

FA9101-22-R-B-001

Attachment 3

SCLS Wage Determinations

Test Operations and Sustainment (TOS) II

7 February 2023

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-4655 Revision No.: 22 Date Of Last Revision: 12/27/2022	

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 \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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 \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Tennessee

Area: Tennessee Counties of Coffee, Franklin, Grundy

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.07***
01012 - Accounting Clerk II		15.80***
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		23.00
01035 - Court Reporter		18.18
01041 - Customer Service Representative I		13.17***
01042 - Customer Service Representative II		14.82***
01043 - Customer Service Representative III		16.16***
01051 - Data Entry Operator I		14.71***
01052 - Data Entry Operator II		16.05***
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		14.48***
01090 - Duplicating Machine Operator		14.48***
01111 - General Clerk I		13.11***
01112 - General Clerk II		14.31***
01113 - General Clerk III		16.07***

01120 - Housing Referral Assistant	20.27
01141 - Messenger Courier	11.81***
01191 - Order Clerk I	13.16***
01192 - Order Clerk II	14.36***
01261 - Personnel Assistant (Employment) I	15.99***
01262 - Personnel Assistant (Employment) II	17.90
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	22.42
01290 - Rental Clerk	12.24***
01300 - Scheduler, Maintenance	16.25
01311 - Secretary I	16.25
01312 - Secretary II	18.18
01313 - Secretary III	20.27
01320 - Service Order Dispatcher	15.78***
01410 - Supply Technician	23.00
01420 - Survey Worker	14.55***
01460 - Switchboard Operator/Receptionist	13.45***
01531 - Travel Clerk I	12.66***
01532 - Travel Clerk II	13.54***
01533 - Travel Clerk III	14.29***
01611 - Word Processor I	14.48***
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.31
05010 - Automotive Electrician	18.03
05040 - Automotive Glass Installer	17.15
05070 - Automotive Worker	17.15
05110 - Mobile Equipment Servicer	15.38***
05130 - Motor Equipment Metal Mechanic	18.87
05160 - Motor Equipment Metal Worker	17.15
05190 - Motor Vehicle Mechanic	17.67
05220 - Motor Vehicle Mechanic Helper	14.45***
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.15
05310 - Painter, Automotive	18.03
05340 - Radiator Repair Specialist	17.15
05370 - Tire Repairer	12.54***
05400 - Transmission Repair Specialist	17.67
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.20***
07041 - Cook I	11.80***
07042 - Cook II	13.28***
07070 - Dishwasher	9.10***
07130 - Food Service Worker	10.24***
07210 - Meat Cutter	17.35
07260 - Waiter/Waitress	8.96***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56
09040 - Furniture Handler	13.61***
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	15.98***
09110 - Furniture Repairer, Minor	18.05
09130 - Upholsterer	19.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.50***
11060 - Elevator Operator	14.24***
11090 - Gardener	17.67
11122 - Housekeeping Aide	11.68***
11150 - Janitor	11.68***
11210 - Laborer, Grounds Maintenance	14.07***
11240 - Maid or Houseman	10.71***
11260 - Pruner	12.74***
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	14.07***

11360 - Window Cleaner	
12000 - Health Occupations	
12010 - Ambulance Driver	15.93***
12011 - Breath Alcohol Technician	18.45
12012 - Certified Occupational Therapist Assistant	28.64
12015 - Certified Physical Therapist Assistant	34.39
12020 - Dental Assistant	17.90
12025 - Dental Hygienist	36.08
12030 - EKG Technician	27.74
12035 - Electroneurodiagnostic Technologist	27.74
12040 - Emergency Medical Technician	15.93***
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.45
12073 - Licensed Practical Nurse III	20.56
12100 - Medical Assistant	14.47***
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	15.10***
12190 - Medical Record Technician	17.84
12195 - Medical Transcriptionist	17.33
12210 - Nuclear Medicine Technologist	40.55
12221 - Nursing Assistant I	12.17***
12222 - Nursing Assistant II	13.68***
12223 - Nursing Assistant III	14.93***
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	22.57
12236 - Optical Technician	16.50
12250 - Pharmacy Technician	16.03***
12280 - Phlebotomist	16.36
12305 - Radiologic Technologist	24.74
12311 - Registered Nurse I	23.81
12312 - Registered Nurse II	29.13
12313 - Registered Nurse II, Specialist	29.13
12314 - Registered Nurse III	35.23
12315 - Registered Nurse III, Anesthetist	35.23
12316 - Registered Nurse IV	42.24
12317 - Scheduler (Drug and Alcohol Testing)	22.86
12320 - Substance Abuse Treatment Counselor	16.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	20.65
13042 - Illustrator II	25.58
13043 - Illustrator III	31.28
13047 - Librarian	28.33
13050 - Library Aide/Clerk	13.98***
13054 - Library Information Technology Systems Administrator	25.58
13058 - Library Technician	17.88
13061 - Media Specialist I	18.46
13062 - Media Specialist II	20.65
13063 - Media Specialist III	23.01
13071 - Photographer I	18.46
13072 - Photographer II	20.65
13073 - Photographer III	25.58
13074 - Photographer IV	31.28
13075 - Photographer V	37.86
13090 - Technical Order Library Clerk	18.33
13110 - Video Teleconference Technician	18.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.11***
14042 - Computer Operator II	18.05
14043 - Computer Operator III	20.10
14044 - Computer Operator IV	21.52
14045 - Computer Operator V	23.19

14071 - Computer Programmer I	(see 1)	22.90
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 Operator		15.11***
14160 - Personal Computer Support Technician		21.52
14170 - System Support Specialist		23.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		37.97
15030 - Air Crew Training Devices Instructor (Pilot)		45.52
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		45.52
15080 - Graphic Artist		20.15
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.52
15086 - Maintenance Test Pilot, Rotary Wing		45.52
15088 - Non-Maintenance Test/Co-Pilot		45.52
15090 - Technical Instructor		19.34
15095 - Technical Instructor/Course Developer		24.88
15110 - Test Proctor		16.71
15120 - Tutor		16.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.61***
16030 - Counter Attendant		9.61***
16040 - Dry Cleaner		12.07***
16070 - Finisher, Flatwork, Machine		9.61***
16090 - Presser, Hand		9.61***
16110 - Presser, Machine, Drycleaning		9.61***
16130 - Presser, Machine, Shirts		9.61***
16160 - Presser, Machine, Wearing Apparel, Laundry		9.61***
16190 - Sewing Machine Operator		12.83***
16220 - Tailor		13.56***
16250 - Washer, Machine		10.42***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.53
19040 - Tool And Die Maker		23.55
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.41
21030 - Material Coordinator		22.42
21040 - Material Expediter		22.42
21050 - Material Handling Laborer		14.48***
21071 - Order Filler		13.63***
21080 - Production Line Worker (Food Processing)		18.41
21110 - Shipping Packer		18.47
21130 - Shipping/Receiving Clerk		18.47
21140 - Store Worker I		13.61***
21150 - Stock Clerk		18.44
21210 - Tools And Parts Attendant		18.41
21410 - Warehouse Specialist		18.41
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.04
23019 - Aircraft Logs and Records Technician		20.30
23021 - Aircraft Mechanic I		23.88
23022 - Aircraft Mechanic II		25.04
23023 - Aircraft Mechanic III		26.20
23040 - Aircraft Mechanic Helper		17.91
23050 - Aircraft, Painter		22.68
23060 - Aircraft Servicer		20.30
23070 - Aircraft Survival Flight Equipment Technician		22.68
23080 - Aircraft Worker		21.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.54

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	23.88
II	
23110 - Appliance Mechanic	22.68
23120 - Bicycle Repairer	19.15
23125 - Cable Splicer	38.10
23130 - Carpenter, Maintenance	18.70
23140 - Carpet Layer	21.54
23160 - Electrician, Maintenance	29.59
23181 - Electronics Technician Maintenance I	23.69
23182 - Electronics Technician Maintenance II	26.48
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	23.88
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	23.88
23312 - Fuel Distribution System Operator	19.15
23370 - General Maintenance Worker	19.01
23380 - Ground Support Equipment Mechanic	23.88
23381 - Ground Support Equipment Servicer	20.30
23382 - Ground Support Equipment Worker	21.54
23391 - Gunsmith I	19.15
23392 - Gunsmith II	21.54
23393 - Gunsmith III	23.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.18
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.07
23430 - Heavy Equipment Mechanic	21.85
23440 - Heavy Equipment Operator	21.78
23460 - Instrument Mechanic	23.88
23465 - Laboratory/Shelter Mechanic	22.68
23470 - Laborer	14.48***
23510 - Locksmith	22.68
23530 - Machinery Maintenance Mechanic	24.46
23550 - Machinist, Maintenance	23.19
23580 - Maintenance Trades Helper	15.44***
23591 - Metrology Technician I	23.88
23592 - Metrology Technician II	25.04
23593 - Metrology Technician III	26.20
23640 - Millwright	24.90
23710 - Office Appliance Repairer	22.68
23760 - Painter, Maintenance	21.10
23790 - Pipefitter, Maintenance	23.94
23810 - Plumber, Maintenance	22.87
23820 - Pneudraulic Systems Mechanic	23.88
23850 - Rigger	23.88
23870 - Scale Mechanic	21.54
23890 - Sheet-Metal Worker, Maintenance	18.43
23910 - Small Engine Mechanic	18.95
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.54
23950 - Telephone Lineman	23.88
23960 - Welder, Combination, Maintenance	20.44
23965 - Well Driller	23.88
23970 - Woodcraft Worker	23.88
23980 - Woodworker	19.15
24000 - Personal Needs Occupations	
24550 - Case Manager	17.18
24570 - Child Care Attendant	10.56***
24580 - Child Care Center Clerk	13.19***
24610 - Chore Aide	10.88***
24620 - Family Readiness And Support Services Coordinator	17.18
24630 - Homemaker	17.18

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.88
25040 - Sewage Plant Operator	18.21
25070 - Stationary Engineer	23.88
25190 - Ventilation Equipment Tender	17.91
25210 - Water Treatment Plant Operator	18.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.82***
27007 - Baggage Inspector	15.44***
27008 - Corrections Officer	17.76
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	17.27
27040 - Detention Officer	17.76
27070 - Firefighter	17.58
27101 - Guard I	15.44***
27102 - Guard II	17.27
27131 - Police Officer I	19.57
27132 - Police Officer II	21.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.81***
28042 - Carnival Equipment Repairer	15.84***
28043 - Carnival Worker	11.42***
28210 - Gate Attendant/Gate Tender	17.67
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	19.77
28510 - Recreation Aide/Health Facility Attendant	14.43***
28515 - Recreation Specialist	23.82
28630 - Sports Official	15.74***
28690 - Swimming Pool Operator	18.42
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.40
29020 - Hatch Tender	24.40
29030 - Line Handler	24.40
29041 - Stevedore I	23.10
29042 - Stevedore II	25.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.24
30022 - Archeological Technician II	20.41
30023 - Archeological Technician III	25.28
30030 - Cartographic Technician	25.28
30040 - Civil Engineering Technician	23.03
30051 - Cryogenic Technician I	28.00
30052 - Cryogenic Technician II	30.93
30061 - Drafter/CAD Operator I	18.24
30062 - Drafter/CAD Operator II	20.41
30063 - Drafter/CAD Operator III	22.75
30064 - Drafter/CAD Operator IV	28.00
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.24
30083 - Engineering Technician III	20.41
30084 - Engineering Technician IV	25.28
30085 - Engineering Technician V	30.93
30086 - Engineering Technician VI	37.42
30090 - Environmental Technician	25.28
30095 - Evidence Control Specialist	25.28
30210 - Laboratory Technician	24.03
30221 - Latent Fingerprint Technician I	28.00
30222 - Latent Fingerprint Technician II	30.93
30240 - Mathematical Technician	25.28
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	24.70
30363 - Paralegal/Legal Assistant III	28.99

30364 - Paralegal/Legal Assistant IV	36.57
30375 - Petroleum Supply Specialist	30.93
30390 - Photo-Optics Technician	25.28
30395 - Radiation Control Technician	30.93
30461 - Technical Writer I	25.28
30462 - Technical Writer II	30.93
30463 - Technical Writer III	37.42
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	28.00
30502 - Weather Forecaster II	34.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.75
30621 - Weather Observer, Senior	(see 2) 25.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.26***
31030 - Bus Driver	19.16
31043 - Driver Courier	15.51***
31260 - Parking and Lot Attendant	12.00***
31290 - Shuttle Bus Driver	15.28***
31310 - Taxi Driver	13.55***
31361 - Truckdriver, Light	16.58
31362 - Truckdriver, Medium	17.57
31363 - Truckdriver, Heavy	22.37
31364 - Truckdriver, Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.39***
99050 - Desk Clerk	12.85***
99095 - Embalmer	30.75
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.50***
99252 - Laboratory Animal Caretaker II	14.43***
99260 - Marketing Analyst	24.99
99310 - Mortician	30.75
99410 - Pest Controller	17.72
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	15.01***
99711 - Recycling Specialist	17.64
99730 - Refuse Collector	13.59***
99810 - Sales Clerk	13.08***
99820 - School Crossing Guard	15.22***
99830 - Survey Party Chief	19.89
99831 - Surveying Aide	12.97***
99832 - Surveying Technician	17.84
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	23.77
99842 - Vending Machine Repairer Helper	19.75

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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 By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4269 Revision No.: 21 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director	Division of Wage Determinations

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 \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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 \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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: Maryland

Area: Maryland Counties of Frederick, Montgomery

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.39
01012 - Accounting Clerk II		21.79
01013 - Accounting Clerk III		24.36
01020 - Administrative Assistant		37.47
01035 - Court Reporter		28.71
01041 - Customer Service Representative I		16.73
01042 - Customer Service Representative II		18.25
01043 - Customer Service Representative III		20.48
01051 - Data Entry Operator I		16.64
01052 - Data Entry Operator II		18.16
01060 - Dispatcher, Motor Vehicle		23.00
01070 - Document Preparation Clerk		18.23
01090 - Duplicating Machine Operator		18.23
01111 - General Clerk I		17.51
01112 - General Clerk II		19.12
01113 - General Clerk III		21.47

01120 - Housing Referral Assistant	25.33
01141 - Messenger Courier	19.79
01191 - Order Clerk I	16.71
01192 - Order Clerk II	18.23
01261 - Personnel Assistant (Employment) I	19.76
01262 - Personnel Assistant (Employment) II	22.10
01263 - Personnel Assistant (Employment) III	24.63
01270 - Production Control Clerk	26.81
01290 - Rental Clerk	18.17
01300 - Scheduler, Maintenance	20.31
01311 - Secretary I	20.31
01312 - Secretary II	22.72
01313 - Secretary III	25.33
01320 - Service Order Dispatcher	20.56
01410 - Supply Technician	37.47
01420 - Survey Worker	21.30
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	18.72
01532 - Travel Clerk II	20.41
01533 - Travel Clerk III	22.04
01611 - Word Processor I	18.62
01612 - Word Processor II	20.92
01613 - Word Processor III	23.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.42
05010 - Automotive Electrician	26.35
05040 - Automotive Glass Installer	24.82
05070 - Automotive Worker	24.82
05110 - Mobile Equipment Servicer	21.35
05130 - Motor Equipment Metal Mechanic	27.74
05160 - Motor Equipment Metal Worker	24.82
05190 - Motor Vehicle Mechanic	27.74
05220 - Motor Vehicle Mechanic Helper	19.53
05250 - Motor Vehicle Upholstery Worker	23.17
05280 - Motor Vehicle Wrecker	24.82
05310 - Painter, Automotive	26.35
05340 - Radiator Repair Specialist	24.82
05370 - Tire Repairer	15.88***
05400 - Transmission Repair Specialist	27.74
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.31
07041 - Cook I	17.78
07042 - Cook II	20.67
07070 - Dishwasher	14.59***
07130 - Food Service Worker	14.77***
07210 - Meat Cutter	20.58
07260 - Waiter/Waitress	14.12***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.06
09040 - Furniture Handler	14.06***
09080 - Furniture Refinisher	22.12
09090 - Furniture Refinisher Helper	16.39
09110 - Furniture Repairer, Minor	19.45
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.32***
11060 - Elevator Operator	15.64***
11090 - Gardener	23.36
11122 - Housekeeping Aide	15.64***
11150 - Janitor	15.64***
11210 - Laborer, Grounds Maintenance	17.44
11240 - Maid or Houseman	14.58***
11260 - Pruner	16.35
11270 - Tractor Operator	21.37
11330 - Trail Maintenance Worker	17.44

11360 - Window Cleaner	
12000 - Health Occupations	16.64
12010 - Ambulance Driver	22.67
12011 - Breath Alcohol Technician	25.31
12012 - Certified Occupational Therapist Assistant	35.59
12015 - Certified Physical Therapist Assistant	30.30
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	49.23
12030 - EKG Technician	37.13
12035 - Electroneurodiagnostic Technologist	37.13
12040 - Emergency Medical Technician	22.67
12071 - Licensed Practical Nurse I	22.63
12072 - Licensed Practical Nurse II	25.31
12073 - Licensed Practical Nurse III	28.22
12100 - Medical Assistant	18.95
12130 - Medical Laboratory Technician	29.55
12160 - Medical Record Clerk	24.20
12190 - Medical Record Technician	27.06
12195 - Medical Transcriptionist	20.72
12210 - Nuclear Medicine Technologist	43.13
12221 - Nursing Assistant I	13.87***
12222 - Nursing Assistant II	15.59***
12223 - Nursing Assistant III	17.01
12224 - Nursing Assistant IV	19.11
12235 - Optical Dispenser	24.41
12236 - Optical Technician	21.81
12250 - Pharmacy Technician	18.40
12280 - Phlebotomist	21.37
12305 - Radiologic Technologist	37.13
12311 - Registered Nurse I	30.40
12312 - Registered Nurse II	36.78
12313 - Registered Nurse II, Specialist	36.78
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.91
12317 - Scheduler (Drug and Alcohol Testing)	31.36
12320 - Substance Abuse Treatment Counselor	28.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.30
13012 - Exhibits Specialist II	30.10
13013 - Exhibits Specialist III	36.82
13041 - Illustrator I	22.26
13042 - Illustrator II	27.57
13043 - Illustrator III	33.73
13047 - Librarian	42.46
13050 - Library Aide/Clerk	16.76
13054 - Library Information Technology Systems Administrator	38.33
13058 - Library Technician	24.07
13061 - Media Specialist I	27.66
13062 - Media Specialist II	30.94
13063 - Media Specialist III	34.50
13071 - Photographer I	20.30
13072 - Photographer II	22.87
13073 - Photographer III	28.64
13074 - Photographer IV	34.67
13075 - Photographer V	41.62
13090 - Technical Order Library Clerk	21.03
13110 - Video Teleconference Technician	30.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.89
14042 - Computer Operator II	25.63
14043 - Computer Operator III	28.56
14044 - Computer Operator IV	31.72
14045 - Computer Operator V	35.16

14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		22.89
14160 - Personal Computer Support Technician		31.72
14170 - System Support Specialist		37.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		46.20
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		36.01
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.76
15086 - Maintenance Test Pilot, Rotary Wing		51.76
15088 - Non-Maintenance Test/Co-Pilot		51.76
15090 - Technical Instructor		31.61
15095 - Technical Instructor/Course Developer		38.67
15110 - Test Proctor		25.52
15120 - Tutor		25.52
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.13
16030 - Counter Attendant		17.13
16040 - Dry Cleaner		19.57
16070 - Finisher, Flatwork, Machine		17.13
16090 - Presser, Hand		17.13
16110 - Presser, Machine, Drycleaning		17.13
16130 - Presser, Machine, Shirts		17.13
16160 - Presser, Machine, Wearing Apparel, Laundry		17.13
16190 - Sewing Machine Operator		20.38
16220 - Tailor		21.20
16250 - Washer, Machine		17.94
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.55
19040 - Tool And Die Maker		35.89
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.18
21030 - Material Coordinator		26.81
21040 - Material Expediter		26.81
21050 - Material Handling Laborer		15.98***
21071 - Order Filler		16.60
21080 - Production Line Worker (Food Processing)		22.18
21110 - Shipping Packer		18.17
21130 - Shipping/Receiving Clerk		18.17
21140 - Store Worker I		16.31
21150 - Stock Clerk		20.29
21210 - Tools And Parts Attendant		22.18
21410 - Warehouse Specialist		22.18
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.71
23019 - Aircraft Logs and Records Technician		32.19
23021 - Aircraft Mechanic I		38.65
23022 - Aircraft Mechanic II		40.71
23023 - Aircraft Mechanic III		42.69
23040 - Aircraft Mechanic Helper		27.20
23050 - Aircraft, Painter		36.70
23060 - Aircraft Servicer		32.19
23070 - Aircraft Survival Flight Equipment Technician		36.70
23080 - Aircraft Worker		34.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		34.49

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	38.65
II	
23110 - Appliance Mechanic	23.90
23120 - Bicycle Repairer	19.21
23125 - Cable Splicer	36.39
23130 - Carpenter, Maintenance	27.29
23140 - Carpet Layer	22.54
23160 - Electrician, Maintenance	29.95
23181 - Electronics Technician Maintenance I	32.91
23182 - Electronics Technician Maintenance II	34.94
23183 - Electronics Technician Maintenance III	36.78
23260 - Fabric Worker	25.98
23290 - Fire Alarm System Mechanic	29.84
23310 - Fire Extinguisher Repairer	23.94
23311 - Fuel Distribution System Mechanic	37.07
23312 - Fuel Distribution System Operator	28.53
23370 - General Maintenance Worker	23.48
23380 - Ground Support Equipment Mechanic	38.65
23381 - Ground Support Equipment Servicer	32.19
23382 - Ground Support Equipment Worker	34.49
23391 - Gunsmith I	23.94
23392 - Gunsmith II	27.83
23393 - Gunsmith III	31.11
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.17
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.78
23430 - Heavy Equipment Mechanic	29.18
23440 - Heavy Equipment Operator	26.20
23460 - Instrument Mechanic	30.48
23465 - Laboratory/Shelter Mechanic	29.55
23470 - Laborer	16.48
23510 - Locksmith	29.15
23530 - Machinery Maintenance Mechanic	30.29
23550 - Machinist, Maintenance	29.06
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	30.48
23592 - Metrology Technician II	32.10
23593 - Metrology Technician III	33.67
23640 - Millwright	29.89
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	22.38
23790 - Pipefitter, Maintenance	30.60
23810 - Plumber, Maintenance	29.07
23820 - Pneudraulic Systems Mechanic	31.11
23850 - Rigger	27.68
23870 - Scale Mechanic	27.83
23890 - Sheet-Metal Worker, Maintenance	29.04
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	37.06
23932 - Telecommunications Mechanic II	39.03
23950 - Telephone Lineman	37.13
23960 - Welder, Combination, Maintenance	27.58
23965 - Well Driller	27.13
23970 - Woodcraft Worker	31.11
23980 - Woodworker	23.94
24000 - Personal Needs Occupations	
24550 - Case Manager	20.75
24570 - Child Care Attendant	15.17***
24580 - Child Care Center Clerk	18.91
24610 - Chore Aide	14.42***
24620 - Family Readiness And Support Services Coordinator	20.75
24630 - Homemaker	20.75

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.98
25040 - Sewage Plant Operator	28.29
25070 - Stationary Engineer	37.98
25190 - Ventilation Equipment Tender	26.74
25210 - Water Treatment Plant Operator	28.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.44
27007 - Baggage Inspector	19.39
27008 - Corrections Officer	29.35
27010 - Court Security Officer	30.33
27030 - Detection Dog Handler	21.69
27040 - Detention Officer	29.35
27070 - Firefighter	31.96
27101 - Guard I	19.39
27102 - Guard II	21.69
27131 - Police Officer I	33.25
27132 - Police Officer II	36.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.91
28042 - Carnival Equipment Repairer	18.48
28043 - Carnival Worker	12.94***
28210 - Gate Attendant/Gate Tender	16.84
28310 - Lifeguard	12.75***
28350 - Park Attendant (Aide)	18.84
28510 - Recreation Aide/Health Facility Attendant	13.76***
28515 - Recreation Specialist	23.34
28630 - Sports Official	15.00***
28690 - Swimming Pool Operator	21.48
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.82
29020 - Hatch Tender	34.82
29030 - Line Handler	34.82
29041 - Stevedore I	32.51
29042 - Stevedore II	36.97
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.70
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47
30021 - Archeological Technician I	20.86
30022 - Archeological Technician II	23.34
30023 - Archeological Technician III	28.90
30030 - Cartographic Technician	28.90
30040 - Civil Engineering Technician	32.88
30051 - Cryogenic Technician I	32.01
30052 - Cryogenic Technician II	35.36
30061 - Drafter/CAD Operator I	20.86
30062 - Drafter/CAD Operator II	23.34
30063 - Drafter/CAD Operator III	26.01
30064 - Drafter/CAD Operator IV	32.01
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	28.90
30095 - Evidence Control Specialist	28.90
30210 - Laboratory Technician	28.21
30221 - Latent Fingerprint Technician I	37.63
30222 - Latent Fingerprint Technician II	41.56
30240 - Mathematical Technician	35.01
30361 - Paralegal/Legal Assistant I	23.32
30362 - Paralegal/Legal Assistant II	28.90
30363 - Paralegal/Legal Assistant III	35.35

30364 - Paralegal/Legal Assistant IV	42.76
30375 - Petroleum Supply Specialist	35.36
30390 - Photo-Optics Technician	28.90
30395 - Radiation Control Technician	35.36
30461 - Technical Writer I	28.83
30462 - Technical Writer II	35.27
30463 - Technical Writer III	42.68
30491 - Unexploded Ordnance (UXO) Technician I	29.68
30492 - Unexploded Ordnance (UXO) Technician II	35.91
30493 - Unexploded Ordnance (UXO) Technician III	43.04
30494 - Unexploded (UXO) Safety Escort	29.68
30495 - Unexploded (UXO) Sweep Personnel	29.68
30501 - Weather Forecaster I	32.01
30502 - Weather Forecaster II	38.93
30620 - Weather Observer, Combined Upper Air Or	(see 2) 26.01
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.91
31020 - Bus Aide	16.18***
31030 - Bus Driver	23.52
31043 - Driver Courier	20.34
31260 - Parking and Lot Attendant	15.09***
31290 - Shuttle Bus Driver	19.93
31310 - Taxi Driver	17.71
31361 - Truckdriver, Light	22.24
31362 - Truckdriver, Medium	24.14
31363 - Truckdriver, Heavy	23.78
31364 - Truckdriver, Tractor-Trailer	23.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.51
99030 - Cashier	13.79***
99050 - Desk Clerk	14.61***
99095 - Embalmer	31.73
99130 - Flight Follower	29.68
99251 - Laboratory Animal Caretaker I	16.35
99252 - Laboratory Animal Caretaker II	17.88
99260 - Marketing Analyst	37.55
99310 - Mortician	31.73
99410 - Pest Controller	21.91
99510 - Photofinishing Worker	18.65
99710 - Recycling Laborer	22.98
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	20.81
99810 - Sales Clerk	14.24***
99820 - School Crossing Guard	17.81
99830 - Survey Party Chief	30.97
99831 - Surveying Aide	19.25
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	15.87***
99841 - Vending Machine Repairer	20.60
99842 - Vending Machine Repairer Helper	15.87***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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 By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-5641 Revision No.: 21 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director	Division of Wage Determinations

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 \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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 \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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: California

Area: California County of Santa Clara

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.19
01012 - Accounting Clerk II		24.90
01013 - Accounting Clerk III		27.86
01020 - Administrative Assistant		45.29
01035 - Court Reporter		31.39
01041 - Customer Service Representative I		19.27
01042 - Customer Service Representative II		21.02
01043 - Customer Service Representative III		23.59
01051 - Data Entry Operator I		17.66
01052 - Data Entry Operator II		19.27
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		21.06
01090 - Duplicating Machine Operator		21.06
01111 - General Clerk I		18.53
01112 - General Clerk II		20.22
01113 - General Clerk III		22.69

01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	22.86
01191 - Order Clerk I	20.92
01192 - Order Clerk II	22.83
01261 - Personnel Assistant (Employment) I	21.78
01262 - Personnel Assistant (Employment) II	24.40
01263 - Personnel Assistant (Employment) III	27.16
01270 - Production Control Clerk	32.31
01290 - Rental Clerk	19.23
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.79
01410 - Supply Technician	45.29
01420 - Survey Worker	27.58
01460 - Switchboard Operator/Receptionist	21.08
01531 - Travel Clerk I	22.25
01532 - Travel Clerk II	23.61
01533 - Travel Clerk III	25.32
01611 - Word Processor I	21.23
01612 - Word Processor II	23.82
01613 - Word Processor III	26.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	32.29
05010 - Automotive Electrician	28.28
05040 - Automotive Glass Installer	26.81
05070 - Automotive Worker	26.81
05110 - Mobile Equipment Servicer	23.83
05130 - Motor Equipment Metal Mechanic	29.74
05160 - Motor Equipment Metal Worker	26.81
05190 - Motor Vehicle Mechanic	29.74
05220 - Motor Vehicle Mechanic Helper	22.23
05250 - Motor Vehicle Upholstery Worker	25.35
05280 - Motor Vehicle Wrecker	26.81
05310 - Painter, Automotive	28.28
05340 - Radiator Repair Specialist	26.81
05370 - Tire Repairer	19.75
05400 - Transmission Repair Specialist	29.74
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.04
07041 - Cook I	21.29
07042 - Cook II	23.96
07070 - Dishwasher	16.69
07130 - Food Service Worker	17.99
07210 - Meat Cutter	21.44
07260 - Waiter/Waitress	16.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.40
09040 - Furniture Handler	15.04***
09080 - Furniture Refinisher	22.40
09090 - Furniture Refinisher Helper	17.61
09110 - Furniture Repairer, Minor	20.09
09130 - Upholsterer	22.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.38
11060 - Elevator Operator	17.38
11090 - Gardener	27.26
11122 - Housekeeping Aide	18.04
11150 - Janitor	18.04
11210 - Laborer, Grounds Maintenance	21.72
11240 - Maid or Houseman	18.25
11260 - Pruner	19.87
11270 - Tractor Operator	25.43
11330 - Trail Maintenance Worker	21.72

11360 - Window Cleaner	
12000 - Health Occupations	19.71
12010 - Ambulance Driver	23.63
12011 - Breath Alcohol Technician	32.02
12012 - Certified Occupational Therapist Assistant	36.73
12015 - Certified Physical Therapist Assistant	40.35
12020 - Dental Assistant	27.12
12025 - Dental Hygienist	60.50
12030 - EKG Technician	37.39
12035 - Electroneurodiagnostic Technologist	37.39
12040 - Emergency Medical Technician	23.63
12071 - Licensed Practical Nurse I	28.62
12072 - Licensed Practical Nurse II	32.02
12073 - Licensed Practical Nurse III	35.70
12100 - Medical Assistant	25.82
12130 - Medical Laboratory Technician	35.45
12160 - Medical Record Clerk	26.49
12190 - Medical Record Technician	29.63
12195 - Medical Transcriptionist	24.87
12210 - Nuclear Medicine Technologist	69.94
12221 - Nursing Assistant I	15.55***
12222 - Nursing Assistant II	17.48
12223 - Nursing Assistant III	19.07
12224 - Nursing Assistant IV	21.43
12235 - Optical Dispenser	26.24
12236 - Optical Technician	24.24
12250 - Pharmacy Technician	25.86
12280 - Phlebotomist	25.48
12305 - Radiologic Technologist	52.16
12311 - Registered Nurse I	43.32
12312 - Registered Nurse II	52.99
12313 - Registered Nurse II, Specialist	52.99
12314 - Registered Nurse III	64.10
12315 - Registered Nurse III, Anesthetist	64.10
12316 - Registered Nurse IV	76.85
12317 - Scheduler (Drug and Alcohol Testing)	39.68
12320 - Substance Abuse Treatment Counselor	28.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.16
13012 - Exhibits Specialist II	31.16
13013 - Exhibits Specialist III	38.12
13041 - Illustrator I	29.53
13042 - Illustrator II	36.58
13043 - Illustrator III	44.74
13047 - Librarian	40.51
13050 - Library Aide/Clerk	22.89
13054 - Library Information Technology Systems Administrator	36.58
13058 - Library Technician	26.71
13061 - Media Specialist I	26.39
13062 - Media Specialist II	29.53
13063 - Media Specialist III	32.91
13071 - Photographer I	22.04
13072 - Photographer II	24.65
13073 - Photographer III	30.55
13074 - Photographer IV	37.37
13075 - Photographer V	45.20
13090 - Technical Order Library Clerk	28.74
13110 - Video Teleconference Technician	28.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	25.19
14042 - Computer Operator II	28.18
14043 - Computer Operator III	31.42
14044 - Computer Operator IV	34.92
14045 - Computer Operator V	38.67

14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		25.19
14160 - Personal Computer Support Technician		34.92
14170 - System Support Specialist		42.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		43.46
15020 - Aircrew Training Devices Instructor (Rated)		52.56
15030 - Air Crew Training Devices Instructor (Pilot)		63.02
15050 - Computer Based Training Specialist / Instructor		43.46
15060 - Educational Technologist		37.75
15070 - Flight Instructor (Pilot)		63.02
15080 - Graphic Artist		37.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		63.02
15086 - Maintenance Test Pilot, Rotary Wing		63.02
15088 - Non-Maintenance Test/Co-Pilot		63.02
15090 - Technical Instructor		35.54
15095 - Technical Instructor/Course Developer		43.48
15110 - Test Proctor		28.68
15120 - Tutor		28.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.70
16030 - Counter Attendant		18.70
16040 - Dry Cleaner		21.37
16070 - Finisher, Flatwork, Machine		18.70
16090 - Presser, Hand		18.70
16110 - Presser, Machine, Drycleaning		18.70
16130 - Presser, Machine, Shirts		18.70
16160 - Presser, Machine, Wearing Apparel, Laundry		18.70
16190 - Sewing Machine Operator		22.26
16220 - Tailor		23.15
16250 - Washer, Machine		19.59
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.14
19040 - Tool And Die Maker		33.59
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.65
21030 - Material Coordinator		31.54
21040 - Material Expediter		31.54
21050 - Material Handling Laborer		20.71
21071 - Order Filler		18.29
21080 - Production Line Worker (Food Processing)		22.65
21110 - Shipping Packer		20.97
21130 - Shipping/Receiving Clerk		20.97
21140 - Store Worker I		18.16
21150 - Stock Clerk		23.11
21210 - Tools And Parts Attendant		22.65
21410 - Warehouse Specialist		22.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		41.20
23019 - Aircraft Logs and Records Technician		33.48
23021 - Aircraft Mechanic I		39.27
23022 - Aircraft Mechanic II		41.20
23023 - Aircraft Mechanic III		42.92
23040 - Aircraft Mechanic Helper		29.36
23050 - Aircraft, Painter		37.33
23060 - Aircraft Servicer		33.48
23070 - Aircraft Survival Flight Equipment Technician		37.33
23080 - Aircraft Worker		35.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		35.42

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	39.27
II	
23110 - Appliance Mechanic	31.74
23120 - Bicycle Repairer	18.68
23125 - Cable Splicer	46.96
23130 - Carpenter, Maintenance	33.99
23140 - Carpet Layer	31.60
23160 - Electrician, Maintenance	40.33
23181 - Electronics Technician Maintenance I	29.88
23182 - Electronics Technician Maintenance II	31.50
23183 - Electronics Technician Maintenance III	33.13
23260 - Fabric Worker	32.38
23290 - Fire Alarm System Mechanic	33.94
23310 - Fire Extinguisher Repairer	30.43
23311 - Fuel Distribution System Mechanic	41.40
23312 - Fuel Distribution System Operator	33.18
23370 - General Maintenance Worker	27.12
23380 - Ground Support Equipment Mechanic	39.27
23381 - Ground Support Equipment Servicer	33.48
23382 - Ground Support Equipment Worker	35.42
23391 - Gunsmith I	30.43
23392 - Gunsmith II	34.24
23393 - Gunsmith III	37.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	37.81
23430 - Heavy Equipment Mechanic	37.18
23440 - Heavy Equipment Operator	45.79
23460 - Instrument Mechanic	32.43
23465 - Laboratory/Shelter Mechanic	36.11
23470 - Laborer	20.71
23510 - Locksmith	31.85
23530 - Machinery Maintenance Mechanic	36.55
23550 - Machinist, Maintenance	27.76
23580 - Maintenance Trades Helper	24.12
23591 - Metrology Technician I	32.43
23592 - Metrology Technician II	34.01
23593 - Metrology Technician III	35.43
23640 - Millwright	37.98
23710 - Office Appliance Repairer	25.18
23760 - Painter, Maintenance	27.43
23790 - Pipefitter, Maintenance	38.49
23810 - Plumber, Maintenance	36.59
23820 - Pneudraulic Systems Mechanic	37.98
23850 - Rigger	37.98
23870 - Scale Mechanic	34.24
23890 - Sheet-Metal Worker, Maintenance	36.93
23910 - Small Engine Mechanic	25.16
23931 - Telecommunications Mechanic I	32.42
23932 - Telecommunications Mechanic II	34.00
23950 - Telephone Lineman	44.07
23960 - Welder, Combination, Maintenance	28.08
23965 - Well Driller	37.98
23970 - Woodcraft Worker	37.98
23980 - Woodworker	30.43
24000 - Personal Needs Occupations	
24550 - Case Manager	26.84
24570 - Child Care Attendant	16.52
24580 - Child Care Center Clerk	20.60
24610 - Chore Aide	14.80***
24620 - Family Readiness And Support Services Coordinator	26.84
24630 - Homemaker	26.84

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	52.86
25040 - Sewage Plant Operator	46.43
25070 - Stationary Engineer	52.86
25190 - Ventilation Equipment Tender	39.51
25210 - Water Treatment Plant Operator	46.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	37.25
27007 - Baggage Inspector	18.84
27008 - Corrections Officer	44.11
27010 - Court Security Officer	48.35
27030 - Detection Dog Handler	21.07
27040 - Detention Officer	44.11
27070 - Firefighter	53.37
27101 - Guard I	18.84
27102 - Guard II	21.07
27131 - Police Officer I	57.31
27132 - Police Officer II	63.70
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.00
28042 - Carnival Equipment Repairer	21.43
28043 - Carnival Worker	15.63***
28210 - Gate Attendant/Gate Tender	25.80
28310 - Lifeguard	17.53
28350 - Park Attendant (Aide)	28.86
28510 - Recreation Aide/Health Facility Attendant	21.05
28515 - Recreation Specialist	34.35
28630 - Sports Official	22.97
28690 - Swimming Pool Operator	24.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	37.36
29020 - Hatch Tender	37.36
29030 - Line Handler	37.36
29041 - Stevedore I	35.32
29042 - Stevedore II	39.39
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	50.68
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.95
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.49
30021 - Archeological Technician I	25.69
30022 - Archeological Technician II	28.74
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	38.20
30051 - Cryogenic Technician I	33.20
30052 - Cryogenic Technician II	36.67
30061 - Drafter/CAD Operator I	25.69
30062 - Drafter/CAD Operator II	28.74
30063 - Drafter/CAD Operator III	32.03
30064 - Drafter/CAD Operator IV	38.48
30081 - Engineering Technician I	18.93
30082 - Engineering Technician II	21.24
30083 - Engineering Technician III	23.76
30084 - Engineering Technician IV	29.44
30085 - Engineering Technician V	36.02
30086 - Engineering Technician VI	43.57
30090 - Environmental Technician	33.56
30095 - Evidence Control Specialist	29.98
30210 - Laboratory Technician	26.09
30221 - Latent Fingerprint Technician I	39.04
30222 - Latent Fingerprint Technician II	43.12
30240 - Mathematical Technician	43.43
30361 - Paralegal/Legal Assistant I	23.32
30362 - Paralegal/Legal Assistant II	28.89
30363 - Paralegal/Legal Assistant III	35.33

30364 - Paralegal/Legal Assistant IV	42.76
30375 - Petroleum Supply Specialist	36.67
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	36.67
30461 - Technical Writer I	39.06
30462 - Technical Writer II	47.79
30463 - Technical Writer III	57.80
30491 - Unexploded Ordnance (UXO) Technician I	32.21
30492 - Unexploded Ordnance (UXO) Technician II	38.97
30493 - Unexploded Ordnance (UXO) Technician III	46.71
30494 - Unexploded (UXO) Safety Escort	32.21
30495 - Unexploded (UXO) Sweep Personnel	32.21
30501 - Weather Forecaster I	38.48
30502 - Weather Forecaster II	46.80
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 32.03
30621 - Weather Observer, Senior	(see 2) 34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.97
31020 - Bus Aide	24.00
31030 - Bus Driver	33.36
31043 - Driver Courier	21.79
31260 - Parking and Lot Attendant	17.02
31290 - Shuttle Bus Driver	21.23
31310 - Taxi Driver	16.43
31361 - Truckdriver, Light	23.35
31362 - Truckdriver, Medium	24.87
31363 - Truckdriver, Heavy	27.49
31364 - Truckdriver, Tractor-Trailer	27.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.00
99030 - Cashier	17.39
99050 - Desk Clerk	17.42
99095 - Embalmer	29.38
99130 - Flight Follower	32.21
99251 - Laboratory Animal Caretaker I	21.19
99252 - Laboratory Animal Caretaker II	22.72
99260 - Marketing Analyst	55.24
99310 - Mortician	29.38
99410 - Pest Controller	23.02
99510 - Photofinishing Worker	17.28
99710 - Recycling Laborer	32.59
99711 - Recycling Specialist	38.16
99730 - Refuse Collector	29.60
99810 - Sales Clerk	17.57
99820 - School Crossing Guard	22.60
99830 - Survey Party Chief	50.94
99831 - Surveying Aide	25.64
99832 - Surveying Technician	32.32
99840 - Vending Machine Attendant	16.48
99841 - Vending Machine Repairer	19.39
99842 - Vending Machine Repairer Helper	16.48

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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 By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 2015-4731 Revision No.: 19 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director	Division of Wage Determinations

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 \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
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 \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Ohio

Area: Ohio Counties of Greene, Miami, Montgomery

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20
01012 - Accounting Clerk II		18.20
01013 - Accounting Clerk III		20.35
01020 - Administrative Assistant		28.27
01035 - Court Reporter		25.74
01041 - Customer Service Representative I		14.76***
01042 - Customer Service Representative II		16.11***
01043 - Customer Service Representative III		18.08
01051 - Data Entry Operator I		15.55***
01052 - Data Entry Operator II		16.97
01060 - Dispatcher, Motor Vehicle		21.03
01070 - Document Preparation Clerk		17.83
01090 - Duplicating Machine Operator		17.83
01111 - General Clerk I		14.59***
01112 - General Clerk II		15.95***
01113 - General Clerk III		17.88

01120 - Housing Referral Assistant	22.43
01141 - Messenger Courier	14.97***
01191 - Order Clerk I	17.67
01192 - Order Clerk II	19.28
01261 - Personnel Assistant (Employment) I	17.75
01262 - Personnel Assistant (Employment) II	19.85
01263 - Personnel Assistant (Employment) III	22.13
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	14.69***
01300 - Scheduler, Maintenance	17.99
01311 - Secretary I	17.99
01312 - Secretary II	20.12
01313 - Secretary III	22.43
01320 - Service Order Dispatcher	18.80
01410 - Supply Technician	28.27
01420 - Survey Worker	17.74
01460 - Switchboard Operator/Receptionist	14.26***
01531 - Travel Clerk I	16.30
01532 - Travel Clerk II	17.39
01533 - Travel Clerk III	18.44
01611 - Word Processor I	18.25
01612 - Word Processor II	20.49
01613 - Word Processor III	22.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.97
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	19.88
05070 - Automotive Worker	19.88
05110 - Mobile Equipment Servicer	18.30
05130 - Motor Equipment Metal Mechanic	19.53
05160 - Motor Equipment Metal Worker	19.88
05190 - Motor Vehicle Mechanic	18.67
05220 - Motor Vehicle Mechanic Helper	17.51
05250 - Motor Vehicle Upholstery Worker	19.10
05280 - Motor Vehicle Wrecker	19.88
05310 - Painter, Automotive	20.69
05340 - Radiator Repair Specialist	19.88
05370 - Tire Repairer	15.24***
05400 - Transmission Repair Specialist	19.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.79***
07041 - Cook I	14.24***
07042 - Cook II	15.88***
07070 - Dishwasher	10.95***
07130 - Food Service Worker	12.07***
07210 - Meat Cutter	17.53
07260 - Waiter/Waitress	9.92***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.32
09040 - Furniture Handler	14.26***
09080 - Furniture Refinisher	20.32
09090 - Furniture Refinisher Helper	16.36
09110 - Furniture Repairer, Minor	18.46
09130 - Upholsterer	20.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.70***
11060 - Elevator Operator	14.76***
11090 - Gardener	19.40
11122 - Housekeeping Aide	14.76***
11150 - Janitor	14.76***
11210 - Laborer, Grounds Maintenance	15.90***
11240 - Maid or Houseman	11.65***
11260 - Pruner	15.11***
11270 - Tractor Operator	18.25
11330 - Trail Maintenance Worker	15.90***

11360 - Window Cleaner	
12000 - Health Occupations	
12010 - Ambulance Driver	17.38
12011 - Breath Alcohol Technician	20.52
12012 - Certified Occupational Therapist Assistant	31.42
12015 - Certified Physical Therapist Assistant	32.87
12020 - Dental Assistant	22.58
12025 - Dental Hygienist	37.14
12030 - EKG Technician	30.76
12035 - Electroneurodiagnostic Technologist	30.76
12040 - Emergency Medical Technician	17.38
12071 - Licensed Practical Nurse I	18.88
12072 - Licensed Practical Nurse II	21.13
12073 - Licensed Practical Nurse III	23.56
12100 - Medical Assistant	17.87
12130 - Medical Laboratory Technician	23.74
12160 - Medical Record Clerk	20.16
12190 - Medical Record Technician	22.55
12195 - Medical Transcriptionist	21.17
12210 - Nuclear Medicine Technologist	37.35
12221 - Nursing Assistant I	11.92***
12222 - Nursing Assistant II	13.41***
12223 - Nursing Assistant III	14.63***
12224 - Nursing Assistant IV	16.42
12235 - Optical Dispenser	22.20
12236 - Optical Technician	16.17***
12250 - Pharmacy Technician	17.61
12280 - Phlebotomist	17.50
12305 - Radiologic Technologist	29.25
12311 - Registered Nurse I	24.37
12312 - Registered Nurse II	29.79
12313 - Registered Nurse II, Specialist	29.79
12314 - Registered Nurse III	36.06
12315 - Registered Nurse III, Anesthetist	36.06
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	25.42
12320 - Substance Abuse Treatment Counselor	24.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.39
13012 - Exhibits Specialist II	30.21
13013 - Exhibits Specialist III	36.94
13041 - Illustrator I	22.55
13042 - Illustrator II	27.93
13043 - Illustrator III	34.16
13047 - Librarian	28.44
13050 - Library Aide/Clerk	12.35***
13054 - Library Information Technology Systems Administrator	25.68
13058 - Library Technician	17.75
13061 - Media Specialist I	18.53
13062 - Media Specialist II	20.73
13063 - Media Specialist III	23.11
13071 - Photographer I	17.20
13072 - Photographer II	19.24
13073 - Photographer III	23.83
13074 - Photographer IV	29.14
13075 - Photographer V	35.27
13090 - Technical Order Library Clerk	16.08***
13110 - Video Teleconference Technician	20.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.56
14042 - Computer Operator II	21.88
14043 - Computer Operator III	24.38
14044 - Computer Operator IV	27.08
14045 - Computer Operator V	30.01

14071 - Computer Programmer I	(see 1)	25.51
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.56
14160 - Personal Computer Support Technician		27.08
14170 - System Support Specialist		30.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.10
15030 - Air Crew Training Devices Instructor (Pilot)		45.66
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		35.49
15070 - Flight Instructor (Pilot)		45.66
15080 - Graphic Artist		23.71
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.66
15086 - Maintenance Test Pilot, Rotary Wing		45.66
15088 - Non-Maintenance Test/Co-Pilot		45.66
15090 - Technical Instructor		22.89
15095 - Technical Instructor/Course Developer		28.01
15110 - Test Proctor		18.49
15120 - Tutor		18.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.69***
16030 - Counter Attendant		10.69***
16040 - Dry Cleaner		13.31***
16070 - Finisher, Flatwork, Machine		10.69***
16090 - Presser, Hand		10.69***
16110 - Presser, Machine, Drycleaning		10.69***
16130 - Presser, Machine, Shirts		10.69***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.69***
16190 - Sewing Machine Operator		14.24***
16220 - Tailor		15.18***
16250 - Washer, Machine		11.40***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.98
19040 - Tool And Die Maker		25.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.85
21030 - Material Coordinator		22.72
21040 - Material Expediter		22.72
21050 - Material Handling Laborer		17.65
21071 - Order Filler		14.08***
21080 - Production Line Worker (Food Processing)		18.85
21110 - Shipping Packer		17.56
21130 - Shipping/Receiving Clerk		17.56
21140 - Store Worker I		17.40
21150 - Stock Clerk		21.92
21210 - Tools And Parts Attendant		18.85
21410 - Warehouse Specialist		18.85
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.29
23019 - Aircraft Logs and Records Technician		25.64
23021 - Aircraft Mechanic I		29.24
23022 - Aircraft Mechanic II		30.29
23023 - Aircraft Mechanic III		31.40
23040 - Aircraft Mechanic Helper		22.72
23050 - Aircraft, Painter		28.21
23060 - Aircraft Servicer		25.64
23070 - Aircraft Survival Flight Equipment Technician		28.21
23080 - Aircraft Worker		26.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.95

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	29.24
II	
23110 - Appliance Mechanic	20.71
23120 - Bicycle Repairer	22.73
23125 - Cable Splicer	36.47
23130 - Carpenter, Maintenance	24.55
23140 - Carpet Layer	25.35
23160 - Electrician, Maintenance	25.95
23181 - Electronics Technician Maintenance I	28.99
23182 - Electronics Technician Maintenance II	30.34
23183 - Electronics Technician Maintenance III	31.45
23260 - Fabric Worker	24.12
23290 - Fire Alarm System Mechanic	24.15
23310 - Fire Extinguisher Repairer	22.73
23311 - Fuel Distribution System Mechanic	30.57
23312 - Fuel Distribution System Operator	25.27
23370 - General Maintenance Worker	21.77
23380 - Ground Support Equipment Mechanic	29.24
23381 - Ground Support Equipment Servicer	25.64
23382 - Ground Support Equipment Worker	26.95
23391 - Gunsmith I	22.73
23392 - Gunsmith II	25.35
23393 - Gunsmith III	27.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.88
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.76
23430 - Heavy Equipment Mechanic	26.21
23440 - Heavy Equipment Operator	27.84
23460 - Instrument Mechanic	27.51
23465 - Laboratory/Shelter Mechanic	26.54
23470 - Laborer	15.39***
23510 - Locksmith	26.54
23530 - Machinery Maintenance Mechanic	27.30
23550 - Machinist, Maintenance	23.21
23580 - Maintenance Trades Helper	16.60
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.49
23593 - Metrology Technician III	29.54
23640 - Millwright	30.67
23710 - Office Appliance Repairer	20.23
23760 - Painter, Maintenance	20.43
23790 - Pipefitter, Maintenance	29.95
23810 - Plumber, Maintenance	28.90
23820 - Pneudraulic Systems Mechanic	27.51
23850 - Rigger	27.51
23870 - Scale Mechanic	25.35
23890 - Sheet-Metal Worker, Maintenance	30.05
23910 - Small Engine Mechanic	18.60
23931 - Telecommunications Mechanic I	30.28
23932 - Telecommunications Mechanic II	31.36
23950 - Telephone Lineman	27.51
23960 - Welder, Combination, Maintenance	22.57
23965 - Well Driller	27.81
23970 - Woodcraft Worker	27.51
23980 - Woodworker	22.73
24000 - Personal Needs Occupations	
24550 - Case Manager	16.47
24570 - Child Care Attendant	11.19***
24580 - Child Care Center Clerk	14.92***
24610 - Chore Aide	11.65***
24620 - Family Readiness And Support Services Coordinator	16.47
24630 - Homemaker	17.38

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.90
25040 - Sewage Plant Operator	26.05
25070 - Stationary Engineer	29.90
25190 - Ventilation Equipment Tender	23.24
25210 - Water Treatment Plant Operator	26.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.45
27007 - Baggage Inspector	13.86***
27008 - Corrections Officer	23.27
27010 - Court Security Officer	23.59
27030 - Detection Dog Handler	17.82
27040 - Detention Officer	23.27
27070 - Firefighter	24.51
27101 - Guard I	13.86***
27102 - Guard II	17.82
27131 - Police Officer I	33.25
27132 - Police Officer II	36.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.98***
28042 - Carnival Equipment Repairer	13.76***
28043 - Carnival Worker	11.15***
28210 - Gate Attendant/Gate Tender	16.19***
28310 - Lifeguard	12.03***
28350 - Park Attendant (Aide)	18.12
28510 - Recreation Aide/Health Facility Attendant	13.22***
28515 - Recreation Specialist	22.44
28630 - Sports Official	14.43***
28690 - Swimming Pool Operator	18.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.19
29020 - Hatch Tender	28.19
29030 - Line Handler	28.19
29041 - Stevedore I	26.84
29042 - Stevedore II	29.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.59
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.37
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.34
30021 - Archeological Technician I	18.61
30022 - Archeological Technician II	20.82
30023 - Archeological Technician III	25.80
30030 - Cartographic Technician	25.80
30040 - Civil Engineering Technician	28.45
30051 - Cryogenic Technician I	28.57
30052 - Cryogenic Technician II	31.56
30061 - Drafter/CAD Operator I	18.61
30062 - Drafter/CAD Operator II	20.82
30063 - Drafter/CAD Operator III	23.21
30064 - Drafter/CAD Operator IV	29.65
30081 - Engineering Technician I	15.77***
30082 - Engineering Technician II	17.69
30083 - Engineering Technician III	20.55
30084 - Engineering Technician IV	24.52
30085 - Engineering Technician V	30.00
30086 - Engineering Technician VI	36.30
30090 - Environmental Technician	22.35
30095 - Evidence Control Specialist	25.80
30210 - Laboratory Technician	27.73
30221 - Latent Fingerprint Technician I	30.38
30222 - Latent Fingerprint Technician II	33.56
30240 - Mathematical Technician	30.84
30361 - Paralegal/Legal Assistant I	19.22
30362 - Paralegal/Legal Assistant II	23.81
30363 - Paralegal/Legal Assistant III	31.43

30364 - Paralegal/Legal Assistant IV	37.70
30375 - Petroleum Supply Specialist	31.56
30390 - Photo-Optics Technician	25.80
30395 - Radiation Control Technician	31.56
30461 - Technical Writer I	25.32
30462 - Technical Writer II	30.97
30463 - Technical Writer III	37.46
30491 - Unexploded Ordnance (UXO) Technician I	27.06
30492 - Unexploded Ordnance (UXO) Technician II	32.75
30493 - Unexploded Ordnance (UXO) Technician III	39.25
30494 - Unexploded (UXO) Safety Escort	27.06
30495 - Unexploded (UXO) Sweep Personnel	27.06
30501 - Weather Forecaster I	28.57
30502 - Weather Forecaster II	34.75
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.21
30621 - Weather Observer, Senior	(see 2) 25.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.75
31020 - Bus Aide	15.57***
31030 - Bus Driver	21.53
31043 - Driver Courier	17.02
31260 - Parking and Lot Attendant	13.38***
31290 - Shuttle Bus Driver	18.11
31310 - Taxi Driver	12.33***
31361 - Truckdriver, Light	18.11
31362 - Truckdriver, Medium	19.12
31363 - Truckdriver, Heavy	23.34
31364 - Truckdriver, Tractor-Trailer	23.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.97***
99030 - Cashier	10.92***
99050 - Desk Clerk	11.31***
99095 - Embalmer	34.47
99130 - Flight Follower	27.06
99251 - Laboratory Animal Caretaker I	13.51***
99252 - Laboratory Animal Caretaker II	14.37***
99260 - Marketing Analyst	29.26
99310 - Mortician	34.47
99410 - Pest Controller	18.70
99510 - Photofinishing Worker	15.85***
99710 - Recycling Laborer	20.20
99711 - Recycling Specialist	23.17
99730 - Refuse Collector	18.74
99810 - Sales Clerk	13.26***
99820 - School Crossing Guard	19.01
99830 - Survey Party Chief	30.44
99831 - Surveying Aide	15.65***
99832 - Surveying Technician	23.95
99840 - Vending Machine Attendant	17.88
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.88

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

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

HOLIDAYS: A minimum of 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations | Wage Determination No.: 2015-5455
Revision No.: 21
Date Of Last Revision: 12/27/2022

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.

<p>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:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>
<p>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:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>

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

State: New Mexico

Area: New Mexico Counties of Chaves, Eddy, Lincoln, Otero

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38***
01012 - Accounting Clerk II		16.14***
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		27.93
01035 - Court Reporter		17.69
01041 - Customer Service Representative I		13.12***
01042 - Customer Service Representative II		14.32***
01043 - Customer Service Representative III		16.07***
01051 - Data Entry Operator I		12.70***
01052 - Data Entry Operator II		13.86***
01060 - Dispatcher, Motor Vehicle		20.77
01070 - Document Preparation Clerk		14.08***
01090 - Duplicating Machine Operator		14.08***
01111 - General Clerk I		12.20***
01112 - General Clerk II		13.31***
01113 - General Clerk III		14.95***

01120 - Housing Referral Assistant	19.72
01141 - Messenger Courier	11.49***
01191 - Order Clerk I	12.91***
01192 - Order Clerk II	14.08***
01261 - Personnel Assistant (Employment) I	16.77
01262 - Personnel Assistant (Employment) II	18.75
01263 - Personnel Assistant (Employment) III	20.90
01270 - Production Control Clerk	26.40
01290 - Rental Clerk	14.64***
01300 - Scheduler, Maintenance	15.82***
01311 - Secretary I	15.82***
01312 - Secretary II	17.69
01313 - Secretary III	19.72
01320 - Service Order Dispatcher	18.57
01410 - Supply Technician	27.75
01420 - Survey Worker	17.62
01460 - Switchboard Operator/Receptionist	13.82***
01531 - Travel Clerk I	12.30***
01532 - Travel Clerk II	13.31***
01533 - Travel Clerk III	14.26***
01611 - Word Processor I	14.03***
01612 - Word Processor II	15.75***
01613 - Word Processor III	17.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.06
05010 - Automotive Electrician	16.73
05040 - Automotive Glass Installer	15.51***
05070 - Automotive Worker	15.51***
05110 - Mobile Equipment Servicer	13.07***
05130 - Motor Equipment Metal Mechanic	17.99
05160 - Motor Equipment Metal Worker	15.51***
05190 - Motor Vehicle Mechanic	17.99
05220 - Motor Vehicle Mechanic Helper	11.84***
05250 - Motor Vehicle Upholstery Worker	14.28***
05280 - Motor Vehicle Wrecker	15.51***
05310 - Painter, Automotive	16.73
05340 - Radiator Repair Specialist	15.51***
05370 - Tire Repairer	14.25***
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.63***
07041 - Cook I	12.43***
07042 - Cook II	14.75***
07070 - Dishwasher	10.95***
07130 - Food Service Worker	10.52***
07210 - Meat Cutter	15.88***
07260 - Waiter/Waitress	10.44***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.93
09040 - Furniture Handler	12.89***
09080 - Furniture Refinisher	20.93
09090 - Furniture Refinisher Helper	16.19***
09110 - Furniture Repairer, Minor	19.26
09130 - Upholsterer	20.93
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.10***
11060 - Elevator Operator	12.21***
11090 - Gardener	19.46
11122 - Housekeeping Aide	13.12***
11150 - Janitor	13.12***
11210 - Laborer, Grounds Maintenance	13.97***
11240 - Maid or Houseman	10.89***
11260 - Pruner	12.29***
11270 - Tractor Operator	17.63
11330 - Trail Maintenance Worker	13.97***

11360 - Window Cleaner	
12000 - Health Occupations	
12010 - Ambulance Driver	16.12***
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	29.50
12015 - Certified Physical Therapist Assistant	23.20
12020 - Dental Assistant	17.81
12025 - Dental Hygienist	42.01
12030 - EKG Technician	36.63
12035 - Electroneurodiagnostic Technologist	36.63
12040 - Emergency Medical Technician	16.12***
12071 - Licensed Practical Nurse I	22.67
12072 - Licensed Practical Nurse II	25.36
12073 - Licensed Practical Nurse III	28.27
12100 - Medical Assistant	14.42***
12130 - Medical Laboratory Technician	22.62
12160 - Medical Record Clerk	16.12***
12190 - Medical Record Technician	18.04
12195 - Medical Transcriptionist	22.67
12210 - Nuclear Medicine Technologist	55.74
12221 - Nursing Assistant I	11.82***
12222 - Nursing Assistant II	13.29***
12223 - Nursing Assistant III	14.50***
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	16.94
12236 - Optical Technician	18.13
12250 - Pharmacy Technician	17.48
12280 - Phlebotomist	14.76***
12305 - Radiologic Technologist	28.90
12311 - Registered Nurse I	24.71
12312 - Registered Nurse II	30.23
12313 - Registered Nurse II, Specialist	30.23
12314 - Registered Nurse III	36.56
12315 - Registered Nurse III, Anesthetist	36.56
12316 - Registered Nurse IV	43.83
12317 - Scheduler (Drug and Alcohol Testing)	31.30
12320 - Substance Abuse Treatment Counselor	26.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	27.03
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	27.03
13047 - Librarian	24.46
13050 - Library Aide/Clerk	12.64***
13054 - Library Information Technology Systems Administrator	22.09
13058 - Library Technician	17.24
13061 - Media Specialist I	15.83***
13062 - Media Specialist II	17.83
13063 - Media Specialist III	19.88
13071 - Photographer I	15.38***
13072 - Photographer II	17.20
13073 - Photographer III	21.31
13074 - Photographer IV	26.07
13075 - Photographer V	31.55
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	16.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.19
14042 - Computer Operator II	20.58
14043 - Computer Operator III	22.97
14044 - Computer Operator IV	25.52
14045 - Computer Operator V	28.24

14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.19
14160 - Personal Computer Support Technician		25.76
14170 - System Support Specialist		30.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.42
15020 - Aircrew Training Devices Instructor (Rated)		34.38
15030 - Air Crew Training Devices Instructor (Pilot)		41.21
15050 - Computer Based Training Specialist / Instructor		28.42
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		41.21
15080 - Graphic Artist		19.52
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.31
15086 - Maintenance Test Pilot, Rotary Wing		40.31
15088 - Non-Maintenance Test/Co-Pilot		40.31
15090 - Technical Instructor		24.97
15095 - Technical Instructor/Course Developer		30.54
15110 - Test Proctor		20.15
15120 - Tutor		20.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.58***
16030 - Counter Attendant		12.58***
16040 - Dry Cleaner		14.38***
16070 - Finisher, Flatwork, Machine		12.58***
16090 - Presser, Hand		12.58***
16110 - Presser, Machine, Drycleaning		12.58***
16130 - Presser, Machine, Shirts		12.58***
16160 - Presser, Machine, Wearing Apparel, Laundry		12.58***
16190 - Sewing Machine Operator		14.98***
16220 - Tailor		15.58***
16250 - Washer, Machine		13.18***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.32
19040 - Tool And Die Maker		33.69
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.42
21030 - Material Coordinator		26.40
21040 - Material Expediter		26.40
21050 - Material Handling Laborer		14.19***
21071 - Order Filler		13.99***
21080 - Production Line Worker (Food Processing)		16.42
21110 - Shipping Packer		17.48
21130 - Shipping/Receiving Clerk		17.48
21140 - Store Worker I		12.06***
21150 - Stock Clerk		15.81***
21210 - Tools And Parts Attendant		16.42
21410 - Warehouse Specialist		16.42
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.44
23019 - Aircraft Logs and Records Technician		25.61
23021 - Aircraft Mechanic I		32.26
23022 - Aircraft Mechanic II		34.44
23023 - Aircraft Mechanic III		36.44
23040 - Aircraft Mechanic Helper		21.24
23050 - Aircraft, Painter		30.00
23060 - Aircraft Servicer		25.61
23070 - Aircraft Survival Flight Equipment Technician		30.00
23080 - Aircraft Worker		27.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.82

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	32.26
II	
23110 - Appliance Mechanic	26.32
23120 - Bicycle Repairer	20.56
23125 - Cable Splicer	32.84
23130 - Carpenter, Maintenance	21.32
23140 - Carpet Layer	24.41
23160 - Electrician, Maintenance	28.90
23181 - Electronics Technician Maintenance I	27.23
23182 - Electronics Technician Maintenance II	29.36
23183 - Electronics Technician Maintenance III	31.58
23260 - Fabric Worker	22.47
23290 - Fire Alarm System Mechanic	28.55
23310 - Fire Extinguisher Repairer	20.56
23311 - Fuel Distribution System Mechanic	36.78
23312 - Fuel Distribution System Operator	26.71
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	32.26
23381 - Ground Support Equipment Servicer	25.61
23382 - Ground Support Equipment Worker	27.82
23391 - Gunsmith I	20.56
23392 - Gunsmith II	24.41
23393 - Gunsmith III	28.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.95
23430 - Heavy Equipment Mechanic	28.74
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	28.31
23465 - Laboratory/Shelter Mechanic	26.32
23470 - Laborer	14.19***
23510 - Locksmith	26.03
23530 - Machinery Maintenance Mechanic	29.06
23550 - Machinist, Maintenance	24.70
23580 - Maintenance Trades Helper	15.41***
23591 - Metrology Technician I	28.31
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.99
23640 - Millwright	28.31
23710 - Office Appliance Repairer	23.98
23760 - Painter, Maintenance	19.21
23790 - Pipefitter, Maintenance	24.40
23810 - Plumber, Maintenance	22.68
23820 - Pneudraulic Systems Mechanic	28.31
23850 - Rigger	28.31
23870 - Scale Mechanic	24.41
23890 - Sheet-Metal Worker, Maintenance	27.10
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	28.63
23950 - Telephone Lineman	25.80
23960 - Welder, Combination, Maintenance	28.55
23965 - Well Driller	24.28
23970 - Woodcraft Worker	28.31
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24550 - Case Manager	18.37
24570 - Child Care Attendant	10.67***
24580 - Child Care Center Clerk	13.30***
24610 - Chore Aide	10.96***
24620 - Family Readiness And Support Services Coordinator	18.37
24630 - Homemaker	18.37

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	19.40
25070 - Stationary Engineer	25.80
25190 - Ventilation Equipment Tender	16.97
25210 - Water Treatment Plant Operator	19.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.03***
27007 - Baggage Inspector	15.00***
27008 - Corrections Officer	18.66
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.78
27040 - Detention Officer	18.66
27070 - Firefighter	21.43
27101 - Guard I	15.00***
27102 - Guard II	16.78
27131 - Police Officer I	22.65
27132 - Police Officer II	25.17
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.27***
28042 - Carnival Equipment Repairer	16.86
28043 - Carnival Worker	11.18***
28210 - Gate Attendant/Gate Tender	15.36***
28310 - Lifeguard	11.92***
28350 - Park Attendant (Aide)	17.17
28510 - Recreation Aide/Health Facility Attendant	12.53***
28515 - Recreation Specialist	21.27
28630 - Sports Official	13.67***
28690 - Swimming Pool Operator	20.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.16
29020 - Hatch Tender	31.16
29030 - Line Handler	31.16
29041 - Stevedore I	28.68
29042 - Stevedore II	33.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.33
30022 - Archeological Technician II	20.51
30023 - Archeological Technician III	25.41
30030 - Cartographic Technician	25.41
30040 - Civil Engineering Technician	22.65
30051 - Cryogenic Technician I	27.78
30052 - Cryogenic Technician II	30.68
30061 - Drafter/CAD Operator I	18.11
30062 - Drafter/CAD Operator II	20.24
30063 - Drafter/CAD Operator III	22.56
30064 - Drafter/CAD Operator IV	28.14
30081 - Engineering Technician I	15.89***
30082 - Engineering Technician II	17.85
30083 - Engineering Technician III	20.27
30084 - Engineering Technician IV	24.96
30085 - Engineering Technician V	30.25
30086 - Engineering Technician VI	36.61
30090 - Environmental Technician	22.75
30095 - Evidence Control Specialist	25.08
30210 - Laboratory Technician	22.56
30221 - Latent Fingerprint Technician I	27.78
30222 - Latent Fingerprint Technician II	30.68
30240 - Mathematical Technician	25.41
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.98

30364 - Paralegal/Legal Assistant IV	37.48
30375 - Petroleum Supply Specialist	30.68
30390 - Photo-Optics Technician	25.19
30395 - Radiation Control Technician	30.68
30461 - Technical Writer I	26.05
30462 - Technical Writer II	31.87
30463 - Technical Writer III	38.56
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	27.78
30502 - Weather Forecaster II	33.79
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.56
30621 - Weather Observer, Senior	(see 2) 25.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	10.63***
31030 - Bus Driver	16.15***
31043 - Driver Courier	16.20
31260 - Parking and Lot Attendant	11.76***
31290 - Shuttle Bus Driver	16.49
31310 - Taxi Driver	11.57***
31361 - Truckdriver, Light	17.89
31362 - Truckdriver, Medium	19.55
31363 - Truckdriver, Heavy	23.04
31364 - Truckdriver, Tractor-Trailer	23.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	11.07***
99050 - Desk Clerk	10.97***
99095 - Embalmer	26.66
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	12.31***
99252 - Laboratory Animal Caretaker II	13.57***
99260 - Marketing Analyst	24.11
99310 - Mortician	26.66
99410 - Pest Controller	18.24
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	19.04
99711 - Recycling Specialist	24.01
99730 - Refuse Collector	17.22
99810 - Sales Clerk	12.90***
99820 - School Crossing Guard	12.92***
99830 - Survey Party Chief	27.43
99831 - Surveying Aide	18.99
99832 - Surveying Technician	22.42
99840 - Vending Machine Attendant	17.51
99841 - Vending Machine Repairer	22.22
99842 - Vending Machine Repairer Helper	17.51

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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 DETERMINATION UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary		WAGE AND HOUR DIVISION
of Labor		WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2023-48
Diane Koplewski	Division of	Revision No.: 0
Director	Wage Determinations	Date Of Last Revision: 01/26/2023

State: Tennessee

Area: Coffee

Employed on AEDC contract for test operations and sustainment.

Collective Bargaining Agreement between contractor: National Aerospace Solutions, LLC, and union: Air Engineering Metal Trades Council and Affiliated Unions Local , effective 07/01/2021 through 06/30/2024.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

REGISTER OF WAGE DETERMINATION UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary		WAGE AND HOUR DIVISION
of Labor		WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2023-49
Diane Koplewski	Division of	Revision No.: 0
Director	Wage Determinations	Date Of Last Revision: 01/26/2023

State: Tennessee

Area: Franklin

Employed on AEDC contract for test operations and sustainment.

Collective Bargaining Agreement between contractor: National Aerospace Solutions, LLC, and union: Air Engineering Metal Trades Council and Affiliated Unions Local , effective 07/01/2021 through 06/30/2024.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

REGISTER OF WAGE DETERMINATION UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary		WAGE AND HOUR DIVISION
of Labor		WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2023-50
Diane Koplewski	Division of	Revision No.: 0
Director	Wage Determinations	Date Of Last Revision: 01/26/2023

State: California

Area: Santa Clara

Employed on AEDC contract for test operations and sustainment.

Collective Bargaining Agreement between contractor: National Aerospace Solutions, LLC, and union: International Brotherhood of Electrical Workers, Local No.1245; International Association of Machinists and Aerospace Workers, Lodge No. 1414; and International Union of Operating Engineers, Local Union No. 3, AFL-CIO Local , effective 07/01/2021 through 06/30/2024.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

REGISTER OF WAGE DETERMINATION UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary		WAGE AND HOUR DIVISION
of Labor		WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2023-51
Diane Koplewski	Division of	Revision No.: 1
Director	Wage Determinations	Date Of Last Revision: 01/26/2023

State: New Mexico

Area: Otero

Employed on AIR FORCE TEST CENTER contract for Eglin Operation & Maintenance Services (E-OMS).

Collective Bargaining Agreement between contractor: Tikigaq Construction, LLC, and union: International Association of Machinists and Aerospace Workers (IAM) Local , effective 06/16/2021 through 06/16/2024

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).