance	07 00
23965 - Well Driller	27.83
23970 - Woodcraft Worker	28.30
23980 - Woodworker	22.22
24000 - Personal Needs Occupations	10 10
24550 - Case Manager	19.43
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk 24610 - Chore Aide	15.34 13.84
24610 - Chore Alde 24620 - Family Readiness And Support	19.43
Services	19.43
Coordinator	
24630 - Homemaker	19.43
25000 - Plant And System Operations	19.45
Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	20.00
25210 - Water Treatment Plant	25.44
Operator	20.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	13.96
27008 - Corrections Officer	30.13
27010 - Court Security Officer	25.51
27030 - Detection Dog Handler	17.55
27040 - Detention Officer	30.13
27070 - Firefighter	24.73
	21.10

27101 - Guard I			13.96
27102 - Guard II			17.55
27131 - Police Officer I			27.52
27132 - Police Officer II			30.59
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.15
28042 - Carnival Equipment Repairer			17.30
28043 - Carnival Worker			12.51
28210 - Gate Attendant/Gate Tender			15.70
28310 - Lifequard			13.09
28350 - Park Attendant (Aide)			17.56
28510 - Recreation Aide/Health			12.82
Facility Attendant			
28515 - Recreation Specialist			21.75
28630 - Sports Official			13.98
28690 - Swimming Pool Operator			19.71
29000 - Stevedoring/Longshoremen			1 9 •71
Occupational Services			
29010 - Blocker And Bracer			27.84
29010 - Blocker And Bracer 29020 - Hatch Tender			27.84
29030 - Line Handler			27.84
29041 - Stevedore I			26.11
29042 - Stevedore II			29.49
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			17.92
30022 - Archeological Technician II			20.04
30023 - Archeological Technician III			24.83
30030 - Cartographic Technician			24.83
30040 - Civil Engineering Technician			30.75
30051 - Cryogenic Technician I			28.14
30052 - Cryogenic Technician II			31.08
30061 - Drafter/CAD Operator I			17.92
30062 - Drafter/CAD Operator II			20.04
30063 - Drafter/CAD Operator III			22.35
30064 - Drafter/CAD Operator IV			27.50
30081 - Engineering Technician I			16.33
30082 - Engineering Technician II			18.33
30083 - Engineering Technician III			20.52
30084 - Engineering Technician IV			25.41
30085 - Engineering Technician V			31.08
30086 - Engineering Technician VI			37.61
30090 - Environmental Technician			24.83
30095 - Evidence Control Specialist			25.41
30210 - Laboratory Technician			22.35
			// ~~

30221 - Latent Fingerprint Technician I	28.14
	21 00
30222 - Latent Fingerprint	31.08
Technician II	
30240 - Mathematical Technician	24.83
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant	29.05
III	
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	31.08
30390 - Photo-Optics Technician	24.83
30395 - Radiation Control Technician	31.08
30461 - Technical Writer I	21.71
30462 - Technical Writer II	26.57
30463 - Technical Writer III	32.14
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	28.14
30502 - Weather Forecaster II	34.23
30620 - Weather Observer Combined (see 2)	
Upper Air Or	22.00
Surface Programs	
-	
	21 02
30621 - Weather Observer Senior (see 2)	24.83
31000 - Transportation/Mobile	24.83
31000 - Transportation/Mobile Equipment Operation Occupations	
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot</pre>	30.98
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide</pre>	30.98 13.85
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver</pre>	30.98 13.85 18.55
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier</pre>	30.98 13.85 18.55 17.47
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver</pre>	30.98 13.85 18.55
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier</pre>	30.98 13.85 18.55 17.47
<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>	30.98 13.85 18.55 17.47 13.96
<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>	30.98 13.85 18.55 17.47 13.96 17.70
<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>	30.98 13.85 18.55 17.47 13.96 17.70 17.70
<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>	30.98 13.85 18.55 17.47 13.96 17.70 17.70 18.71 20.28
<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>	30.98 13.85 18.55 17.47 13.96 17.70 17.70 18.71 20.28 21.88
<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>	30.98 13.85 18.55 17.47 13.96 17.70 17.70 18.71 20.28
<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 99000 - Miscellaneous Occupations</pre>	30.98 13.85 18.55 17.47 13.96 17.70 17.70 18.71 20.28 21.88 21.88
<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>	30.98 13.85 18.55 17.47 13.96 17.70 17.70 18.71 20.28 21.88 21.88 21.88
<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>	30.98 13.85 18.55 17.47 13.96 17.70 17.70 17.70 18.71 20.28 21.88 21.88 21.88 15.10 12.63
<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>	30.98 13.85 18.55 17.47 13.96 17.70 17.70 18.71 20.28 21.88 21.88 21.88

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.86
I	
99252 - Laboratory Animal Caretaker	16.99
II	
99260 - Marketing Analyst	23.46
99310 - Mortician	25.95
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	23.41
99711 - Recycling Specialist	27.49
99730 - Refuse Collector	21.30
99810 - Sales Clerk	14.03
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	16.36
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer	19.15
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 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	C WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5577
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: Oregon

Area: Oregon Counties of Clatsop Tillamook

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.74
01012 - Accounting Clerk II		16.55
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		29.94
01035 - Court Reporter		19.88
01041 - Customer Service		13.21
Representative I		
01042 - Customer Service		14.42
Representative II		

01043 - Customer Service Representative III		16.19
01051 - Data Entry Operator I		13.64
01052 - Data Entry Operator II		14.89
01060 - Dispatcher Motor Vehicle		22.40
01070 - Document Preparation Clerk		14.89
01090 - Duplicating Machine Operator		14.89
01111 - General Clerk I		13.70
01112 - General Clerk II		14.95
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.84
01141 - Messenger Courier		14.12
01191 - Order Clerk I		14.32
01192 - Order Clerk II		16.33
01261 - Personnel Assistant		16.73
(Employment) I		
01262 - Personnel Assistant		19.59
(Employment) II		
01263 - Personnel Assistant		20.85
(Employment) III		
01270 - Production Control Clerk		21.35
01290 - Rental Clerk		15.98
01300 - Scheduler Maintenance		16.72
01311 - Secretary I		16.72
01312 - Secretary II		18.70
01313 - Secretary III		20.84
01320 - Service Order Dispatcher		20.02
01410 - Supply Technician		29.94
01420 - Survey Worker		19.88
01460 - Switchboard		14.67
Operator/Receptionist		
01531 - Travel Clerk I		15.12
01532 - Travel Clerk II		16.42
01533 - Travel Clerk III		17.70
01611 - Word Processor I		14.89
01612 - Word Processor II		16.72
01613 - Word Processor III		19.59
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		19.95
terre incompany pour merater		±)•))
Fiberglass		19.90
	Electrician	
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	
Fiberglass 05010 - Automotive	Electrician	19.85
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	19.85 18.97
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	19.85 18.97 18.97
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	19.85 18.97 18.97 17.05
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	19.85 18.97 18.97 17.05
Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	19.85 18.97 18.97 17.05 20.08
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	19.85 18.97 18.97 17.05 20.08 18.97

05250 - Motor Vehicle Upholstery	18.04
Worker	10 07
05280 - Motor Vehicle Wrecker	18.97
05310 - Painter Automotive	19.85
05340 - Radiator Repair Specialist	18.97
05370 - Tire Repairer	16.10
05400 - Transmission Repair	20.08
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.70
07041 - Cook I	15.03
07042 - Cook II	17.13
07070 - Dishwasher	12.44
07130 - Food Service Worker	12.96
07210 - Meat Cutter	19.03
07260 - Waiter/Waitress	12.91
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	15.93
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	18.13
09110 - Furniture Repairer Minor	20.39
09130 - Upholsterer	22.07
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	15.13
11060 - Elevator Operator	14.02
11090 - Gardener	19.11
11122 - Housekeeping Aide	14.02
11150 - Janitor	14.02
11210 - Laborer Grounds Maintenance	15.19
11240 - Maid or Houseman	13.54
11260 - Pruner	13.82
11270 - Tractor Operator	17.84
11330 - Trail Maintenance Worker	15.19
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	24.82
12012 - Certified Occupational	34.05
Therapist Assistant	
12015 - Certified Physical Therapist	34.41
Assistant	
12020 - Dental Assistant	22.36
12025 - Dental Hygienist	44.17
12030 - EKG Technician	37.61
12035 - Electroneurodiagnostic	37.61
Technologist	

12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	22.19
12072 - Licensed Practical Nurse II	24.82
12073 - Licensed Practical Nurse III	27.66
12100 - Medical Assistant	17.52
12130 - Medical Laboratory	27.42
Technician	
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	21.37
12195 - Medical Transcriptionist	19.63
12210 - Nuclear Medicine	54.54
Technologist	10.00
12221 - Nursing Assistant I	12.33
12222 - Nursing Assistant II	13.87
12223 - Nursing Assistant III	15.13
12224 - Nursing Assistant IV	16.98
12235 - Optical Dispenser	19.26
12236 - Optical Technician	22.19
12250 - Pharmacy Technician	21.27
12280 - Phlebotomist	18.06
12305 - Radiologic Technologist	35.14
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II	35.53
Specialist	
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III	42.99
Anesthetist	
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol	30.74
Testing)	0.6 54
12320 - Substance Abuse Treatment	26.51
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.86
13042 - Illustrator II	23.36
13043 - Illustrator III	28.57
13047 - Librarian	26.14
13050 - Library Aide/Clerk	15.06
13054 - Library Information	23.60
Technology Systems	
Administrator	10 01
13058 - Library Technician	16.64
13061 - Media Specialist I	17.04
13062 - Media Specialist II	19.06
13063 - Media Specialist III	21.24

13071 - Photographer I		16.86
13072 - Photographer II		18.86
13073 - Photographer III		23.36
13074 - Photographer IV		28.57
13075 - Photographer V		34.58
13090 - Technical Order Library		18.88
Clerk		
13110 - Video Teleconference		17.33
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.27
14042 - Computer Operator II		20.44
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	20.22
14072 - Computer Programmer II	(see 1)	25.04
14073 - Computer Programmer III	(see 1)	20.01
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		18.27
Operator		10.27
14160 - Personal Computer Support		25.31
Technician		23.31
14170 - System Support Specialist		30.62
15000 - Instructional Occupations		30.02
15010 - Aircrew Training Devices		28.55
Instructor (Non-Rated)		20.JJ
		34.31
15020 - Aircrew Training Devices		34.31
Instructor (Rated)		11 10
15030 - Air Crew Training Devices		41.12
Instructor (Pilot)		00 55
15050 - Computer Based Training		28.55
Specialist / Instructor		0.1 6.0
15060 - Educational Technologist		31.63
15070 - Flight Instructor (Pilot)		41.12
15080 - Graphic Artist		24.95
15085 - Maintenance Test Pilot Fixed		41.12
Jet/Prop		
15086 - Maintenance Test Pilot		41.12
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.12
Pilot		
15090 - Technical Instructor		21.35
15095 - Technical Instructor/Course		26.12
Developer		
15110 - Test Proctor		17.79

	1 7 7 0
15120 - Tutor	17.79
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	15 10
	15.19
16030 - Counter Attendant	15.19
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	17.35
	15.19
16090 - Presser Hand	15.19
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	15.19
	15.19 15.19
16160 - Presser Machine Wearing	15.19
Apparel Laundry	18.07
16190 - Sewing Machine Operator 16220 - Tailor	18.79
16220 - Tallor 16250 - Washer Machine	18.79
	13.91
19000 - Machine Tool Operation And	
Repair Occupations	26.37
19010 - Machine-Tool Operator (Tool	20.37
Room) 19040 - Tool And Die Maker	32.45
	32.43
21000 - Materials Handling And Packing	
Occupations	20.68
21020 - Forklift Operator 21030 - Material Coordinator	20.00
	21.35
21040 - Material Expediter 21050 - Material Handling Laborer	15.74
21050 - Material Handling Laborer 21071 - Order Filler	14.61
21071 - Older Filler 21080 - Production Line Worker (Food	20.68
Processing)	20.00
21110 - Shipping Packer	19.24
21130 - Shipping/Receiving Clerk	19.24
21140 - Store Worker I	14.34
21150 - Stock Clerk	18.93
21210 - Tools And Parts Attendant	20.68
21410 - Warehouse Specialist	20.68
23000 - Mechanics And Maintenance And	20.00
Repair Occupations	
23010 - Aerospace Structural Welder	29.80
23019 - Aircraft Logs and Records	23.74
Technician	
23021 - Aircraft Mechanic I	28.30
23022 - Aircraft Mechanic II	29.80
23023 - Aircraft Mechanic III	31.31
23040 - Aircraft Mechanic Helper	20.73
23050 - Aircraft Painter	26.81
23060 - Aircraft Servicer	23.74
23070 - Aircraft Survival Flight	26.81
Equipment Technician	
23080 - Aircraft Worker	25.31

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23091 - Aircrew Life Support	25.31
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.30
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	21.85
23125 - Cable Splicer	51.54
23130 - Carpenter Maintenance	22.31
23140 - Carpet Layer	25.31
23160 - Electrician Maintenance	37.81
23181 - Electronics Technician	25.31
Maintenance I	
23182 - Electronics Technician	26.87
Maintenance II	
23183 - Electronics Technician	28.38
Maintenance III	
23260 - Fabric Worker	23.74
23290 - Fire Alarm System Mechanic	28.30
23310 - Fire Extinguisher Repairer	22.22
23311 - Fuel Distribution System	28.30
Mechanic	
23312 - Fuel Distribution System	22.22
Operator	
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment	28.30
Mechanic	
23381 - Ground Support Equipment	23.74
Servicer	
23382 - Ground Support Equipment	25.31
Worker	
23391 - Gunsmith I	22.22
23392 - Gunsmith II	25.31
23393 - Gunsmith III	28.30
23410 - Heating Ventilation And Air-	21.87
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.03
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.02
23440 - Heavy Equipment Operator	25.50
23460 - Instrument Mechanic	28.30
23465 - Laboratory/Shelter Mechanic	26.81
23470 - Laborer	15.74
23510 - Locksmith	26.37
23530 - Machinery Maintenance	28.68
Mechanic	
23550 - Machinist Maintenance	27.63

23580 - Maintenance Trades Helper	14.74
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.80
23593 - Metrology Technician III	31.31
23640 - Millwright	28.30
23710 - Office Appliance Repairer	26.81
23760 - Painter Maintenance	20.12
23790 - Pipefitter Maintenance	30.95
23810 - Plumber Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	28.30
23850 - Rigger	28.30
23870 - Scale Mechanic	25.31
23890 - Sheet-Metal Worker	28.30
Maintenance	
23910 - Small Engine Mechanic	18.00
23931 - Telecommunications Mechanic	28.57
I	
23932 - Telecommunications Mechanic	30.12
II	
23950 - Telephone Lineman	28.30
23960 - Welder Combination	23.19
Maintenance	
23965 - Well Driller	28.30
23970 - Woodcraft Worker	28.30
23980 - Woodworker	21.85
24000 - Personal Needs Occupations	
24550 - Case Manager	19.43
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.34
24610 - Chore Aide	13.84
24620 - Family Readiness And Support	19.43
Services	
Coordinator	
24630 - Homemaker	19.43
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	28.70
25040 - Sewage Plant Operator	24.45
25070 - Stationary Engineer	28.70
25190 - Ventilation Equipment Tender	21.02
25210 - Water Treatment Plant	24.45
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	14.75
27008 - Corrections Officer	30.13
27010 - Court Security Officer	25.51
27030 - Detection Dog Handler	17.63
27040 - Detention Officer	30.13
27070 - Firefighter	26.29

27101 - Guard I			14.75
27102 - Guard II			17.63
27131 - Police Officer I			27.63
27132 - Police Officer II			30.70
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			16.15
28042 - Carnival Equipment Repairer			17.30
28043 - Carnival Worker			12.51
28210 - Gate Attendant/Gate Tender			16.16
28310 - Lifeguard			13.27
28350 - Park Attendant (Aide)			18.07
28510 - Recreation Aide/Health			12.93
Facility Attendant			
28515 - Recreation Specialist			21.75
28630 - Sports Official			14.40
28690 - Swimming Pool Operator			19.71
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.84
29020 - Hatch Tender			27.84
29030 - Line Handler			27.84
29041 - Stevedore I			26.11
29042 - Stevedore II			29.49
30000 - Technical Occupations			23.13
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	2)	10.25
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			18.33
30022 - Archeological Technician II			20.52
30022 Archeological Technician III			25.41
30030 - Cartographic Technician			25.41
30040 - Civil Engineering Technician			30.75
30051 - Cryogenic Technician I			28.14
30052 - Cryogenic Technician II			31.08
			18.33
30061 - Drafter/CAD Operator I			
30062 - Drafter/CAD Operator II			20.52
30063 - Drafter/CAD Operator III			22.87
30064 - Drafter/CAD Operator IV			28.14 16.33
30081 - Engineering Technician I			
30082 - Engineering Technician II			18.33
30083 - Engineering Technician III			20.52
30084 - Engineering Technician IV			25.76
30085 - Engineering Technician V			31.76
30086 - Engineering Technician VI			37.61
30090 - Environmental Technician			24.40
30095 - Evidence Control Specialist			25.41
30210 - Laboratory Technician			21.10

30221 - Latent Fingerprint	28.14
Technician I	
30222 - Latent Fingerprint	31.08
Technician II	
30240 - Mathematical Technician	24.59
30361 - Paralegal/Legal Assistant I	18.86
30362 - Paralegal/Legal Assistant II	23.35
30363 - Paralegal/Legal Assistant	28.58
III	
30364 - Paralegal/Legal Assistant IV	34.57
30375 - Petroleum Supply Specialist	31.08
30390 - Photo-Optics Technician	25.41
30395 - Radiation Control Technician	31.08
30461 - Technical Writer I	24.08
30462 - Technical Writer II	30.48
30463 - Technical Writer III	35.64
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	28.14
30502 - Weather Forecaster II	34.23
30620 - Weather Observer Combined (see 2)	22.87
	22.07
Upper Air Or	
Upper Air Or Surface Programs	
Surface Programs	25 /1
Surface Programs30621 - Weather Observer Senior(see 2)	25.41
Surface Programs30621 - Weather Observer Senior(see 2)31000 - Transportation/Mobile	25.41
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 13.88
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 13.88 18.57
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 13.88 18.57 17.71
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 13.88 18.57 17.71 13.96
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 13.88 18.57 17.71 13.96 17.70
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 13.88 18.57 17.71 13.96 17.70 16.34
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 13.88 18.57 17.71 13.96 17.70 16.34 18.97
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 13.88 18.57 17.71 13.96 17.70 16.34 18.97 20.28
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 13.88 18.57 17.71 13.96 17.70 16.34 18.97 20.28 22.03
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	30.98 13.88 18.57 17.71 13.96 17.70 16.34 18.97 20.28
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 13.88 18.57 17.71 13.96 17.70 16.34 18.97 20.28 22.03 22.03
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 13.88 18.57 17.71 13.96 17.70 16.34 18.97 20.28 22.03 22.03 22.03
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 Light 31363 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	30.98 13.88 18.57 17.71 13.96 17.70 16.34 18.97 20.28 22.03 22.03 15.10 12.63
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 13.88 18.57 17.71 13.96 17.70 16.34 18.97 20.28 22.03 22.03 22.03

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.86
I	
99252 - Laboratory Animal Caretaker	16.99
II	
99260 - Marketing Analyst	23.46
99310 - Mortician	27.05
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	14.81
99710 - Recycling Laborer	23.46
99711 - Recycling Specialist	27.50
99730 - Refuse Collector	21.37
99810 - Sales Clerk	14.03
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	27.57
99831 - Surveying Aide	16.26
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer	19.15
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 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.