

"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.: 2015-5569
Daniel W. Simms		Revision No.: 19
Director		Date Of Last Revision: 12/27/2022

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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.

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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: determination,		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  if it is higher) for all hours spent  performing on the contract in 2023.
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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: determination,		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  if it is higher) for all hours spent
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| performing on the contract in 2023.  
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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon County of Lane

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.75
01012 - Accounting Clerk II		18.80
01013 - Accounting Clerk III		21.03
01020 - Administrative Assistant		28.39
01035 - Court Reporter		19.02
01041 - Customer Service Representative I		14.00***
01042 - Customer Service Representative II		15.27***
01043 - Customer Service Representative III		17.14
01051 - Data Entry Operator I		16.59
01052 - Data Entry Operator II		18.10
01060 - Dispatcher, Motor Vehicle		21.27
01070 - Document Preparation Clerk		18.66
01090 - Duplicating Machine Operator		18.66
01111 - General Clerk I		14.36***
01112 - General Clerk II		15.66***
01113 - General Clerk III		17.58
01120 - Housing Referral Assistant		21.20
01141 - Messenger Courier		16.09***
01191 - Order Clerk I		16.41
01192 - Order Clerk II		17.91
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		18.27
01263 - Personnel Assistant (Employment) III		20.37
01270 - Production Control Clerk		23.52
01290 - Rental Clerk		17.09

01300 - Scheduler, Maintenance	17.00
01311 - Secretary I	17.00
01312 - Secretary II	19.02
01313 - Secretary III	21.20
01320 - Service Order Dispatcher	19.01
01410 - Supply Technician	28.39
01420 - Survey Worker	17.74
01460 - Switchboard Operator/Receptionist	15.18***
01531 - Travel Clerk I	16.24
01532 - Travel Clerk II	17.69
01533 - Travel Clerk III	19.04
01611 - Word Processor I	15.15***
01612 - Word Processor II	17.00
01613 - Word Processor III	19.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	21.26
05040 - Automotive Glass Installer	20.08
05070 - Automotive Worker	20.08
05110 - Mobile Equipment Servicer	17.60
05130 - Motor Equipment Metal Mechanic	22.42
05160 - Motor Equipment Metal Worker	20.08
05190 - Motor Vehicle Mechanic	22.42
05220 - Motor Vehicle Mechanic Helper	16.46
05250 - Motor Vehicle Upholstery Worker	18.84
05280 - Motor Vehicle Wrecker	20.08
05310 - Painter, Automotive	21.26
05340 - Radiator Repair Specialist	20.08
05370 - Tire Repairer	17.08
05400 - Transmission Repair Specialist	22.42
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.40***
07041 - Cook I	15.14***
07042 - Cook II	17.28
07070 - Dishwasher	13.23***
07130 - Food Service Worker	13.85***
07210 - Meat Cutter	17.86
07260 - Waiter/Waitress	13.33***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.43
09040 - Furniture Handler	13.20***
09080 - Furniture Refinisher	19.43
09090 - Furniture Refinisher Helper	15.04***
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	19.43

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.08***
11060 - Elevator Operator	14.08***
11090 - Gardener	20.23
11122 - Housekeeping Aide	14.23***
11150 - Janitor	14.23***
11210 - Laborer, Grounds Maintenance	16.25
11240 - Maid or Houseman	13.66***
11260 - Pruner	14.96***
11270 - Tractor Operator	18.91
11330 - Trail Maintenance Worker	16.25
11360 - Window Cleaner	15.49***
12000 - Health Occupations	
12010 - Ambulance Driver	20.55
12011 - Breath Alcohol Technician	25.50
12012 - Certified Occupational Therapist Assistant	34.64
12015 - Certified Physical Therapist Assistant	31.52
12020 - Dental Assistant	23.13
12025 - Dental Hygienist	39.52
12030 - EKG Technician	41.42
12035 - Electroneurodiagnostic Technologist	41.42
12040 - Emergency Medical Technician	20.55
12071 - Licensed Practical Nurse I	22.80
12072 - Licensed Practical Nurse II	25.50
12073 - Licensed Practical Nurse III	28.43
12100 - Medical Assistant	21.41
12130 - Medical Laboratory Technician	24.82
12160 - Medical Record Clerk	20.69
12190 - Medical Record Technician	23.15
12195 - Medical Transcriptionist	21.37
12210 - Nuclear Medicine Technologist	56.06
12221 - Nursing Assistant I	12.95***
12222 - Nursing Assistant II	14.56***
12223 - Nursing Assistant III	15.89***
12224 - Nursing Assistant IV	17.83
12235 - Optical Dispenser	18.70
12236 - Optical Technician	18.89
12250 - Pharmacy Technician	21.60
12280 - Phlebotomist	20.51
12305 - Radiologic Technologist	35.38
12311 - Registered Nurse I	26.77
12312 - Registered Nurse II	32.75
12313 - Registered Nurse II, Specialist	32.75
12314 - Registered Nurse III	39.62
12315 - Registered Nurse III, Anesthetist	39.62

12316 - Registered Nurse IV	47.49
12317 - Scheduler (Drug and Alcohol Testing)	31.60
12320 - Substance Abuse Treatment Counselor	23.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.86
13012 - Exhibits Specialist II	28.31
13013 - Exhibits Specialist III	34.64
13041 - Illustrator I	22.86
13042 - Illustrator II	28.31
13043 - Illustrator III	34.64
13047 - Librarian	31.36
13050 - Library Aide/Clerk	22.26
13054 - Library Information Technology Systems Administrator	28.31
13058 - Library Technician	22.26
13061 - Media Specialist I	20.43
13062 - Media Specialist II	22.86
13063 - Media Specialist III	25.49
13071 - Photographer I	18.03
13072 - Photographer II	20.18
13073 - Photographer III	24.99
13074 - Photographer IV	30.57
13075 - Photographer V	36.99
13090 - Technical Order Library Clerk	27.43
13110 - Video Teleconference Technician	20.87
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.18
14042 - Computer Operator II	21.21
14043 - Computer Operator III	23.64
14044 - Computer Operator IV	26.27
14045 - Computer Operator V	29.10
14071 - Computer Programmer I	(see 1) 21.74
14072 - Computer Programmer II	(see 1) 26.92
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.18
14160 - Personal Computer Support Technician	26.99
14170 - System Support Specialist	29.89
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.73
15020 - Aircrew Training Devices Instructor (Rated)	39.96
15030 - Air Crew Training Devices Instructor (Pilot)	47.89

15050 - Computer Based Training Specialist / Instructor	33.73
15060 - Educational Technologist	36.46
15070 - Flight Instructor (Pilot)	47.89
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.89
15086 - Maintenance Test Pilot, Rotary Wing	47.89
15088 - Non-Maintenance Test/Co-Pilot	47.89
15090 - Technical Instructor	23.38
15095 - Technical Instructor/Course Developer	28.64
15110 - Test Proctor	18.88
15120 - Tutor	18.88
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.84***
16030 - Counter Attendant	15.84***
16040 - Dry Cleaner	18.09
16070 - Finisher, Flatwork, Machine	15.84***
16090 - Presser, Hand	15.84***
16110 - Presser, Machine, Drycleaning	15.84***
16130 - Presser, Machine, Shirts	15.84***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.84***
16190 - Sewing Machine Operator	18.84
16220 - Tailor	19.59
16250 - Washer, Machine	16.59
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.26
19040 - Tool And Die Maker	34.44
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.42
21030 - Material Coordinator	23.52
21040 - Material Expediter	23.52
21050 - Material Handling Laborer	14.48***
21071 - Order Filler	14.60***
21080 - Production Line Worker (Food Processing)	21.42
21110 - Shipping Packer	17.48
21130 - Shipping/Receiving Clerk	17.48
21140 - Store Worker I	14.48***
21150 - Stock Clerk	18.83
21210 - Tools And Parts Attendant	21.42
21410 - Warehouse Specialist	21.42
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.23
23019 - Aircraft Logs and Records Technician	27.61
23021 - Aircraft Mechanic I	32.57
23022 - Aircraft Mechanic II	34.23
23023 - Aircraft Mechanic III	35.95

23040 - Aircraft Mechanic Helper	24.08
23050 - Aircraft, Painter	30.87
23060 - Aircraft Servicer	27.61
23070 - Aircraft Survival Flight Equipment Technician	30.87
23080 - Aircraft Worker	29.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.57
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	19.38
23125 - Cable Splicer	45.10
23130 - Carpenter, Maintenance	24.65
23140 - Carpet Layer	26.70
23160 - Electrician, Maintenance	36.39
23181 - Electronics Technician Maintenance I	27.19
23182 - Electronics Technician Maintenance II	28.77
23183 - Electronics Technician Maintenance III	30.36
23260 - Fabric Worker	25.04
23290 - Fire Alarm System Mechanic	31.55
23310 - Fire Extinguisher Repairer	23.40
23311 - Fuel Distribution System Mechanic	32.97
23312 - Fuel Distribution System Operator	25.88
23370 - General Maintenance Worker	18.39
23380 - Ground Support Equipment Mechanic	32.57
23381 - Ground Support Equipment Servicer	27.61
23382 - Ground Support Equipment Worker	29.17
23391 - Gunsmith I	23.40
23392 - Gunsmith II	26.70
23393 - Gunsmith III	29.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.07
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.45
23430 - Heavy Equipment Mechanic	26.44
23440 - Heavy Equipment Operator	28.37
23460 - Instrument Mechanic	28.68
23465 - Laboratory/Shelter Mechanic	28.26
23470 - Laborer	14.48***
23510 - Locksmith	24.65
23530 - Machinery Maintenance Mechanic	28.83
23550 - Machinist, Maintenance	23.72
23580 - Maintenance Trades Helper	15.70***
23591 - Metrology Technician I	28.68
23592 - Metrology Technician II	30.15

23593 - Metrology Technician III	31.67
23640 - Millwright	32.14
23710 - Office Appliance Repairer	19.90
23760 - Painter, Maintenance	20.13
23790 - Pipefitter, Maintenance	32.34
23810 - Plumber, Maintenance	30.65
23820 - Pneudraulic Systems Mechanic	29.81
23850 - Rigger	29.81
23870 - Scale Mechanic	26.70
23890 - Sheet-Metal Worker, Maintenance	27.92
23910 - Small Engine Mechanic	23.91
23931 - Telecommunications Mechanic I	32.09
23932 - Telecommunications Mechanic II	33.72
23950 - Telephone Lineman	28.28
23960 - Welder, Combination, Maintenance	22.24
23965 - Well Driller	28.68
23970 - Woodcraft Worker	29.81
23980 - Woodworker	23.40
24000 - Personal Needs Occupations	
24550 - Case Manager	19.81
24570 - Child Care Attendant	13.94***
24580 - Child Care Center Clerk	17.39
24610 - Chore Aide	14.28***
24620 - Family Readiness And Support Services Coordinator	19.80
24630 - Homemaker	19.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.38
25040 - Sewage Plant Operator	37.31
25070 - Stationary Engineer	28.38
25190 - Ventilation Equipment Tender	20.83
25210 - Water Treatment Plant Operator	37.31
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.61
27007 - Baggage Inspector	14.69***
27008 - Corrections Officer	34.89
27010 - Court Security Officer	33.73
27030 - Detection Dog Handler	16.43
27040 - Detention Officer	34.89
27070 - Firefighter	31.31
27101 - Guard I	14.69***
27102 - Guard II	16.43
27131 - Police Officer I	36.15
27132 - Police Officer II	40.18
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator	16.71
28042 - Carnival Equipment Repairer	17.87
28043 - Carnival Worker	13.09***
28210 - Gate Attendant/Gate Tender	17.12
28310 - Lifeguard	14.72***
28350 - Park Attendant (Aide)	19.15
28510 - Recreation Aide/Health Facility Attendant	13.98***
28515 - Recreation Specialist	23.73
28630 - Sports Official	15.25***
28690 - Swimming Pool Operator	20.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.17
29020 - Hatch Tender	29.17
29030 - Line Handler	29.17
29041 - Stevedore I	27.37
29042 - Stevedore II	30.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.26
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	18.61
30022 - Archeological Technician II	20.82
30023 - Archeological Technician III	25.80
30030 - Cartographic Technician	25.80
30040 - Civil Engineering Technician	35.65
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	28.57
30081 - Engineering Technician I	15.92***
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	25.80
30095 - Evidence Control Specialist	25.80
30210 - Laboratory Technician	24.04
30221 - Latent Fingerprint Technician I	28.57
30222 - Latent Fingerprint Technician II	31.56
30240 - Mathematical Technician	25.80
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75

30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	31.56
30390 - Photo-Optics Technician	25.80
30395 - Radiation Control Technician	31.56
30461 - Technical Writer I	25.80
30462 - Technical Writer II	31.56
30463 - Technical Writer III	38.17
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	28.57
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	31.73
31020 - Bus Aide	20.28
31030 - Bus Driver	27.22
31043 - Driver Courier	16.92
31260 - Parking and Lot Attendant	13.69***
31290 - Shuttle Bus Driver	17.46
31310 - Taxi Driver	15.50***
31361 - Truckdriver, Light	18.09
31362 - Truckdriver, Medium	19.36
31363 - Truckdriver, Heavy	23.17
31364 - Truckdriver, Tractor-Trailer	23.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.47***
99050 - Desk Clerk	13.67***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.75***
99252 - Laboratory Animal Caretaker II	15.76***
99260 - Marketing Analyst	23.74
99310 - Mortician	26.22
99410 - Pest Controller	23.29
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	23.22
99711 - Recycling Specialist	27.25
99730 - Refuse Collector	21.35

99810 - Sales Clerk	13.83***
99820 - School Crossing Guard	18.17
99830 - Survey Party Chief	30.67
99831 - Surveying Aide	19.25
99832 - Surveying Technician	26.22
99840 - Vending Machine Attendant	20.14
99841 - Vending Machine Repairer	24.58
99842 - Vending Machine Repairer Helper	20.14

\*\*\*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.

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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](http://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.: 2015-5567
Daniel W. Simms		Revision No.: 19
Director		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: determination,		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    if it is higher) for all hours spent    performing on the contract in 2023.
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If the contract was awarded on or 		Executive Order 13658 generally applies to
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between January 1, 2015 and January 29, the contract.  
 |  
 |2022, and the contract is not renewed |The contractor must pay all covered workers  
 |  
 |or extended on or after January 30, |at least \$12.15 per hour (or the applicable  
 |  
 |2022: |wage rate listed on this wage  
 determination, |  
 | |lif 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](http://www.dol.gov/whd/govcontracts).

State: Oregon

Area: Oregon County of Benton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.89
01012 - Accounting Clerk II		18.96
01013 - Accounting Clerk III		21.21
01020 - Administrative Assistant		36.09
01035 - Court Reporter		19.98
01041 - Customer Service Representative I		15.07***
01042 - Customer Service Representative II		16.44
01043 - Customer Service Representative III		18.45
01051 - Data Entry Operator I		14.59***
01052 - Data Entry Operator II		15.92***
01060 - Dispatcher, Motor Vehicle		18.94
01070 - Document Preparation Clerk		15.92***
01090 - Duplicating Machine Operator		15.92***
01111 - General Clerk I		14.72***
01112 - General Clerk II		16.06***

01113 - General Clerk III	18.03
01120 - Housing Referral Assistant	22.28
01141 - Messenger Courier	15.91***
01191 - Order Clerk I	14.59***
01192 - Order Clerk II	15.92***
01261 - Personnel Assistant (Employment) I	17.98
01262 - Personnel Assistant (Employment) II	20.11
01263 - Personnel Assistant (Employment) III	22.42
01270 - Production Control Clerk	25.09
01290 - Rental Clerk	17.08
01300 - Scheduler, Maintenance	17.86
01311 - Secretary I	17.86
01312 - Secretary II	19.98
01313 - Secretary III	22.28
01320 - Service Order Dispatcher	16.93
01410 - Supply Technician	36.09
01420 - Survey Worker	18.16
01460 - Switchboard Operator/Receptionist	14.51***
01531 - Travel Clerk I	15.25***
01532 - Travel Clerk II	16.59
01533 - Travel Clerk III	17.86
01611 - Word Processor I	15.92***
01612 - Word Processor II	17.86
01613 - Word Processor III	19.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	21.69
05040 - Automotive Glass Installer	20.50
05070 - Automotive Worker	20.50
05110 - Mobile Equipment Servicer	18.07
05130 - Motor Equipment Metal Mechanic	22.88
05160 - Motor Equipment Metal Worker	20.50
05190 - Motor Vehicle Mechanic	22.88
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.26
05280 - Motor Vehicle Wrecker	20.50
05310 - Painter, Automotive	21.69
05340 - Radiator Repair Specialist	20.50
05370 - Tire Repairer	18.07
05400 - Transmission Repair Specialist	22.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.90***
07041 - Cook I	16.59
07042 - Cook II	18.82
07070 - Dishwasher	13.32***

07130 - Food Service Worker	13.70***
07210 - Meat Cutter	18.54
07260 - Waiter/Waitress	13.32***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.83
09040 - Furniture Handler	18.16
09080 - Furniture Refinisher	26.83
09090 - Furniture Refinisher Helper	21.17
09110 - Furniture Repairer, Minor	24.17
09130 - Upholsterer	26.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.08***
11060 - Elevator Operator	14.08***
11090 - Gardener	21.37
11122 - Housekeeping Aide	14.38***
11150 - Janitor	14.56***
11210 - Laborer, Grounds Maintenance	17.22
11240 - Maid or Houseman	14.79***
11260 - Pruner	15.82***
11270 - Tractor Operator	20.06
11330 - Trail Maintenance Worker	17.22
11360 - Window Cleaner	15.84***
12000 - Health Occupations	
12010 - Ambulance Driver	25.36
12011 - Breath Alcohol Technician	25.36
12012 - Certified Occupational Therapist Assistant	34.79
12015 - Certified Physical Therapist Assistant	34.79
12020 - Dental Assistant	22.68
12025 - Dental Hygienist	46.10
12030 - EKG Technician	38.44
12035 - Electroneurodiagnostic Technologist	38.44
12040 - Emergency Medical Technician	25.36
12071 - Licensed Practical Nurse I	22.67
12072 - Licensed Practical Nurse II	25.36
12073 - Licensed Practical Nurse III	28.27
12100 - Medical Assistant	19.71
12130 - Medical Laboratory Technician	27.38
12160 - Medical Record Clerk	22.67
12190 - Medical Record Technician	28.04
12195 - Medical Transcriptionist	22.67
12210 - Nuclear Medicine Technologist	55.74
12221 - Nursing Assistant I	13.17***
12222 - Nursing Assistant II	14.81***
12223 - Nursing Assistant III	16.15***
12224 - Nursing Assistant IV	18.13

12235 - Optical Dispenser	24.52
12236 - Optical Technician	22.67
12250 - Pharmacy Technician	22.45
12280 - Phlebotomist	21.54
12305 - Radiologic Technologist	38.44
12311 - Registered Nurse I	29.03
12312 - Registered Nurse II	35.52
12313 - Registered Nurse II, Specialist	35.52
12314 - Registered Nurse III	45.26
12315 - Registered Nurse III, Anesthetist	45.26
12316 - Registered Nurse IV	51.50
12317 - Scheduler (Drug and Alcohol Testing)	31.42
12320 - Substance Abuse Treatment Counselor	28.20
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.63
13012 - Exhibits Specialist II	33.00
13013 - Exhibits Specialist III	40.37
13041 - Illustrator I	26.63
13042 - Illustrator II	33.00
13043 - Illustrator III	40.37
13047 - Librarian	36.54
13050 - Library Aide/Clerk	21.21
13054 - Library Information Technology Systems Administrator	33.00
13058 - Library Technician	22.59
13061 - Media Specialist I	23.81
13062 - Media Specialist II	26.63
13063 - Media Specialist III	29.69
13071 - Photographer I	23.81
13072 - Photographer II	26.63
13073 - Photographer III	33.00
13074 - Photographer IV	40.37
13075 - Photographer V	48.83
13090 - Technical Order Library Clerk	26.32
13110 - Video Teleconference Technician	23.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.63
14042 - Computer Operator II	21.96
14043 - Computer Operator III	24.48
14044 - Computer Operator IV	27.21
14045 - Computer Operator V	30.13
14071 - Computer Programmer I	(see 1) 25.71
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		19.63
14160 - Personal Computer Support Technician		27.67
14170 - System Support Specialist		30.17
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.84
15020 - Aircrew Training Devices Instructor (Rated)		39.72
15030 - Air Crew Training Devices Instructor (Pilot)		47.62
15050 - Computer Based Training Specialist / Instructor		32.84
15060 - Educational Technologist		32.39
15070 - Flight Instructor (Pilot)		47.62
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.62
15086 - Maintenance Test Pilot, Rotary Wing		47.62
15088 - Non-Maintenance Test/Co-Pilot		47.62
15090 - Technical Instructor		23.62
15095 - Technical Instructor/Course Developer		28.90
15110 - Test Proctor		19.07
15120 - Tutor		19.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		15.84***
16030 - Counter Attendant		15.84***
16040 - Dry Cleaner		18.09
16070 - Finisher, Flatwork, Machine		15.84***
16090 - Presser, Hand		15.84***
16110 - Presser, Machine, Drycleaning		15.84***
16130 - Presser, Machine, Shirts		15.84***
16160 - Presser, Machine, Wearing Apparel, Laundry		15.84***
16190 - Sewing Machine Operator		18.84
16220 - Tailor		19.59
16250 - Washer, Machine		16.59
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.22
19040 - Tool And Die Maker		33.19
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.54
21030 - Material Coordinator		25.09
21040 - Material Expediter		25.09
21050 - Material Handling Laborer		14.39***
21071 - Order Filler		14.30***
21080 - Production Line Worker (Food Processing)		16.54
21110 - Shipping Packer		17.16
21130 - Shipping/Receiving Clerk		17.16

21140 - Store Worker I	14.66***
21150 - Stock Clerk	18.98
21210 - Tools And Parts Attendant	16.54
21410 - Warehouse Specialist	16.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.19
23019 - Aircraft Logs and Records Technician	24.17
23021 - Aircraft Mechanic I	28.71
23022 - Aircraft Mechanic II	30.19
23023 - Aircraft Mechanic III	31.71
23040 - Aircraft Mechanic Helper	21.17
23050 - Aircraft, Painter	27.22
23060 - Aircraft Servicer	24.17
23070 - Aircraft Survival Flight Equipment Technician	27.22
23080 - Aircraft Worker	25.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.71
23110 - Appliance Mechanic	27.22
23120 - Bicycle Repairer	22.26
23125 - Cable Splicer	28.71
23130 - Carpenter, Maintenance	28.55
23140 - Carpet Layer	25.73
23160 - Electrician, Maintenance	37.02
23181 - Electronics Technician Maintenance I	25.73
23182 - Electronics Technician Maintenance II	27.22
23183 - Electronics Technician Maintenance III	28.71
23260 - Fabric Worker	24.17
23290 - Fire Alarm System Mechanic	28.71
23310 - Fire Extinguisher Repairer	22.68
23311 - Fuel Distribution System Mechanic	28.71
23312 - Fuel Distribution System Operator	22.68
23370 - General Maintenance Worker	18.48
23380 - Ground Support Equipment Mechanic	28.71
23381 - Ground Support Equipment Servicer	24.17
23382 - Ground Support Equipment Worker	25.73
23391 - Gunsmith I	22.68
23392 - Gunsmith II	25.73
23393 - Gunsmith III	28.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.93
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.42
23430 - Heavy Equipment Mechanic	28.71

23440 - Heavy Equipment Operator	27.94
23460 - Instrument Mechanic	28.71
23465 - Laboratory/Shelter Mechanic	27.22
23470 - Laborer	14.39***
23510 - Locksmith	27.22
23530 - Machinery Maintenance Mechanic	28.85
23550 - Machinist, Maintenance	23.05
23580 - Maintenance Trades Helper	21.17
23591 - Metrology Technician I	28.71
23592 - Metrology Technician II	30.19
23593 - Metrology Technician III	31.71
23640 - Millwright	28.71
23710 - Office Appliance Repairer	27.22
23760 - Painter, Maintenance	22.53
23790 - Pipefitter, Maintenance	34.84
23810 - Plumber, Maintenance	33.01
23820 - Pneudraulic Systems Mechanic	28.71
23850 - Rigger	28.71
23870 - Scale Mechanic	25.73
23890 - Sheet-Metal Worker, Maintenance	28.71
23910 - Small Engine Mechanic	25.73
23931 - Telecommunications Mechanic I	28.90
23932 - Telecommunications Mechanic II	30.38
23950 - Telephone Lineman	28.71
23960 - Welder, Combination, Maintenance	28.68
23965 - Well Driller	28.71
23970 - Woodcraft Worker	28.71
23980 - Woodworker	22.68
24000 - Personal Needs Occupations	
24550 - Case Manager	17.13
24570 - Child Care Attendant	13.63***
24580 - Child Care Center Clerk	17.00
24610 - Chore Aide	14.17***
24620 - Family Readiness And Support Services Coordinator	17.13
24630 - Homemaker	18.96
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.71
25040 - Sewage Plant Operator	27.22
25070 - Stationary Engineer	28.71
25190 - Ventilation Equipment Tender	21.17
25210 - Water Treatment Plant Operator	27.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.59
27007 - Baggage Inspector	14.12***

27008 - Corrections Officer	36.16
27010 - Court Security Officer	36.16
27030 - Detection Dog Handler	16.87
27040 - Detention Officer	36.16
27070 - Firefighter	36.16
27101 - Guard I	14.12***
27102 - Guard II	16.87
27131 - Police Officer I	33.67
27132 - Police Officer II	37.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.54***
28042 - Carnival Equipment Repairer	16.64
28043 - Carnival Worker	12.28***
28210 - Gate Attendant/Gate Tender	17.44
28310 - Lifeguard	15.54***
28350 - Park Attendant (Aide)	19.51
28510 - Recreation Aide/Health Facility Attendant	14.24***
28515 - Recreation Specialist	24.17
28630 - Sports Official	15.54***
28690 - Swimming Pool Operator	23.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.73
29020 - Hatch Tender	25.73
29030 - Line Handler	25.73
29041 - Stevedore I	24.17
29042 - Stevedore II	27.22
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.45
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.53
30021 - Archeological Technician I	17.19
30022 - Archeological Technician II	19.22
30023 - Archeological Technician III	23.82
30030 - Cartographic Technician	23.82
30040 - Civil Engineering Technician	26.22
30051 - Cryogenic Technician I	26.37
30052 - Cryogenic Technician II	29.13
30061 - Drafter/CAD Operator I	17.19
30062 - Drafter/CAD Operator II	19.22
30063 - Drafter/CAD Operator III	21.43
30064 - Drafter/CAD Operator IV	26.37
30081 - Engineering Technician I	15.92***
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76

30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	23.82
30095 - Evidence Control Specialist	23.82
30210 - Laboratory Technician	21.43
30221 - Latent Fingerprint Technician I	26.37
30222 - Latent Fingerprint Technician II	29.13
30240 - Mathematical Technician	23.82
30361 - Paralegal/Legal Assistant I	21.09
30362 - Paralegal/Legal Assistant II	26.13
30363 - Paralegal/Legal Assistant III	31.96
30364 - Paralegal/Legal Assistant IV	38.68
30375 - Petroleum Supply Specialist	29.13
30390 - Photo-Optics Technician	23.82
30395 - Radiation Control Technician	29.13
30461 - Technical Writer I	23.82
30462 - Technical Writer II	29.13
30463 - Technical Writer III	35.24
30491 - Unexploded Ordnance (UXO) Technician I	28.06
30492 - Unexploded Ordnance (UXO) Technician II	33.95
30493 - Unexploded Ordnance (UXO) Technician III	40.69
30494 - Unexploded (UXO) Safety Escort	28.06
30495 - Unexploded (UXO) Sweep Personnel	28.06
30501 - Weather Forecaster I	26.37
30502 - Weather Forecaster II	32.08
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.43
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.95
31020 - Bus Aide	15.37***
31030 - Bus Driver	20.39
31043 - Driver Courier	16.52
31260 - Parking and Lot Attendant	14.02***
31290 - Shuttle Bus Driver	16.94
31310 - Taxi Driver	17.79
31361 - Truckdriver, Light	17.71
31362 - Truckdriver, Medium	18.87
31363 - Truckdriver, Heavy	23.30
31364 - Truckdriver, Tractor-Trailer	23.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.55
99030 - Cashier	13.43***
99050 - Desk Clerk	13.12***
99095 - Embalmer	28.06

99130 - Flight Follower	28.06
99251 - Laboratory Animal Caretaker I	16.03***
99252 - Laboratory Animal Caretaker II	17.17
99260 - Marketing Analyst	30.03
99310 - Mortician	28.06
99410 - Pest Controller	23.38
99510 - Photofinishing Worker	14.75***
99710 - Recycling Laborer	17.57
99711 - Recycling Specialist	20.48
99730 - Refuse Collector	16.14***
99810 - Sales Clerk	14.02***
99820 - School Crossing Guard	16.14***
99830 - Survey Party Chief	25.40
99831 - Surveying Aide	15.96***
99832 - Surveying Technician	21.72
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.89
99842 - Vending Machine Repairer Helper	20.48

\*\*\*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.

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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](http://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.: 2015-5587
Daniel W. Simms	Division of	Revision No.: 19
Director	Wage Determinations	Date Of Last Revision: 12/27/2022

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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.

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If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage
determination,	



01051 - Data Entry Operator I	14.13***
01052 - Data Entry Operator II	15.41***
01060 - Dispatcher, Motor Vehicle	26.47
01070 - Document Preparation Clerk	15.41***
01090 - Duplicating Machine Operator	15.41***
01111 - General Clerk I	14.31***
01112 - General Clerk II	15.62***
01113 - General Clerk III	17.53
01120 - Housing Referral Assistant	21.57
01141 - Messenger Courier	12.76***
01191 - Order Clerk I	15.27***
01192 - Order Clerk II	16.65
01261 - Personnel Assistant (Employment) I	17.96
01262 - Personnel Assistant (Employment) II	20.10
01263 - Personnel Assistant (Employment) III	22.40
01270 - Production Control Clerk	24.49
01290 - Rental Clerk	17.56
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.36
01313 - Secretary III	21.57
01320 - Service Order Dispatcher	23.67
01410 - Supply Technician	29.03
01420 - Survey Worker	18.67
01460 - Switchboard Operator/Receptionist	15.07***
01531 - Travel Clerk I	15.25***
01532 - Travel Clerk II	16.59
01533 - Travel Clerk III	17.86
01611 - Word Processor I	15.40***
01612 - Word Processor II	17.30
01613 - Word Processor III	19.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.29
05010 - Automotive Electrician	21.37
05040 - Automotive Glass Installer	20.21
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	17.81
05130 - Motor Equipment Metal Mechanic	22.55
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	22.55
05220 - Motor Vehicle Mechanic Helper	16.62
05250 - Motor Vehicle Upholstery Worker	18.98
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter, Automotive	21.37
05340 - Radiator Repair Specialist	20.21

05370 - Tire Repairer	17.02
05400 - Transmission Repair Specialist	22.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.62***
07041 - Cook I	15.48***
07042 - Cook II	17.56
07070 - Dishwasher	13.56***
07130 - Food Service Worker	14.42***
07210 - Meat Cutter	18.30
07260 - Waiter/Waitress	13.23***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	15.51***
09080 - Furniture Refinisher	22.22
09090 - Furniture Refinisher Helper	17.28
09110 - Furniture Repairer, Minor	19.72
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.73***
11060 - Elevator Operator	14.70***
11090 - Gardener	21.36
11122 - Housekeeping Aide	14.70***
11150 - Janitor	14.70***
11210 - Laborer, Grounds Maintenance	17.11
11240 - Maid or Houseman	14.40***
11260 - Pruner	15.72***
11270 - Tractor Operator	19.94
11330 - Trail Maintenance Worker	17.11
11360 - Window Cleaner	16.00***
12000 - Health Occupations	
12010 - Ambulance Driver	22.00
12011 - Breath Alcohol Technician	25.82
12012 - Certified Occupational Therapist Assistant	35.42
12015 - Certified Physical Therapist Assistant	35.42
12020 - Dental Assistant	23.19
12025 - Dental Hygienist	42.58
12030 - EKG Technician	39.13
12035 - Electroneurodiagnostic Technologist	39.13
12040 - Emergency Medical Technician	22.00
12071 - Licensed Practical Nurse I	23.08
12072 - Licensed Practical Nurse II	25.82
12073 - Licensed Practical Nurse III	28.78
12100 - Medical Assistant	18.17
12130 - Medical Laboratory Technician	23.08
12160 - Medical Record Clerk	18.74

12190 - Medical Record Technician	30.61
12195 - Medical Transcriptionist	23.08
12210 - Nuclear Medicine Technologist	56.74
12221 - Nursing Assistant I	12.95***
12222 - Nursing Assistant II	14.56***
12223 - Nursing Assistant III	15.89***
12224 - Nursing Assistant IV	17.83
12235 - Optical Dispenser	25.82
12236 - Optical Technician	23.08
12250 - Pharmacy Technician	21.49
12280 - Phlebotomist	23.08
12305 - Radiologic Technologist	39.36
12311 - Registered Nurse I	25.60
12312 - Registered Nurse II	31.30
12313 - Registered Nurse II, Specialist	31.30
12314 - Registered Nurse III	37.88
12315 - Registered Nurse III, Anesthetist	37.88
12316 - Registered Nurse IV	45.40
12317 - Scheduler (Drug and Alcohol Testing)	31.99
12320 - Substance Abuse Treatment Counselor	29.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.42
13012 - Exhibits Specialist II	25.30
13013 - Exhibits Specialist III	30.94
13041 - Illustrator I	20.42
13042 - Illustrator II	25.30
13043 - Illustrator III	30.94
13047 - Librarian	28.01
13050 - Library Aide/Clerk	16.27
13054 - Library Information Technology Systems Administrator	25.30
13058 - Library Technician	18.61
13061 - Media Specialist I	18.25
13062 - Media Specialist II	20.42
13063 - Media Specialist III	22.76
13071 - Photographer I	17.96
13072 - Photographer II	20.10
13073 - Photographer III	24.89
13074 - Photographer IV	29.76
13075 - Photographer V	36.01
13090 - Technical Order Library Clerk	19.77
13110 - Video Teleconference Technician	17.46
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.18
14042 - Computer Operator II	20.78

14043 - Computer Operator III	23.11
14044 - Computer Operator IV	25.66
14045 - Computer Operator V	28.51
14071 - Computer Programmer I (see 1)	19.56
14072 - Computer Programmer II (see 1)	24.77
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	19.18
14160 - Personal Computer Support Technician	30.44
14170 - System Support Specialist	26.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.76
15020 - Aircrew Training Devices Instructor (Rated)	38.43
15030 - Air Crew Training Devices Instructor (Pilot)	41.91
15050 - Computer Based Training Specialist / Instructor	31.76
15060 - Educational Technologist	39.19
15070 - Flight Instructor (Pilot)	41.91
15080 - Graphic Artist	24.26
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.06
15086 - Maintenance Test Pilot, Rotary Wing	46.06
15088 - Non-Maintenance Test/Co-Pilot	46.06
15090 - Technical Instructor	18.54
15095 - Technical Instructor/Course Developer	24.26
15110 - Test Proctor	15.60***
15120 - Tutor	15.60***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.84***
16030 - Counter Attendant	15.84***
16040 - Dry Cleaner	18.09
16070 - Finisher, Flatwork, Machine	15.84***
16090 - Presser, Hand	15.84***
16110 - Presser, Machine, Drycleaning	15.84***
16130 - Presser, Machine, Shirts	15.84***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.84***
16190 - Sewing Machine Operator	18.84
16220 - Tailor	19.59
16250 - Washer, Machine	16.59
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.58
19040 - Tool And Die Maker	33.63
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.09

21030 - Material Coordinator	24.49
21040 - Material Expediter	24.49
21050 - Material Handling Laborer	18.26
21071 - Order Filler	17.29
21080 - Production Line Worker (Food Processing)	18.09
21110 - Shipping Packer	19.04
21130 - Shipping/Receiving Clerk	19.04
21140 - Store Worker I	14.66***
21150 - Stock Clerk	18.98
21210 - Tools And Parts Attendant	18.09
21410 - Warehouse Specialist	18.09
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.59
23019 - Aircraft Logs and Records Technician	24.48
23021 - Aircraft Mechanic I	29.09
23022 - Aircraft Mechanic II	30.59
23023 - Aircraft Mechanic III	32.13
23040 - Aircraft Mechanic Helper	21.44
23050 - Aircraft, Painter	27.58
23060 - Aircraft Servicer	24.48
23070 - Aircraft Survival Flight Equipment Technician	27.58
23080 - Aircraft Worker	26.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.09
23110 - Appliance Mechanic	27.58
23120 - Bicycle Repairer	22.26
23125 - Cable Splicer	45.10
23130 - Carpenter, Maintenance	22.43
23140 - Carpet Layer	26.06
23160 - Electrician, Maintenance	39.23
23181 - Electronics Technician Maintenance I	33.38
23182 - Electronics Technician Maintenance II	35.32
23183 - Electronics Technician Maintenance III	37.26
23260 - Fabric Worker	24.48
23290 - Fire Alarm System Mechanic	31.49
23310 - Fire Extinguisher Repairer	22.98
23311 - Fuel Distribution System Mechanic	29.09
23312 - Fuel Distribution System Operator	22.98
23370 - General Maintenance Worker	21.31
23380 - Ground Support Equipment Mechanic	29.09
23381 - Ground Support Equipment Servicer	24.48
23382 - Ground Support Equipment Worker	26.06
23391 - Gunsmith I	22.98

23392 - Gunsmith II	26.06
23393 - Gunsmith III	29.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.32
23430 - Heavy Equipment Mechanic	27.23
23440 - Heavy Equipment Operator	27.42
23460 - Instrument Mechanic	29.09
23465 - Laboratory/Shelter Mechanic	27.58
23470 - Laborer	18.26
23510 - Locksmith	27.58
23530 - Machinery Maintenance Mechanic	31.24
23550 - Machinist, Maintenance	28.73
23580 - Maintenance Trades Helper	16.26
23591 - Metrology Technician I	29.09
23592 - Metrology Technician II	30.59
23593 - Metrology Technician III	32.13
23640 - Millwright	29.76
23710 - Office Appliance Repairer	27.58
23760 - Painter, Maintenance	19.47
23790 - Pipefitter, Maintenance	39.10
23810 - Plumber, Maintenance	37.05
23820 - Pneudraulic Systems Mechanic	29.09
23850 - Rigger	29.09
23870 - Scale Mechanic	26.06
23890 - Sheet-Metal Worker, Maintenance	24.97
23910 - Small Engine Mechanic	26.06
23931 - Telecommunications Mechanic I	32.00
23932 - Telecommunications Mechanic II	33.65
23950 - Telephone Lineman	29.09
23960 - Welder, Combination, Maintenance	23.26
23965 - Well Driller	29.09
23970 - Woodcraft Worker	29.09
23980 - Woodworker	22.98
24000 - Personal Needs Occupations	
24550 - Case Manager	24.65
24570 - Child Care Attendant	12.22***
24580 - Child Care Center Clerk	15.24***
24610 - Chore Aide	14.28***
24620 - Family Readiness And Support Services Coordinator	24.65
24630 - Homemaker	24.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.02

25040 - Sewage Plant Operator	28.73
25070 - Stationary Engineer	29.02
25190 - Ventilation Equipment Tender	21.39
25210 - Water Treatment Plant Operator	28.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.26
27007 - Baggage Inspector	18.34
27008 - Corrections Officer	35.79
27010 - Court Security Officer	35.79
27030 - Detection Dog Handler	20.60
27040 - Detention Officer	35.79
27070 - Firefighter	35.79
27101 - Guard I	18.34
27102 - Guard II	20.60
27131 - Police Officer I	35.04
27132 - Police Officer II	38.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.70
28042 - Carnival Equipment Repairer	17.89
28043 - Carnival Worker	13.16***
28210 - Gate Attendant/Gate Tender	16.76
28310 - Lifeguard	14.41***
28350 - Park Attendant (Aide)	18.74
28510 - Recreation Aide/Health Facility Attendant	13.68***
28515 - Recreation Specialist	23.23
28630 - Sports Official	14.93***
28690 - Swimming Pool Operator	20.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.20
29020 - Hatch Tender	28.20
29030 - Line Handler	28.20
29041 - Stevedore I	26.49
29042 - Stevedore II	29.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.45
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.53
30021 - Archeological Technician I	17.70
30022 - Archeological Technician II	19.80
30023 - Archeological Technician III	24.53
30030 - Cartographic Technician	24.53
30040 - Civil Engineering Technician	24.53
30051 - Cryogenic Technician I	25.89
30052 - Cryogenic Technician II	28.60
30061 - Drafter/CAD Operator I	17.70

30062 - Drafter/CAD Operator II	19.80
30063 - Drafter/CAD Operator III	22.07
30064 - Drafter/CAD Operator IV	27.16
30081 - Engineering Technician I	15.92***
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	24.53
30095 - Evidence Control Specialist	23.39
30210 - Laboratory Technician	22.07
30221 - Latent Fingerprint Technician I	25.89
30222 - Latent Fingerprint Technician II	28.60
30240 - Mathematical Technician	24.53
30361 - Paralegal/Legal Assistant I	22.11
30362 - Paralegal/Legal Assistant II	27.39
30363 - Paralegal/Legal Assistant III	33.50
30364 - Paralegal/Legal Assistant IV	40.54
30375 - Petroleum Supply Specialist	28.60
30390 - Photo-Optics Technician	24.53
30395 - Radiation Control Technician	28.60
30461 - Technical Writer I	23.39
30462 - Technical Writer II	28.60
30463 - Technical Writer III	34.61
30491 - Unexploded Ordnance (UXO) Technician I	28.06
30492 - Unexploded Ordnance (UXO) Technician II	33.97
30493 - Unexploded Ordnance (UXO) Technician III	40.69
30494 - Unexploded (UXO) Safety Escort	28.06
30495 - Unexploded (UXO) Sweep Personnel	28.06
30501 - Weather Forecaster I	25.89
30502 - Weather Forecaster II	31.49
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.07
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.95
31020 - Bus Aide	14.08***
31030 - Bus Driver	18.74
31043 - Driver Courier	14.49***
31260 - Parking and Lot Attendant	15.28***
31290 - Shuttle Bus Driver	17.06
31310 - Taxi Driver	16.86
31361 - Truckdriver, Light	17.06
31362 - Truckdriver, Medium	18.51

31363 - Truckdriver, Heavy	25.25
31364 - Truckdriver, Tractor-Trailer	25.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.55
99030 - Cashier	13.59***
99050 - Desk Clerk	13.60***
99095 - Embalmer	28.06
99130 - Flight Follower	28.06
99251 - Laboratory Animal Caretaker I	14.31***
99252 - Laboratory Animal Caretaker II	15.33***
99260 - Marketing Analyst	27.13
99310 - Mortician	28.06
99410 - Pest Controller	23.38
99510 - Photofinishing Worker	14.75***
99710 - Recycling Laborer	22.01
99711 - Recycling Specialist	25.66
99730 - Refuse Collector	21.45
99810 - Sales Clerk	14.02***
99820 - School Crossing Guard	16.14***
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92***
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.89
99842 - Vending Machine Repairer Helper	20.48

\*\*\*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.

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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](http://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.: 2015-5581
Daniel W. Simms		Revision No.: 21
Director		Date Of Last Revision: 12/27/2022

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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.

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If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.

|contract is renewed or extended (e.g., |The contractor must pay all covered workers  
|  
|an option is exercised) on or after |at least \$16.20 per hour (or the applicable  
|  
|January 30, 2022: |wage rate listed on this wage  
determination,|  
|  
| |if it is higher) for all hours spent  
|  
| |performing on the contract in 2023.  
|

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|If the contract was awarded on or |Executive Order 13658 generally applies to  
|  
|between January 1, 2015 and January 29,|the contract.  
|  
|2022, and the contract is not renewed |The contractor must pay all covered workers  
|  
|or extended on or after January 30, |at least \$12.15 per hour (or the applicable  
|  
|2022: |wage rate listed on this wage  
determination,|  
|  
| |if it is higher) for all hours spent  
|  
| |performing on the contract in 2023.  
|

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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon Counties of Crook, Jefferson, Klamath, Lake

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.34
01012 - Accounting Clerk II		18.35

01013 - Accounting Clerk III	20.52
01020 - Administrative Assistant	29.34
01035 - Court Reporter	18.24
01041 - Customer Service Representative I	13.67***
01042 - Customer Service Representative II	14.92***
01043 - Customer Service Representative III	16.74
01051 - Data Entry Operator I	13.31***
01052 - Data Entry Operator II	14.52***
01060 - Dispatcher, Motor Vehicle	18.68
01070 - Document Preparation Clerk	14.52***
01090 - Duplicating Machine Operator	14.52***
01111 - General Clerk I	14.12***
01112 - General Clerk II	15.41***
01113 - General Clerk III	17.29
01120 - Housing Referral Assistant	20.33
01141 - Messenger Courier	15.44***
01191 - Order Clerk I	15.61***
01192 - Order Clerk II	17.04
01261 - Personnel Assistant (Employment) I	16.80
01262 - Personnel Assistant (Employment) II	18.79
01263 - Personnel Assistant (Employment) III	20.94
01270 - Production Control Clerk	23.39
01290 - Rental Clerk	15.82***
01300 - Scheduler, Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.24
01313 - Secretary III	20.33
01320 - Service Order Dispatcher	16.70
01410 - Supply Technician	29.34
01420 - Survey Worker	18.24
01460 - Switchboard Operator/Receptionist	15.99***
01531 - Travel Clerk I	15.36***
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	18.08
01611 - Word Processor I	14.52***
01612 - Word Processor II	16.31
01613 - Word Processor III	18.24
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	20.94
05040 - Automotive Glass Installer	19.56
05070 - Automotive Worker	19.70
05110 - Mobile Equipment Servicer	17.15
05130 - Motor Equipment Metal Mechanic	21.95
05160 - Motor Equipment Metal Worker	19.70

05190 - Motor Vehicle Mechanic	21.95
05220 - Motor Vehicle Mechanic Helper	15.91***
05250 - Motor Vehicle Upholstery Worker	18.42
05280 - Motor Vehicle Wrecker	19.70
05310 - Painter, Automotive	20.94
05340 - Radiator Repair Specialist	19.70
05370 - Tire Repairer	17.33
05400 - Transmission Repair Specialist	21.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.03***
07041 - Cook I	15.69***
07042 - Cook II	18.02
07070 - Dishwasher	13.57***
07130 - Food Service Worker	13.74***
07210 - Meat Cutter	18.99
07260 - Waiter/Waitress	13.43***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.04
09040 - Furniture Handler	14.04***
09080 - Furniture Refinisher	22.04
09090 - Furniture Refinisher Helper	16.75
09110 - Furniture Repairer, Minor	19.38
09130 - Upholsterer	22.04
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.57***
11060 - Elevator Operator	15.45***
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.45***
11150 - Janitor	15.45***
11210 - Laborer, Grounds Maintenance	14.85***
11240 - Maid or Houseman	13.73***
11260 - Pruner	13.60***
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85***
11360 - Window Cleaner	16.88
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	25.61
12012 - Certified Occupational Therapist Assistant	35.14
12015 - Certified Physical Therapist Assistant	35.14
12020 - Dental Assistant	21.20
12025 - Dental Hygienist	40.43
12030 - EKG Technician	38.31
12035 - Electroneurodiagnostic Technologist	38.31
12040 - Emergency Medical Technician	20.33

12071 - Licensed Practical Nurse I	22.89
12072 - Licensed Practical Nurse II	25.61
12073 - Licensed Practical Nurse III	28.55
12100 - Medical Assistant	18.48
12130 - Medical Laboratory Technician	31.14
12160 - Medical Record Clerk	21.90
12190 - Medical Record Technician	24.50
12195 - Medical Transcriptionist	20.35
12210 - Nuclear Medicine Technologist	56.29
12221 - Nursing Assistant I	12.70***
12222 - Nursing Assistant II	14.28***
12223 - Nursing Assistant III	15.58***
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	17.96
12236 - Optical Technician	22.89
12250 - Pharmacy Technician	21.23
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	37.61
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	32.24
12313 - Registered Nurse II, Specialist	32.24
12314 - Registered Nurse III	39.31
12315 - Registered Nurse III, Anesthetist	39.31
12316 - Registered Nurse IV	46.76
12317 - Scheduler (Drug and Alcohol Testing)	31.73
12320 - Substance Abuse Treatment Counselor	22.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56***
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	19.29
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04

13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	17.12
13110 - Video Teleconference Technician	15.87***
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.63
14042 - Computer Operator II	21.96
14043 - Computer Operator III	24.48
14044 - Computer Operator IV	27.21
14045 - Computer Operator V	30.13
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.63
14160 - Personal Computer Support Technician	27.66
14170 - System Support Specialist	32.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.92
15020 - Aircrew Training Devices Instructor (Rated)	38.10
15030 - Air Crew Training Devices Instructor (Pilot)	45.68
15050 - Computer Based Training Specialist / Instructor	31.92
15060 - Educational Technologist	32.39
15070 - Flight Instructor (Pilot)	45.68
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.68
15086 - Maintenance Test Pilot, Rotary Wing	45.68
15088 - Non-Maintenance Test/Co-Pilot	45.68
15090 - Technical Instructor	25.06
15095 - Technical Instructor/Course Developer	30.66
15110 - Test Proctor	20.23
15120 - Tutor	20.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.81
16030 - Counter Attendant	16.81
16040 - Dry Cleaner	19.21
16070 - Finisher, Flatwork, Machine	16.81
16090 - Presser, Hand	16.81
16110 - Presser, Machine, Drycleaning	16.81
16130 - Presser, Machine, Shirts	16.81
16160 - Presser, Machine, Wearing Apparel, Laundry	16.81
16190 - Sewing Machine Operator	20.01
16220 - Tailor	20.81

16250 - Washer, Machine	17.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.32
19040 - Tool And Die Maker	34.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.51
21030 - Material Coordinator	23.39
21040 - Material Expediter	23.39
21050 - Material Handling Laborer	14.72***
21071 - Order Filler	16.73
21080 - Production Line Worker (Food Processing)	18.51
21110 - Shipping Packer	17.67
21130 - Shipping/Receiving Clerk	17.67
21140 - Store Worker I	14.98***
21150 - Stock Clerk	19.02
21210 - Tools And Parts Attendant	18.51
21410 - Warehouse Specialist	18.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.63
23019 - Aircraft Logs and Records Technician	28.10
23021 - Aircraft Mechanic I	33.84
23022 - Aircraft Mechanic II	35.63
23023 - Aircraft Mechanic III	37.54
23040 - Aircraft Mechanic Helper	24.28
23050 - Aircraft, Painter	31.95
23060 - Aircraft Servicer	28.10
23070 - Aircraft Survival Flight Equipment Technician	31.95
23080 - Aircraft Worker	30.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.84
23110 - Appliance Mechanic	28.32
23120 - Bicycle Repairer	22.26
23125 - Cable Splicer	45.10
23130 - Carpenter, Maintenance	23.37
23140 - Carpet Layer	26.64
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	35.71
23182 - Electronics Technician Maintenance II	37.96
23183 - Electronics Technician Maintenance III	40.20
23260 - Fabric Worker	24.90
23290 - Fire Alarm System Mechanic	29.99
23310 - Fire Extinguisher Repairer	23.19
23311 - Fuel Distribution System Mechanic	28.72

23312 - Fuel Distribution System Operator	22.35
23370 - General Maintenance Worker	20.12
23380 - Ground Support Equipment Mechanic	33.84
23381 - Ground Support Equipment Servicer	28.10
23382 - Ground Support Equipment Worker	30.05
23391 - Gunsmith I	23.19
23392 - Gunsmith II	26.64
23393 - Gunsmith III	29.99
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.20
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.53
23430 - Heavy Equipment Mechanic	28.07
23440 - Heavy Equipment Operator	27.79
23460 - Instrument Mechanic	29.99
23465 - Laboratory/Shelter Mechanic	28.32
23470 - Laborer	14.72***
23510 - Locksmith	28.32
23530 - Machinery Maintenance Mechanic	27.62
23550 - Machinist, Maintenance	24.82
23580 - Maintenance Trades Helper	15.53***
23591 - Metrology Technician I	29.99
23592 - Metrology Technician II	31.58
23593 - Metrology Technician III	33.27
23640 - Millwright	29.99
23710 - Office Appliance Repairer	28.32
23760 - Painter, Maintenance	22.37
23790 - Pipefitter, Maintenance	36.95
23810 - Plumber, Maintenance	34.43
23820 - Pneudraulic Systems Mechanic	29.99
23850 - Rigger	29.99
23870 - Scale Mechanic	26.64
23890 - Sheet-Metal Worker, Maintenance	28.29
23910 - Small Engine Mechanic	26.64
23931 - Telecommunications Mechanic I	29.43
23932 - Telecommunications Mechanic II	30.98
23950 - Telephone Lineman	26.93
23960 - Welder, Combination, Maintenance	22.19
23965 - Well Driller	29.62
23970 - Woodcraft Worker	29.99
23980 - Woodworker	23.19
24000 - Personal Needs Occupations	
24550 - Case Manager	18.99
24570 - Child Care Attendant	13.93***
24580 - Child Care Center Clerk	17.37

24610 - Chore Aide	13.89***
24620 - Family Readiness And Support Services Coordinator	18.99
24630 - Homemaker	18.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.48
25040 - Sewage Plant Operator	24.55
25070 - Stationary Engineer	28.48
25190 - Ventilation Equipment Tender	20.42
25210 - Water Treatment Plant Operator	24.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.96
27007 - Baggage Inspector	15.85***
27008 - Corrections Officer	29.53
27010 - Court Security Officer	29.02
27030 - Detection Dog Handler	18.76
27040 - Detention Officer	29.53
27070 - Firefighter	28.72
27101 - Guard I	15.85***
27102 - Guard II	18.76
27131 - Police Officer I	27.68
27132 - Police Officer II	30.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.01
28042 - Carnival Equipment Repairer	18.33
28043 - Carnival Worker	13.18***
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	15.14***
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.69***
28515 - Recreation Specialist	25.40
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	21.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.64
29020 - Hatch Tender	26.64
29030 - Line Handler	26.64
29041 - Stevedore I	24.90
29042 - Stevedore II	28.32
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	17.88
30022 - Archeological Technician II	19.99

30023 - Archeological Technician III	24.77
30030 - Cartographic Technician	24.77
30040 - Civil Engineering Technician	26.83
30051 - Cryogenic Technician I	27.43
30052 - Cryogenic Technician II	30.30
30061 - Drafter/CAD Operator I	17.88
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.28
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	15.92***
30082 - Engineering Technician II	17.88
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.77
30085 - Engineering Technician V	30.30
30086 - Engineering Technician VI	36.66
30090 - Environmental Technician	24.77
30095 - Evidence Control Specialist	24.77
30210 - Laboratory Technician	22.28
30221 - Latent Fingerprint Technician I	27.43
30222 - Latent Fingerprint Technician II	30.30
30240 - Mathematical Technician	24.77
30361 - Paralegal/Legal Assistant I	19.85
30362 - Paralegal/Legal Assistant II	24.59
30363 - Paralegal/Legal Assistant III	30.08
30364 - Paralegal/Legal Assistant IV	36.40
30375 - Petroleum Supply Specialist	30.30
30390 - Photo-Optics Technician	24.77
30395 - Radiation Control Technician	30.30
30461 - Technical Writer I	24.77
30462 - Technical Writer II	30.30
30463 - Technical Writer III	36.66
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	27.43
30502 - Weather Forecaster II	33.37
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.28
30621 - Weather Observer, Senior	(see 2) 24.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.20***
31030 - Bus Driver	18.23

31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	13.21***
31290 - Shuttle Bus Driver	17.83
31310 - Taxi Driver	15.33***
31361 - Truckdriver, Light	18.57
31362 - Truckdriver, Medium	19.95
31363 - Truckdriver, Heavy	22.74
31364 - Truckdriver, Tractor-Trailer	22.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.21***
99050 - Desk Clerk	13.93***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	17.30
99252 - Laboratory Animal Caretaker II	18.65
99260 - Marketing Analyst	28.06
99310 - Mortician	26.22
99410 - Pest Controller	23.95
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	21.79
99711 - Recycling Specialist	25.50
99730 - Refuse Collector	20.93
99810 - Sales Clerk	14.29***
99820 - School Crossing Guard	16.03***
99830 - Survey Party Chief	28.36
99831 - Surveying Aide	17.82
99832 - Surveying Technician	24.26
99840 - Vending Machine Attendant	20.69
99841 - Vending Machine Repairer	25.61
99842 - Vending Machine Repairer Helper	20.69

\*\*\*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.

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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](http://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.: 2015-5787 Revision No.: 19 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director	Division of Wage Determinations	

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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.

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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: determination,	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    if it is higher) for all hours spent    performing on the contract in 2023.
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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: determination,	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    if it is higher) for all hours spent    performing on the contract in 2023.
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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon County of Josephine

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.89***
01012 - Accounting Clerk II		16.72
01013 - Accounting Clerk III		18.70
01020 - Administrative Assistant		28.74
01035 - Court Reporter		18.50
01041 - Customer Service Representative I		13.21***
01042 - Customer Service Representative II		14.41***
01043 - Customer Service Representative III		16.17***
01051 - Data Entry Operator I		13.50***
01052 - Data Entry Operator II		14.73***
01060 - Dispatcher, Motor Vehicle		18.50
01070 - Document Preparation Clerk		14.73***
01090 - Duplicating Machine Operator		14.73***
01111 - General Clerk I		14.56***
01112 - General Clerk II		15.89***
01113 - General Clerk III		17.83
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		14.04***
01191 - Order Clerk I		15.57***
01192 - Order Clerk II		16.98
01261 - Personnel Assistant (Employment) I		16.53
01262 - Personnel Assistant (Employment) II		18.50
01263 - Personnel Assistant (Employment) III		20.62
01270 - Production Control Clerk		19.26
01290 - Rental Clerk		15.32***
01300 - Scheduler, Maintenance		16.53
01311 - Secretary I		16.53
01312 - Secretary II		18.50
01313 - Secretary III		20.62
01320 - Service Order Dispatcher		16.53
01410 - Supply Technician		26.13
01420 - Survey Worker		18.13
01460 - Switchboard Operator/Receptionist		14.25***
01531 - Travel Clerk I		14.56***
01532 - Travel Clerk II		15.78***
01533 - Travel Clerk III		17.06
01611 - Word Processor I		14.73***
01612 - Word Processor II		16.53
01613 - Word Processor III		18.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.79

05010 - Automotive Electrician	19.65
05040 - Automotive Glass Installer	18.57
05070 - Automotive Worker	19.01
05110 - Mobile Equipment Servicer	16.27
05130 - Motor Equipment Metal Mechanic	20.72
05160 - Motor Equipment Metal Worker	19.01
05190 - Motor Vehicle Mechanic	20.72
05220 - Motor Vehicle Mechanic Helper	15.18***
05250 - Motor Vehicle Upholstery Worker	17.40
05280 - Motor Vehicle Wrecker	19.01
05310 - Painter, Automotive	20.52
05340 - Radiator Repair Specialist	19.01
05370 - Tire Repairer	16.27
05400 - Transmission Repair Specialist	20.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	21.75
07041 - Cook I	15.14***
07042 - Cook II	17.28
07070 - Dishwasher	13.65***
07130 - Food Service Worker	13.96***
07210 - Meat Cutter	18.13
07260 - Waiter/Waitress	13.63***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.17
09040 - Furniture Handler	15.04***
09080 - Furniture Refinisher	22.17
09090 - Furniture Refinisher Helper	17.64
09110 - Furniture Repairer, Minor	20.19
09130 - Upholsterer	22.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.08***
11060 - Elevator Operator	14.08***
11090 - Gardener	22.11
11122 - Housekeeping Aide	14.18***
11150 - Janitor	14.18***
11210 - Laborer, Grounds Maintenance	17.63
11240 - Maid or Houseman	13.66***
11260 - Pruner	16.20
11270 - Tractor Operator	20.68
11330 - Trail Maintenance Worker	17.63
11360 - Window Cleaner	15.43***
12000 - Health Occupations	
12010 - Ambulance Driver	25.43
12011 - Breath Alcohol Technician	25.43
12012 - Certified Occupational Therapist Assistant	34.89

12015 - Certified Physical Therapist Assistant	34.89
12020 - Dental Assistant	22.18
12025 - Dental Hygienist	45.96
12030 - EKG Technician	38.55
12035 - Electroneurodiagnostic Technologist	38.55
12040 - Emergency Medical Technician	25.43
12071 - Licensed Practical Nurse I	22.73
12072 - Licensed Practical Nurse II	25.43
12073 - Licensed Practical Nurse III	28.35
12100 - Medical Assistant	18.46
12130 - Medical Laboratory Technician	23.55
12160 - Medical Record Clerk	18.74
12190 - Medical Record Technician	28.29
12195 - Medical Transcriptionist	22.73
12210 - Nuclear Medicine Technologist	55.90
12221 - Nursing Assistant I	13.68***
12222 - Nursing Assistant II	15.38***
12223 - Nursing Assistant III	16.78
12224 - Nursing Assistant IV	18.83
12235 - Optical Dispenser	25.43
12236 - Optical Technician	22.73
12250 - Pharmacy Technician	19.07
12280 - Phlebotomist	18.32
12305 - Radiologic Technologist	38.55
12311 - Registered Nurse I	25.63
12312 - Registered Nurse II	31.36
12313 - Registered Nurse II, Specialist	31.36
12314 - Registered Nurse III	37.93
12315 - Registered Nurse III, Anesthetist	37.93
12316 - Registered Nurse IV	45.47
12317 - Scheduler (Drug and Alcohol Testing)	31.51
12320 - Substance Abuse Treatment Counselor	23.24
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	14.56***
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	16.92
13061 - Media Specialist I	17.39

13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.04
13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	16.73
13110 - Video Teleconference Technician	15.87***
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.44
14042 - Computer Operator II	18.89
14043 - Computer Operator III	21.01
14044 - Computer Operator IV	23.33
14045 - Computer Operator V	25.92
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.44
14160 - Personal Computer Support Technician	25.15
14170 - System Support Specialist	25.92
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.87
15020 - Aircrew Training Devices Instructor (Rated)	31.49
15030 - Air Crew Training Devices Instructor (Pilot)	37.75
15050 - Computer Based Training Specialist / Instructor	27.87
15060 - Educational Technologist	32.39
15070 - Flight Instructor (Pilot)	37.75
15080 - Graphic Artist	23.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	37.75
15086 - Maintenance Test Pilot, Rotary Wing	37.75
15088 - Non-Maintenance Test/Co-Pilot	37.75
15090 - Technical Instructor	18.83
15095 - Technical Instructor/Course Developer	24.26
15110 - Test Proctor	15.60***
15120 - Tutor	15.60***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.84***
16030 - Counter Attendant	15.84***
16040 - Dry Cleaner	18.09
16070 - Finisher, Flatwork, Machine	15.84***

16090 - Presser, Hand	15.84***
16110 - Presser, Machine, Drycleaning	15.84***
16130 - Presser, Machine, Shirts	15.84***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.84***
16190 - Sewing Machine Operator	18.84
16220 - Tailor	19.59
16250 - Washer, Machine	16.59
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.24
19040 - Tool And Die Maker	28.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.37
21030 - Material Coordinator	19.64
21040 - Material Expediter	19.64
21050 - Material Handling Laborer	14.42***
21071 - Order Filler	14.53***
21080 - Production Line Worker (Food Processing)	18.37
21110 - Shipping Packer	16.09***
21130 - Shipping/Receiving Clerk	16.09***
21140 - Store Worker I	14.48***
21150 - Stock Clerk	18.83
21210 - Tools And Parts Attendant	18.37
21410 - Warehouse Specialist	18.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.35
23019 - Aircraft Logs and Records Technician	21.10
23021 - Aircraft Mechanic I	25.06
23022 - Aircraft Mechanic II	26.35
23023 - Aircraft Mechanic III	27.65
23040 - Aircraft Mechanic Helper	18.44
23050 - Aircraft, Painter	23.75
23060 - Aircraft Servicer	21.10
23070 - Aircraft Survival Flight Equipment Technician	23.75
23080 - Aircraft Worker	22.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.06
23110 - Appliance Mechanic	23.24
23120 - Bicycle Repairer	19.25
23125 - Cable Splicer	25.12
23130 - Carpenter, Maintenance	24.50
23140 - Carpet Layer	21.96
23160 - Electrician, Maintenance	36.83
23181 - Electronics Technician Maintenance I	23.66

23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	21.10
23290 - Fire Alarm System Mechanic	25.12
23310 - Fire Extinguisher Repairer	19.72
23311 - Fuel Distribution System Mechanic	25.06
23312 - Fuel Distribution System Operator	19.72
23370 - General Maintenance Worker	18.18
23380 - Ground Support Equipment Mechanic	25.06
23381 - Ground Support Equipment Servicer	21.10
23382 - Ground Support Equipment Worker	22.44
23391 - Gunsmith I	19.72
23392 - Gunsmith II	22.44
23393 - Gunsmith III	25.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.60
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.75
23430 - Heavy Equipment Mechanic	25.12
23440 - Heavy Equipment Operator	30.70
23460 - Instrument Mechanic	25.06
23465 - Laboratory/Shelter Mechanic	23.75
23470 - Laborer	14.08***
23510 - Locksmith	23.75
23530 - Machinery Maintenance Mechanic	26.71
23550 - Machinist, Maintenance	22.86
23580 - Maintenance Trades Helper	18.00
23591 - Metrology Technician I	25.06
23592 - Metrology Technician II	26.35
23593 - Metrology Technician III	27.65
23640 - Millwright	25.06
23710 - Office Appliance Repairer	23.75
23760 - Painter, Maintenance	18.18
23790 - Pipefitter, Maintenance	27.76
23810 - Plumber, Maintenance	25.86
23820 - Pneudraulic Systems Mechanic	25.06
23850 - Rigger	25.06
23870 - Scale Mechanic	22.44
23890 - Sheet-Metal Worker, Maintenance	25.12
23910 - Small Engine Mechanic	22.44
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.62
23950 - Telephone Lineman	25.06
23960 - Welder, Combination, Maintenance	20.22
23965 - Well Driller	24.52

23970 - Woodcraft Worker	25.06
23980 - Woodworker	19.72
24000 - Personal Needs Occupations	
24550 - Case Manager	21.02
24570 - Child Care Attendant	13.59***
24580 - Child Care Center Clerk	16.95
24610 - Chore Aide	16.53
24620 - Family Readiness And Support Services Coordinator	21.02
24630 - Homemaker	21.02
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.12
25040 - Sewage Plant Operator	23.81
25070 - Stationary Engineer	25.12
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.65
27007 - Baggage Inspector	16.72
27008 - Corrections Officer	21.67
27010 - Court Security Officer	21.67
27030 - Detection Dog Handler	18.71
27040 - Detention Officer	21.67
27070 - Firefighter	22.48
27101 - Guard I	16.72
27102 - Guard II	18.71
27131 - Police Officer I	28.16
27132 - Police Officer II	31.28
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65***
28042 - Carnival Equipment Repairer	14.51***
28043 - Carnival Worker	11.13***
28210 - Gate Attendant/Gate Tender	17.04
28310 - Lifeguard	15.19***
28350 - Park Attendant (Aide)	19.07
28510 - Recreation Aide/Health Facility Attendant	13.92***
28515 - Recreation Specialist	23.63
28630 - Sports Official	15.19***
28690 - Swimming Pool Operator	23.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.50
29020 - Hatch Tender	22.50
29030 - Line Handler	22.50
29041 - Stevedore I	21.10
29042 - Stevedore II	23.81

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.26
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	16.29
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	22.57
30040 - Civil Engineering Technician	23.84
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	15.92***
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	22.57
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	20.32
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.57
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	18.44
30462 - Technical Writer II	22.56
30463 - Technical Writer III	27.29
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	25.00
30502 - Weather Forecaster II	30.41
30620 - Weather Observer, Combined Upper Air Or (see 2)	20.32

Surface Programs		
30621 - Weather Observer, Senior	(see 2)	22.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.73
31020 - Bus Aide		14.15***
31030 - Bus Driver		18.85
31043 - Driver Courier		16.35
31260 - Parking and Lot Attendant		13.00***
31290 - Shuttle Bus Driver		15.11***
31310 - Taxi Driver		16.47
31361 - Truckdriver, Light		17.48
31362 - Truckdriver, Medium		18.71
31363 - Truckdriver, Heavy		22.11
31364 - Truckdriver, Tractor-Trailer		22.11
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.47***
99030 - Cashier		13.41***
99050 - Desk Clerk		13.89***
99095 - Embalmer		26.22
99130 - Flight Follower		26.22
99251 - Laboratory Animal Caretaker I		14.69***
99252 - Laboratory Animal Caretaker II		15.71***
99260 - Marketing Analyst		24.90
99310 - Mortician		26.22
99410 - Pest Controller		23.29
99510 - Photofinishing Worker		13.78***
99710 - Recycling Laborer		17.68
99711 - Recycling Specialist		20.59
99730 - Refuse Collector		19.03
99810 - Sales Clerk		14.57***
99820 - School Crossing Guard		15.94***
99830 - Survey Party Chief		23.75
99831 - Surveying Aide		14.92***
99832 - Surveying Technician		20.31
99840 - Vending Machine Attendant		20.35
99841 - Vending Machine Repairer		24.83
99842 - Vending Machine Repairer Helper		20.35

\*\*\*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.

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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](http://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		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms Director	Division of Wage Determinations	   Wage Determination No.: 2015-5575   Revision No.: 21   Date Of Last Revision: 12/27/2022 
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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.

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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:   determination,	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   if it is higher) for all hours spent   performing on the contract in 2023.
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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:   determination,	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   if it is higher) for all hours spent   performing on the contract in 2023.
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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon County of Lincoln

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.74***
01012 - Accounting Clerk II		16.55
01013 - Accounting Clerk III		18.51
01020 - Administrative Assistant		29.94
01035 - Court Reporter		18.70
01041 - Customer Service Representative I		13.21***
01042 - Customer Service Representative II		14.42***
01043 - Customer Service Representative III		16.19***
01051 - Data Entry Operator I		14.97***
01052 - Data Entry Operator II		16.34
01060 - Dispatcher, Motor Vehicle		22.07
01070 - Document Preparation Clerk		14.89***
01090 - Duplicating Machine Operator		14.89***
01111 - General Clerk I		14.37***
01112 - General Clerk II		15.68***
01113 - General Clerk III		17.60
01120 - Housing Referral Assistant		20.84
01141 - Messenger Courier		12.76***
01191 - Order Clerk I		14.96***
01192 - Order Clerk II		16.33
01261 - Personnel Assistant (Employment) I		16.73
01262 - Personnel Assistant (Employment) II		18.71
01263 - Personnel Assistant (Employment) III		20.85
01270 - Production Control Clerk		21.72
01290 - Rental Clerk		15.18***
01300 - Scheduler, Maintenance		16.72
01311 - Secretary I		16.72
01312 - Secretary II		18.70
01313 - Secretary III		20.84
01320 - Service Order Dispatcher		19.65
01410 - Supply Technician		29.94

01420 - Survey Worker	18.70
01460 - Switchboard Operator/Receptionist	14.67***
01531 - Travel Clerk I	15.12***
01532 - Travel Clerk II	16.42
01533 - Travel Clerk III	17.70
01611 - Word Processor I	14.89***
01612 - Word Processor II	16.72
01613 - Word Processor III	18.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	20.92
05040 - Automotive Glass Installer	19.76
05070 - Automotive Worker	19.76
05110 - Mobile Equipment Servicer	17.34
05130 - Motor Equipment Metal Mechanic	22.09
05160 - Motor Equipment Metal Worker	19.76
05190 - Motor Vehicle Mechanic	22.09
05220 - Motor Vehicle Mechanic Helper	16.18***
05250 - Motor Vehicle Upholstery Worker	18.54
05280 - Motor Vehicle Wrecker	19.76
05310 - Painter, Automotive	20.92
05340 - Radiator Repair Specialist	19.76
05370 - Tire Repairer	16.10***
05400 - Transmission Repair Specialist	22.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.70***
07041 - Cook I	15.03***
07042 - Cook II	17.13
07070 - Dishwasher	13.48***
07130 - Food Service Worker	13.70***
07210 - Meat Cutter	19.03
07260 - Waiter/Waitress	13.41***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.21
09040 - Furniture Handler	15.51***
09080 - Furniture Refinisher	22.21
09090 - Furniture Refinisher Helper	17.18
09110 - Furniture Repairer, Minor	19.67
09130 - Upholsterer	22.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.13***
11060 - Elevator Operator	14.36***
11090 - Gardener	21.02
11122 - Housekeeping Aide	14.36***
11150 - Janitor	14.36***

11210 - Laborer, Grounds Maintenance	16.71
11240 - Maid or Houseman	13.91***
11260 - Pruner	15.20***
11270 - Tractor Operator	19.62
11330 - Trail Maintenance Worker	16.71
11360 - Window Cleaner	15.78***
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	25.33
12012 - Certified Occupational Therapist Assistant	34.76
12015 - Certified Physical Therapist Assistant	34.41
12020 - Dental Assistant	22.36
12025 - Dental Hygienist	46.65
12030 - EKG Technician	37.95
12035 - Electroneurodiagnostic Technologist	37.95
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	22.64
12072 - Licensed Practical Nurse II	25.33
12073 - Licensed Practical Nurse III	28.24
12100 - Medical Assistant	18.27
12130 - Medical Laboratory Technician	30.02
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	21.37
12195 - Medical Transcriptionist	21.59
12210 - Nuclear Medicine Technologist	55.68
12221 - Nursing Assistant I	12.69***
12222 - Nursing Assistant II	14.27***
12223 - Nursing Assistant III	15.57***
12224 - Nursing Assistant IV	17.47
12235 - Optical Dispenser	18.03
12236 - Optical Technician	22.64
12250 - Pharmacy Technician	21.55
12280 - Phlebotomist	18.30
12305 - Radiologic Technologist	37.33
12311 - Registered Nurse I	26.14
12312 - Registered Nurse II	31.98
12313 - Registered Nurse II, Specialist	31.98
12314 - Registered Nurse III	45.27
12315 - Registered Nurse III, Anesthetist	45.27
12316 - Registered Nurse IV	46.38
12317 - Scheduler (Drug and Alcohol Testing)	31.39
12320 - Substance Abuse Treatment Counselor	26.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11

13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	15.72***
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	17.47
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.86
13072 - Photographer II	18.86
13073 - Photographer III	23.36
13074 - Photographer IV	28.57
13075 - Photographer V	34.58
13090 - Technical Order Library Clerk	18.88
13110 - Video Teleconference Technician	16.86
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.05
14042 - Computer Operator II	20.19
14043 - Computer Operator III	22.51
14044 - Computer Operator IV	25.02
14045 - Computer Operator V	27.70
14071 - Computer Programmer I	(see 1) 20.22
14072 - Computer Programmer II	(see 1) 25.04
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.05
14160 - Personal Computer Support Technician	27.40
14170 - System Support Specialist	30.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.72
15020 - Aircrew Training Devices Instructor (Rated)	35.90
15030 - Air Crew Training Devices Instructor (Pilot)	43.02
15050 - Computer Based Training Specialist / Instructor	29.72
15060 - Educational Technologist	34.33
15070 - Flight Instructor (Pilot)	43.02
15080 - Graphic Artist	24.26
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.02
15086 - Maintenance Test Pilot, Rotary Wing	43.02

15088 - Non-Maintenance Test/Co-Pilot	43.02
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	26.12
15110 - Test Proctor	17.16
15120 - Tutor	17.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.13***
16030 - Counter Attendant	16.13***
16040 - Dry Cleaner	18.44
16070 - Finisher, Flatwork, Machine	16.13***
16090 - Presser, Hand	16.13***
16110 - Presser, Machine, Drycleaning	16.13***
16130 - Presser, Machine, Shirts	16.13***
16160 - Presser, Machine, Wearing Apparel, Laundry	16.13***
16190 - Sewing Machine Operator	19.21
16220 - Tailor	19.98
16250 - Washer, Machine	16.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.37
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.44
21030 - Material Coordinator	21.72
21040 - Material Expediter	21.72
21050 - Material Handling Laborer	15.74***
21071 - Order Filler	14.61***
21080 - Production Line Worker (Food Processing)	22.44
21110 - Shipping Packer	19.24
21130 - Shipping/Receiving Clerk	19.24
21140 - Store Worker I	14.92***
21150 - Stock Clerk	19.25
21210 - Tools And Parts Attendant	22.44
21410 - Warehouse Specialist	22.44
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.80
23019 - Aircraft Logs and Records Technician	23.74
23021 - Aircraft Mechanic I	28.30
23022 - Aircraft Mechanic II	29.80
23023 - Aircraft Mechanic III	31.31
23040 - Aircraft Mechanic Helper	20.73
23050 - Aircraft, Painter	26.50
23060 - Aircraft Servicer	23.74
23070 - Aircraft Survival Flight Equipment Technician	26.50
23080 - Aircraft Worker	25.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	25.31

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	28.30
II	
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	21.56
23125 - Cable Splicer	45.10
23130 - Carpenter, Maintenance	22.73
23140 - Carpet Layer	24.90
23160 - Electrician, Maintenance	37.81
23181 - Electronics Technician Maintenance I	28.63
23182 - Electronics Technician Maintenance II	30.28
23183 - Electronics Technician Maintenance III	31.96
23260 - Fabric Worker	23.74
23290 - Fire Alarm System Mechanic	28.30
23310 - Fire Extinguisher Repairer	22.22
23311 - Fuel Distribution System Mechanic	28.00
23312 - Fuel Distribution System Operator	22.18
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment Mechanic	28.30
23381 - Ground Support Equipment Servicer	23.74
23382 - Ground Support Equipment Worker	25.31
23391 - Gunsmith I	22.22
23392 - Gunsmith II	25.31
23393 - Gunsmith III	28.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.26
23430 - Heavy Equipment Mechanic	24.25
23440 - Heavy Equipment Operator	25.50
23460 - Instrument Mechanic	28.30
23465 - Laboratory/Shelter Mechanic	26.81
23470 - Laborer	15.74***
23510 - Locksmith	26.81
23530 - Machinery Maintenance Mechanic	29.07
23550 - Machinist, Maintenance	24.84
23580 - Maintenance Trades Helper	15.10***
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.80
23593 - Metrology Technician III	31.31
23640 - Millwright	28.30
23710 - Office Appliance Repairer	26.49
23760 - Painter, Maintenance	22.13
23790 - Pipefitter, Maintenance	28.98
23810 - Plumber, Maintenance	27.46

23820 - Pneudraulic Systems Mechanic	28.30
23850 - Rigger	28.30
23870 - Scale Mechanic	25.31
23890 - Sheet-Metal Worker, Maintenance	28.30
23910 - Small Engine Mechanic	20.74
23931 - Telecommunications Mechanic I	31.79
23932 - Telecommunications Mechanic II	33.42
23950 - Telephone Lineman	28.30
23960 - Welder, Combination, Maintenance	22.51
23965 - Well Driller	27.83
23970 - Woodcraft Worker	28.30
23980 - Woodworker	22.22
24000 - Personal Needs Occupations	
24550 - Case Manager	19.81
24570 - Child Care Attendant	13.54***
24580 - Child Care Center Clerk	16.87
24610 - Chore Aide	13.84***
24620 - Family Readiness And Support Services Coordinator	19.81
24630 - Homemaker	19.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.44
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	25.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	13.96***
27008 - Corrections Officer	30.69
27010 - Court Security Officer	27.50
27030 - Detection Dog Handler	17.55
27040 - Detention Officer	30.69
27070 - Firefighter	24.73
27101 - Guard I	13.96***
27102 - Guard II	17.55
27131 - Police Officer I	28.56
27132 - Police Officer II	31.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.91
28042 - Carnival Equipment Repairer	18.11
28043 - Carnival Worker	13.10***
28210 - Gate Attendant/Gate Tender	17.12
28310 - Lifeguard	13.09***
28350 - Park Attendant (Aide)	19.15

28510 - Recreation Aide/Health Facility Attendant	13.98***
28515 - Recreation Specialist	23.73
28630 - Sports Official	15.25***
28690 - Swimming Pool Operator	20.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.84
29020 - Hatch Tender	27.84
29030 - Line Handler	27.84
29041 - Stevedore I	26.11
29042 - Stevedore II	29.49
30000 - Technical Occupations	
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	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.57
30030 - Cartographic Technician	25.57
30040 - Civil Engineering Technician	33.83
30051 - Cryogenic Technician I	28.32
30052 - Cryogenic Technician II	31.28
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.01
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.44
30082 - Engineering Technician II	18.45
30083 - Engineering Technician III	20.64
30084 - Engineering Technician IV	25.57
30085 - Engineering Technician V	31.28
30086 - Engineering Technician VI	37.84
30090 - Environmental Technician	25.57
30095 - Evidence Control Specialist	25.57
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	28.32
30222 - Latent Fingerprint Technician II	31.28
30240 - Mathematical Technician	25.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	31.28
30390 - Photo-Optics Technician	25.57
30395 - Radiation Control Technician	31.28
30461 - Technical Writer I	23.88

30462 - Technical Writer II	29.23
30463 - Technical Writer III	35.35
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	28.32
30502 - Weather Forecaster II	34.44
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.01
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.85***
31030 - Bus Driver	18.55
31043 - Driver Courier	17.47
31260 - Parking and Lot Attendant	13.96***
31290 - Shuttle Bus Driver	17.70
31310 - Taxi Driver	17.70
31361 - Truckdriver, Light	18.71
31362 - Truckdriver, Medium	20.28
31363 - Truckdriver, Heavy	23.15
31364 - Truckdriver, Tractor-Trailer	23.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.34***
99050 - Desk Clerk	13.82***
99095 - Embalmer	25.95
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	15.86***
99252 - Laboratory Animal Caretaker II	16.99
99260 - Marketing Analyst	23.51
99310 - Mortician	25.95
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	25.65
99711 - Recycling Specialist	30.12
99730 - Refuse Collector	23.34
99810 - Sales Clerk	14.03***
99820 - School Crossing Guard	17.10
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	16.36
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	19.15

99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.15

\*\*\*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.

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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](http://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.: 2015-5583
Daniel W. Simms	Division of	Revision No.: 21
Director	Wage Determinations	Date Of Last Revision: 12/27/2022

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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.

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If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2023.

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If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent

| performing on the contract in 2023.  
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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon Counties of Hood River, Sherman, Wasco

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.34
01012 - Accounting Clerk II		18.35
01013 - Accounting Clerk III		21.90
01020 - Administrative Assistant		29.34
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.67***
01042 - Customer Service Representative II		14.92***
01043 - Customer Service Representative III		16.74
01051 - Data Entry Operator I		13.31***
01052 - Data Entry Operator II		14.52***
01060 - Dispatcher, Motor Vehicle		19.88
01070 - Document Preparation Clerk		14.52***
01090 - Duplicating Machine Operator		14.52***
01111 - General Clerk I		14.12***
01112 - General Clerk II		15.41***
01113 - General Clerk III		17.33
01120 - Housing Referral Assistant		20.42
01141 - Messenger Courier		16.62
01191 - Order Clerk I		15.61***
01192 - Order Clerk II		17.04
01261 - Personnel Assistant (Employment) I		16.80
01262 - Personnel Assistant (Employment) II		19.59
01263 - Personnel Assistant (Employment) III		20.94
01270 - Production Control Clerk		23.39
01290 - Rental Clerk		16.94

01300 - Scheduler, Maintenance	16.38
01311 - Secretary I	16.38
01312 - Secretary II	18.32
01313 - Secretary III	20.42
01320 - Service Order Dispatcher	17.40
01410 - Supply Technician	29.34
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.99***
01531 - Travel Clerk I	15.36***
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	18.08
01611 - Word Processor I	14.52***
01612 - Word Processor II	16.31
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.46
05010 - Automotive Electrician	20.94
05040 - Automotive Glass Installer	19.70
05070 - Automotive Worker	19.70
05110 - Mobile Equipment Servicer	17.15
05130 - Motor Equipment Metal Mechanic	22.18
05160 - Motor Equipment Metal Worker	19.70
05190 - Motor Vehicle Mechanic	22.18
05220 - Motor Vehicle Mechanic Helper	16.04***
05250 - Motor Vehicle Upholstery Worker	18.42
05280 - Motor Vehicle Wrecker	19.70
05310 - Painter, Automotive	20.94
05340 - Radiator Repair Specialist	19.70
05370 - Tire Repairer	17.33
05400 - Transmission Repair Specialist	22.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.03***
07041 - Cook I	15.69***
07042 - Cook II	18.02
07070 - Dishwasher	13.57***
07130 - Food Service Worker	13.74***
07210 - Meat Cutter	18.99
07260 - Waiter/Waitress	13.43***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.04
09040 - Furniture Handler	14.04***
09080 - Furniture Refinisher	22.04
09090 - Furniture Refinisher Helper	16.75
09110 - Furniture Repairer, Minor	19.38
09130 - Upholsterer	22.04

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.57***
11060 - Elevator Operator	15.45***
11090 - Gardener	19.09
11122 - Housekeeping Aide	15.45***
11150 - Janitor	15.45***
11210 - Laborer, Grounds Maintenance	14.85***
11240 - Maid or Houseman	13.73***
11260 - Pruner	13.60***
11270 - Tractor Operator	17.72
11330 - Trail Maintenance Worker	14.85***
11360 - Window Cleaner	16.88
12000 - Health Occupations	
12010 - Ambulance Driver	20.94
12011 - Breath Alcohol Technician	25.61
12012 - Certified Occupational Therapist Assistant	35.14
12015 - Certified Physical Therapist Assistant	35.14
12020 - Dental Assistant	21.44
12025 - Dental Hygienist	40.43
12030 - EKG Technician	38.31
12035 - Electroneurodiagnostic Technologist	38.31
12040 - Emergency Medical Technician	20.94
12071 - Licensed Practical Nurse I	22.89
12072 - Licensed Practical Nurse II	25.61
12073 - Licensed Practical Nurse III	28.55
12100 - Medical Assistant	18.48
12130 - Medical Laboratory Technician	31.14
12160 - Medical Record Clerk	21.90
12190 - Medical Record Technician	24.50
12195 - Medical Transcriptionist	20.35
12210 - Nuclear Medicine Technologist	56.29
12221 - Nursing Assistant I	12.70***
12222 - Nursing Assistant II	14.28***
12223 - Nursing Assistant III	15.58***
12224 - Nursing Assistant IV	17.48
12235 - Optical Dispenser	19.26
12236 - Optical Technician	22.89
12250 - Pharmacy Technician	21.23
12280 - Phlebotomist	18.17
12305 - Radiologic Technologist	37.61
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99

12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	31.73
12320 - Substance Abuse Treatment Counselor	22.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.35
13042 - Illustrator II	22.74
13043 - Illustrator III	27.81
13047 - Librarian	26.14
13050 - Library Aide/Clerk	13.64***
13054 - Library Information Technology Systems Administrator	23.60
13058 - Library Technician	19.29
13061 - Media Specialist I	17.04
13062 - Media Specialist II	19.06
13063 - Media Specialist III	21.24
13071 - Photographer I	15.13***
13072 - Photographer II	16.92
13073 - Photographer III	20.96
13074 - Photographer IV	25.64
13075 - Photographer V	31.02
13090 - Technical Order Library Clerk	17.12
13110 - Video Teleconference Technician	17.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.63
14042 - Computer Operator II	21.96
14043 - Computer Operator III	24.48
14044 - Computer Operator IV	27.21
14045 - Computer Operator V	30.13
14071 - Computer Programmer I	(see 1) 20.15
14072 - Computer Programmer II	(see 1) 24.95
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.63
14160 - Personal Computer Support Technician	27.21
14170 - System Support Specialist	32.66
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.92
15020 - Aircrew Training Devices Instructor (Rated)	38.61
15030 - Air Crew Training Devices Instructor (Pilot)	46.28

15050 - Computer Based Training Specialist / Instructor	31.92
15060 - Educational Technologist	31.92
15070 - Flight Instructor (Pilot)	46.28
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.28
15086 - Maintenance Test Pilot, Rotary Wing	46.28
15088 - Non-Maintenance Test/Co-Pilot	46.28
15090 - Technical Instructor	25.06
15095 - Technical Instructor/Course Developer	30.66
15110 - Test Proctor	21.53
15120 - Tutor	21.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.81
16030 - Counter Attendant	16.81
16040 - Dry Cleaner	19.21
16070 - Finisher, Flatwork, Machine	16.81
16090 - Presser, Hand	16.81
16110 - Presser, Machine, Drycleaning	16.81
16130 - Presser, Machine, Shirts	16.81
16160 - Presser, Machine, Wearing Apparel, Laundry	16.81
16190 - Sewing Machine Operator	20.01
16220 - Tailor	20.81
16250 - Washer, Machine	17.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.32
19040 - Tool And Die Maker	34.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.51
21030 - Material Coordinator	23.39
21040 - Material Expediter	23.39
21050 - Material Handling Laborer	14.72***
21071 - Order Filler	16.73
21080 - Production Line Worker (Food Processing)	18.51
21110 - Shipping Packer	17.67
21130 - Shipping/Receiving Clerk	17.67
21140 - Store Worker I	14.98***
21150 - Stock Clerk	19.02
21210 - Tools And Parts Attendant	18.51
21410 - Warehouse Specialist	18.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.63
23019 - Aircraft Logs and Records Technician	28.10
23021 - Aircraft Mechanic I	33.84
23022 - Aircraft Mechanic II	35.63
23023 - Aircraft Mechanic III	37.54

23040 - Aircraft Mechanic Helper	24.28
23050 - Aircraft, Painter	31.95
23060 - Aircraft Servicer	28.10
23070 - Aircraft Survival Flight Equipment Technician	31.95
23080 - Aircraft Worker	30.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.84
23110 - Appliance Mechanic	28.32
23120 - Bicycle Repairer	23.19
23125 - Cable Splicer	51.41
23130 - Carpenter, Maintenance	22.31
23140 - Carpet Layer	26.64
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	35.71
23182 - Electronics Technician Maintenance II	37.96
23183 - Electronics Technician Maintenance III	40.20
23260 - Fabric Worker	24.90
23290 - Fire Alarm System Mechanic	29.99
23310 - Fire Extinguisher Repairer	23.19
23311 - Fuel Distribution System Mechanic	28.72
23312 - Fuel Distribution System Operator	22.48
23370 - General Maintenance Worker	20.12
23380 - Ground Support Equipment Mechanic	33.84
23381 - Ground Support Equipment Servicer	28.10
23382 - Ground Support Equipment Worker	30.05
23391 - Gunsmith I	23.19
23392 - Gunsmith II	26.64
23393 - Gunsmith III	29.99
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.53
23430 - Heavy Equipment Mechanic	28.07
23440 - Heavy Equipment Operator	27.79
23460 - Instrument Mechanic	29.99
23465 - Laboratory/Shelter Mechanic	28.32
23470 - Laborer	14.72***
23510 - Locksmith	28.32
23530 - Machinery Maintenance Mechanic	27.62
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	16.21
23591 - Metrology Technician I	29.99
23592 - Metrology Technician II	31.58

23593 - Metrology Technician III	33.27
23640 - Millwright	29.99
23710 - Office Appliance Repairer	28.32
23760 - Painter, Maintenance	22.53
23790 - Pipefitter, Maintenance	37.44
23810 - Plumber, Maintenance	35.46
23820 - Pneudraulic Systems Mechanic	29.99
23850 - Rigger	29.99
23870 - Scale Mechanic	26.64
23890 - Sheet-Metal Worker, Maintenance	28.29
23910 - Small Engine Mechanic	26.64
23931 - Telecommunications Mechanic I	29.43
23932 - Telecommunications Mechanic II	30.98
23950 - Telephone Lineman	26.93
23960 - Welder, Combination, Maintenance	23.19
23965 - Well Driller	29.62
23970 - Woodcraft Worker	29.99
23980 - Woodworker	23.19
24000 - Personal Needs Occupations	
24550 - Case Manager	18.99
24570 - Child Care Attendant	13.93***
24580 - Child Care Center Clerk	17.37
24610 - Chore Aide	13.89***
24620 - Family Readiness And Support Services Coordinator	18.99
24630 - Homemaker	18.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.48
25040 - Sewage Plant Operator	24.55
25070 - Stationary Engineer	28.48
25190 - Ventilation Equipment Tender	20.42
25210 - Water Treatment Plant Operator	24.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.96
27007 - Baggage Inspector	16.23
27008 - Corrections Officer	29.53
27010 - Court Security Officer	29.02
27030 - Detection Dog Handler	18.76
27040 - Detention Officer	29.53
27070 - Firefighter	29.74
27101 - Guard I	16.23
27102 - Guard II	18.76
27131 - Police Officer I	27.68
27132 - Police Officer II	30.76
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator	17.01
28042 - Carnival Equipment Repairer	18.33
28043 - Carnival Worker	13.18***
28210 - Gate Attendant/Gate Tender	19.21
28310 - Lifeguard	15.31***
28350 - Park Attendant (Aide)	21.49
28510 - Recreation Aide/Health Facility Attendant	15.69***
28515 - Recreation Specialist	25.66
28630 - Sports Official	17.11
28690 - Swimming Pool Operator	21.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.64
29020 - Hatch Tender	26.64
29030 - Line Handler	26.64
29041 - Stevedore I	24.90
29042 - Stevedore II	28.32
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	17.88
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	24.77
30030 - Cartographic Technician	24.77
30040 - Civil Engineering Technician	27.79
30051 - Cryogenic Technician I	27.43
30052 - Cryogenic Technician II	30.30
30061 - Drafter/CAD Operator I	17.88
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.28
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	16.14***
30082 - Engineering Technician II	18.13
30083 - Engineering Technician III	20.29
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.19
30090 - Environmental Technician	24.77
30095 - Evidence Control Specialist	24.77
30210 - Laboratory Technician	22.28
30221 - Latent Fingerprint Technician I	27.43
30222 - Latent Fingerprint Technician II	30.30
30240 - Mathematical Technician	24.77
30361 - Paralegal/Legal Assistant I	19.45
30362 - Paralegal/Legal Assistant II	24.40

30363 - Paralegal/Legal Assistant III	29.84
30364 - Paralegal/Legal Assistant IV	36.12
30375 - Petroleum Supply Specialist	30.30
30390 - Photo-Optics Technician	24.77
30395 - Radiation Control Technician	30.30
30461 - Technical Writer I	24.77
30462 - Technical Writer II	30.30
30463 - Technical Writer III	36.66
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	27.43
30502 - Weather Forecaster II	33.37
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.28
30621 - Weather Observer, Senior	(see 2) 24.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.20***
31030 - Bus Driver	18.23
31043 - Driver Courier	17.23
31260 - Parking and Lot Attendant	13.21***
31290 - Shuttle Bus Driver	17.83
31310 - Taxi Driver	14.72***
31361 - Truckdriver, Light	18.57
31362 - Truckdriver, Medium	19.95
31363 - Truckdriver, Heavy	22.74
31364 - Truckdriver, Tractor-Trailer	22.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.21***
99050 - Desk Clerk	13.93***
99095 - Embalmer	27.05
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	17.30
99252 - Laboratory Animal Caretaker II	18.65
99260 - Marketing Analyst	28.06
99310 - Mortician	27.05
99410 - Pest Controller	23.95
99510 - Photofinishing Worker	14.81***
99710 - Recycling Laborer	25.81
99711 - Recycling Specialist	30.25
99730 - Refuse Collector	23.51

99810 - Sales Clerk	14.29***
99820 - School Crossing Guard	16.03***
99830 - Survey Party Chief	30.04
99831 - Surveying Aide	17.71
99832 - Surveying Technician	24.26
99840 - Vending Machine Attendant	20.69
99841 - Vending Machine Repairer	25.61
99842 - Vending Machine Repairer Helper	20.69

\*\*\*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.

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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](http://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.: 2015-5577
Daniel W. Simms		Revision No.: 21
Director		Date Of Last Revision: 12/27/2022

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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.

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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: determination,		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    if it is higher) for all hours spent    performing on the contract in 2023.

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If the contract was awarded on or    between January 1, 2015 and January 29, 		Executive Order 13658 generally applies to    the contract.

|2022, and the contract is not renewed |The contractor must pay all covered workers  
 |  
 |or extended on or after January 30, |at least \$12.15 per hour (or the applicable  
 |  
 |2022: |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](http://www.dol.gov/whd/govcontracts).

State: Oregon

Area: Oregon Counties of Clatsop, Tillamook

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.74***
01012 - Accounting Clerk II		16.55
01013 - Accounting Clerk III		19.91
01020 - Administrative Assistant		29.94
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		13.21***
01042 - Customer Service Representative II		14.42***
01043 - Customer Service Representative III		16.19***
01051 - Data Entry Operator I		14.99***
01052 - Data Entry Operator II		16.35
01060 - Dispatcher, Motor Vehicle		22.40
01070 - Document Preparation Clerk		14.89***
01090 - Duplicating Machine Operator		14.89***
01111 - General Clerk I		14.37***
01112 - General Clerk II		15.68***
01113 - General Clerk III		17.60
01120 - Housing Referral Assistant		20.84

01141 - Messenger Courier	14.12***
01191 - Order Clerk I	14.32***
01192 - Order Clerk II	16.33
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	19.59
01263 - Personnel Assistant (Employment) III	20.85
01270 - Production Control Clerk	21.72
01290 - Rental Clerk	15.98***
01300 - Scheduler, Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.70
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	20.02
01410 - Supply Technician	29.94
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	14.67***
01531 - Travel Clerk I	15.12***
01532 - Travel Clerk II	16.42
01533 - Travel Clerk III	17.70
01611 - Word Processor I	14.89***
01612 - Word Processor II	16.72
01613 - Word Processor III	19.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	21.25
05040 - Automotive Glass Installer	20.06
05070 - Automotive Worker	20.06
05110 - Mobile Equipment Servicer	17.60
05130 - Motor Equipment Metal Mechanic	22.09
05160 - Motor Equipment Metal Worker	20.06
05190 - Motor Vehicle Mechanic	22.09
05220 - Motor Vehicle Mechanic Helper	16.43
05250 - Motor Vehicle Upholstery Worker	18.82
05280 - Motor Vehicle Wrecker	20.06
05310 - Painter, Automotive	21.25
05340 - Radiator Repair Specialist	20.06
05370 - Tire Repairer	16.10***
05400 - Transmission Repair Specialist	22.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.70***
07041 - Cook I	15.03***
07042 - Cook II	17.13
07070 - Dishwasher	13.48***
07130 - Food Service Worker	13.70***
07210 - Meat Cutter	19.03

07260 - Waiter/Waitress	13.41***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.21
09040 - Furniture Handler	15.93***
09080 - Furniture Refinisher	22.21
09090 - Furniture Refinisher Helper	18.13
09110 - Furniture Repairer, Minor	20.39
09130 - Upholsterer	22.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.13***
11060 - Elevator Operator	14.36***
11090 - Gardener	21.02
11122 - Housekeeping Aide	14.36***
11150 - Janitor	14.36***
11210 - Laborer, Grounds Maintenance	16.71
11240 - Maid or Houseman	13.91***
11260 - Pruner	15.20***
11270 - Tractor Operator	19.62
11330 - Trail Maintenance Worker	16.71
11360 - Window Cleaner	15.78***
12000 - Health Occupations	
12010 - Ambulance Driver	19.50
12011 - Breath Alcohol Technician	25.33
12012 - Certified Occupational Therapist Assistant	34.76
12015 - Certified Physical Therapist Assistant	34.41
12020 - Dental Assistant	22.36
12025 - Dental Hygienist	46.65
12030 - EKG Technician	37.95
12035 - Electroneurodiagnostic Technologist	37.95
12040 - Emergency Medical Technician	19.50
12071 - Licensed Practical Nurse I	22.64
12072 - Licensed Practical Nurse II	25.33
12073 - Licensed Practical Nurse III	28.24
12100 - Medical Assistant	18.27
12130 - Medical Laboratory Technician	30.16
12160 - Medical Record Clerk	19.11
12190 - Medical Record Technician	21.37
12195 - Medical Transcriptionist	21.59
12210 - Nuclear Medicine Technologist	55.68
12221 - Nursing Assistant I	12.69***
12222 - Nursing Assistant II	14.27***
12223 - Nursing Assistant III	15.57***
12224 - Nursing Assistant IV	17.47
12235 - Optical Dispenser	19.26
12236 - Optical Technician	22.64

12250 - Pharmacy Technician	21.55
12280 - Phlebotomist	18.30
12305 - Radiologic Technologist	37.33
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	31.39
12320 - Substance Abuse Treatment Counselor	26.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.86
13042 - Illustrator II	23.36
13043 - Illustrator III	28.57
13047 - Librarian	26.14
13050 - Library Aide/Clerk	15.06***
13054 - Library Information Technology Systems Administrator	23.60
13058 - Library Technician	17.47
13061 - Media Specialist I	17.04
13062 - Media Specialist II	19.06
13063 - Media Specialist III	21.24
13071 - Photographer I	16.86
13072 - Photographer II	18.86
13073 - Photographer III	23.36
13074 - Photographer IV	28.57
13075 - Photographer V	34.58
13090 - Technical Order Library Clerk	18.88
13110 - Video Teleconference Technician	17.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.27
14042 - Computer Operator II	20.44
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.31
14045 - Computer Operator V	28.04
14071 - Computer Programmer I	(see 1)
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		18.27
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		30.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.72
15020 - Aircrew Training Devices Instructor (Rated)		35.95
15030 - Air Crew Training Devices Instructor (Pilot)		43.10
15050 - Computer Based Training Specialist / Instructor		29.72
15060 - Educational Technologist		34.33
15070 - Flight Instructor (Pilot)		43.10
15080 - Graphic Artist		24.95
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.10
15086 - Maintenance Test Pilot, Rotary Wing		43.10
15088 - Non-Maintenance Test/Co-Pilot		43.10
15090 - Technical Instructor		21.35
15095 - Technical Instructor/Course Developer		26.12
15110 - Test Proctor		17.79
15120 - Tutor		17.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.13***
16030 - Counter Attendant		16.13***
16040 - Dry Cleaner		18.44
16070 - Finisher, Flatwork, Machine		16.13***
16090 - Presser, Hand		16.13***
16110 - Presser, Machine, Drycleaning		16.13***
16130 - Presser, Machine, Shirts		16.13***
16160 - Presser, Machine, Wearing Apparel, Laundry		16.13***
16190 - Sewing Machine Operator		19.21
16220 - Tailor		19.98
16250 - Washer, Machine		16.90
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.37
19040 - Tool And Die Maker		32.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.44
21030 - Material Coordinator		21.72
21040 - Material Expediter		21.72
21050 - Material Handling Laborer		15.74***
21071 - Order Filler		14.61***
21080 - Production Line Worker (Food Processing)		22.44
21110 - Shipping Packer		19.24
21130 - Shipping/Receiving Clerk		19.24
21140 - Store Worker I		14.92***
21150 - Stock Clerk		19.25

21210 - Tools And Parts Attendant	22.44
21410 - Warehouse Specialist	22.44
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.80
23019 - Aircraft Logs and Records Technician	23.74
23021 - Aircraft Mechanic I	28.30
23022 - Aircraft Mechanic II	29.80
23023 - Aircraft Mechanic III	31.31
23040 - Aircraft Mechanic Helper	20.73
23050 - Aircraft, Painter	26.81
23060 - Aircraft Servicer	23.74
23070 - Aircraft Survival Flight Equipment Technician	26.81
23080 - Aircraft Worker	25.31
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.30
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	21.85
23125 - Cable Splicer	51.54
23130 - Carpenter, Maintenance	22.70
23140 - Carpet Layer	25.31
23160 - Electrician, Maintenance	37.81
23181 - Electronics Technician Maintenance I	27.84
23182 - Electronics Technician Maintenance II	29.56
23183 - Electronics Technician Maintenance III	31.22
23260 - Fabric Worker	23.74
23290 - Fire Alarm System Mechanic	28.30
23310 - Fire Extinguisher Repairer	22.22
23311 - Fuel Distribution System Mechanic	28.30
23312 - Fuel Distribution System Operator	22.22
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	28.30
23381 - Ground Support Equipment Servicer	23.74
23382 - Ground Support Equipment Worker	25.31
23391 - Gunsmith I	22.22
23392 - Gunsmith II	25.31
23393 - Gunsmith III	28.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.26
23430 - Heavy Equipment Mechanic	24.02
23440 - Heavy Equipment Operator	25.50
23460 - Instrument Mechanic	28.30

23465 - Laboratory/Shelter Mechanic	26.81
23470 - Laborer	15.74***
23510 - Locksmith	26.37
23530 - Machinery Maintenance Mechanic	29.07
23550 - Machinist, Maintenance	27.63
23580 - Maintenance Trades Helper	16.21
23591 - Metrology Technician I	28.30
23592 - Metrology Technician II	29.80
23593 - Metrology Technician III	31.31
23640 - Millwright	28.30
23710 - Office Appliance Repairer	26.81
23760 - Painter, Maintenance	22.13
23790 - Pipefitter, Maintenance	30.95
23810 - Plumber, Maintenance	27.63
23820 - Pneudraulic Systems Mechanic	28.30
23850 - Rigger	28.30
23870 - Scale Mechanic	25.31
23890 - Sheet-Metal Worker, Maintenance	28.30
23910 - Small Engine Mechanic	18.00
23931 - Telecommunications Mechanic I	31.43
23932 - Telecommunications Mechanic II	33.13
23950 - Telephone Lineman	28.30
23960 - Welder, Combination, Maintenance	23.19
23965 - Well Driller	28.30
23970 - Woodcraft Worker	28.30
23980 - Woodworker	21.85
24000 - Personal Needs Occupations	
24550 - Case Manager	19.81
24570 - Child Care Attendant	13.54***
24580 - Child Care Center Clerk	16.87
24610 - Chore Aide	13.84***
24620 - Family Readiness And Support Services Coordinator	19.81
24630 - Homemaker	19.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.70
25040 - Sewage Plant Operator	24.45
25070 - Stationary Engineer	28.70
25190 - Ventilation Equipment Tender	21.02
25210 - Water Treatment Plant Operator	24.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	14.75***
27008 - Corrections Officer	30.69
27010 - Court Security Officer	27.50

27030 - Detection Dog Handler	17.63
27040 - Detention Officer	30.69
27070 - Firefighter	26.29
27101 - Guard I	14.75***
27102 - Guard II	17.63
27131 - Police Officer I	28.56
27132 - Police Officer II	31.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.91
28042 - Carnival Equipment Repairer	18.11
28043 - Carnival Worker	13.10***
28210 - Gate Attendant/Gate Tender	17.12
28310 - Lifeguard	13.27***
28350 - Park Attendant (Aide)	19.15
28510 - Recreation Aide/Health Facility Attendant	13.98***
28515 - Recreation Specialist	23.73
28630 - Sports Official	15.25***
28690 - Swimming Pool Operator	20.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.84
29020 - Hatch Tender	27.84
29030 - Line Handler	27.84
29041 - Stevedore I	26.11
29042 - Stevedore II	29.49
30000 - Technical Occupations	
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	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.57
30030 - Cartographic Technician	25.57
30040 - Civil Engineering Technician	33.83
30051 - Cryogenic Technician I	28.32
30052 - Cryogenic Technician II	31.28
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.01
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.44
30082 - Engineering Technician II	18.45
30083 - Engineering Technician III	20.64
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	37.84

30090 - Environmental Technician	25.57
30095 - Evidence Control Specialist	25.57
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	28.32
30222 - Latent Fingerprint Technician II	31.28
30240 - Mathematical Technician	25.57
30361 - Paralegal/Legal Assistant I	18.86
30362 - Paralegal/Legal Assistant II	23.35
30363 - Paralegal/Legal Assistant III	28.58
30364 - Paralegal/Legal Assistant IV	34.57
30375 - Petroleum Supply Specialist	31.28
30390 - Photo-Optics Technician	25.57
30395 - Radiation Control Technician	31.28
30461 - Technical Writer I	25.57
30462 - Technical Writer II	31.28
30463 - Technical Writer III	37.84
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	28.32
30502 - Weather Forecaster II	34.44
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.01
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.88***
31030 - Bus Driver	18.57
31043 - Driver Courier	17.71
31260 - Parking and Lot Attendant	13.96***
31290 - Shuttle Bus Driver	17.70
31310 - Taxi Driver	16.34
31361 - Truckdriver, Light	18.97
31362 - Truckdriver, Medium	20.28
31363 - Truckdriver, Heavy	23.15
31364 - Truckdriver, Tractor-Trailer	23.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.34***
99050 - Desk Clerk	13.82***
99095 - Embalmer	27.05
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	15.86***

99252 - Laboratory Animal Caretaker II	16.99
99260 - Marketing Analyst	23.51
99310 - Mortician	27.05
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	14.81***
99710 - Recycling Laborer	25.65
99711 - Recycling Specialist	30.12
99730 - Refuse Collector	23.34
99810 - Sales Clerk	14.03***
99820 - School Crossing Guard	17.10
99830 - Survey Party Chief	27.57
99831 - Surveying Aide	16.26
99832 - Surveying Technician	22.27
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	23.38
99842 - Vending Machine Repairer Helper	19.15

\*\*\*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.

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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](http://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.: 2015-5579
Daniel W. Simms	Division of	Revision No.: 19
Director	Wage Determinations	Date Of Last Revision: 12/27/2022

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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.

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If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage
determination,	



01051 - Data Entry Operator I	14.99***
01052 - Data Entry Operator II	16.35
01060 - Dispatcher, Motor Vehicle	22.66
01070 - Document Preparation Clerk	14.89***
01090 - Duplicating Machine Operator	14.89***
01111 - General Clerk I	14.37***
01112 - General Clerk II	15.68***
01113 - General Clerk III	17.60
01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	12.76***
01191 - Order Clerk I	14.96***
01192 - Order Clerk II	16.33
01261 - Personnel Assistant (Employment) I	16.73
01262 - Personnel Assistant (Employment) II	18.71
01263 - Personnel Assistant (Employment) III	20.85
01270 - Production Control Clerk	22.26
01290 - Rental Clerk	15.18***
01300 - Scheduler, Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.70
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	20.25
01410 - Supply Technician	29.55
01420 - Survey Worker	18.37
01460 - Switchboard Operator/Receptionist	14.67***
01531 - Travel Clerk I	15.12***
01532 - Travel Clerk II	16.42
01533 - Travel Clerk III	17.70
01611 - Word Processor I	14.89***
01612 - Word Processor II	16.72
01613 - Word Processor III	18.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	20.23
05040 - Automotive Glass Installer	19.10
05070 - Automotive Worker	19.10
05110 - Mobile Equipment Servicer	16.75
05130 - Motor Equipment Metal Mechanic	21.35
05160 - Motor Equipment Metal Worker	19.10
05190 - Motor Vehicle Mechanic	21.35
05220 - Motor Vehicle Mechanic Helper	15.64***
05250 - Motor Vehicle Upholstery Worker	17.92
05280 - Motor Vehicle Wrecker	19.10
05310 - Painter, Automotive	20.52
05340 - Radiator Repair Specialist	19.10

05370 - Tire Repairer	15.97***
05400 - Transmission Repair Specialist	21.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.70***
07041 - Cook I	15.03***
07042 - Cook II	17.13
07070 - Dishwasher	13.48***
07130 - Food Service Worker	13.70***
07210 - Meat Cutter	19.03
07260 - Waiter/Waitress	13.41***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.21
09040 - Furniture Handler	14.63***
09080 - Furniture Refinisher	22.21
09090 - Furniture Refinisher Helper	17.18
09110 - Furniture Repairer, Minor	19.67
09130 - Upholsterer	22.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.13***
11060 - Elevator Operator	14.36***
11090 - Gardener	21.02
11122 - Housekeeping Aide	14.36***
11150 - Janitor	14.36***
11210 - Laborer, Grounds Maintenance	16.71
11240 - Maid or Houseman	13.91***
11260 - Pruner	15.20***
11270 - Tractor Operator	19.62
11330 - Trail Maintenance Worker	16.71
11360 - Window Cleaner	15.78***
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	25.33
12012 - Certified Occupational Therapist Assistant	34.76
12015 - Certified Physical Therapist Assistant	34.41
12020 - Dental Assistant	22.36
12025 - Dental Hygienist	46.65
12030 - EKG Technician	37.95
12035 - Electroneurodiagnostic Technologist	37.95
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	22.64
12072 - Licensed Practical Nurse II	25.33
12073 - Licensed Practical Nurse III	28.24
12100 - Medical Assistant	18.27
12130 - Medical Laboratory Technician	30.02
12160 - Medical Record Clerk	19.11

12190 - Medical Record Technician	21.37
12195 - Medical Transcriptionist	21.59
12210 - Nuclear Medicine Technologist	55.68
12221 - Nursing Assistant I	12.69***
12222 - Nursing Assistant II	14.27***
12223 - Nursing Assistant III	15.57***
12224 - Nursing Assistant IV	17.47
12235 - Optical Dispenser	18.03
12236 - Optical Technician	22.64
12250 - Pharmacy Technician	21.55
12280 - Phlebotomist	18.30
12305 - Radiologic Technologist	37.33
12311 - Registered Nurse I	26.14
12312 - Registered Nurse II	31.98
12313 - Registered Nurse II, Specialist	31.98
12314 - Registered Nurse III	41.15
12315 - Registered Nurse III, Anesthetist	41.15
12316 - Registered Nurse IV	46.38
12317 - Scheduler (Drug and Alcohol Testing)	31.39
12320 - Substance Abuse Treatment Counselor	26.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	15.72***
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	18.59
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.86
13072 - Photographer II	18.86
13073 - Photographer III	23.36
13074 - Photographer IV	28.57
13075 - Photographer V	34.58
13090 - Technical Order Library Clerk	18.88
13110 - Video Teleconference Technician	16.86
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.05
14042 - Computer Operator II	20.19

14043 - Computer Operator III	22.51
14044 - Computer Operator IV	25.02
14045 - Computer Operator V	27.70
14071 - Computer Programmer I (see 1)	20.22
14072 - Computer Programmer II (see 1)	25.04
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	18.05
14160 - Personal Computer Support Technician	27.40
14170 - System Support Specialist	30.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.72
15020 - Aircrew Training Devices Instructor (Rated)	35.90
15030 - Air Crew Training Devices Instructor (Pilot)	43.02
15050 - Computer Based Training Specialist / Instructor	29.72
15060 - Educational Technologist	34.33
15070 - Flight Instructor (Pilot)	43.02
15080 - Graphic Artist	26.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.02
15086 - Maintenance Test Pilot, Rotary Wing	43.02
15088 - Non-Maintenance Test/Co-Pilot	43.02
15090 - Technical Instructor	21.48
15095 - Technical Instructor/Course Developer	26.43
15110 - Test Proctor	17.34
15120 - Tutor	17.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.13***
16030 - Counter Attendant	16.13***
16040 - Dry Cleaner	18.44
16070 - Finisher, Flatwork, Machine	16.13***
16090 - Presser, Hand	16.13***
16110 - Presser, Machine, Drycleaning	16.13***
16130 - Presser, Machine, Shirts	16.13***
16160 - Presser, Machine, Wearing Apparel, Laundry	16.13***
16190 - Sewing Machine Operator	19.21
16220 - Tailor	19.98
16250 - Washer, Machine	16.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.37
19040 - Tool And Die Maker	32.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.44

21030 - Material Coordinator	23.33
21040 - Material Expediter	23.33
21050 - Material Handling Laborer	15.74***
21071 - Order Filler	14.61***
21080 - Production Line Worker (Food Processing)	22.44
21110 - Shipping Packer	19.24
21130 - Shipping/Receiving Clerk	19.24
21140 - Store Worker I	14.92***
21150 - Stock Clerk	19.25
21210 - Tools And Parts Attendant	22.44
21410 - Warehouse Specialist	22.44
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23019 - Aircraft Logs and Records Technician	23.35
23021 - Aircraft Mechanic I	27.83
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.79
23040 - Aircraft Mechanic Helper	20.39
23050 - Aircraft, Painter	26.37
23060 - Aircraft Servicer	23.35
23070 - Aircraft Survival Flight Equipment Technician	26.37
23080 - Aircraft Worker	24.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.83
23110 - Appliance Mechanic	26.37
23120 - Bicycle Repairer	21.56
23125 - Cable Splicer	45.10
23130 - Carpenter, Maintenance	22.73
23140 - Carpet Layer	24.90
23160 - Electrician, Maintenance	37.39
23181 - Electronics Technician Maintenance I	27.39
23182 - Electronics Technician Maintenance II	29.01
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.35
23290 - Fire Alarm System Mechanic	27.83
23310 - Fire Extinguisher Repairer	21.85
23311 - Fuel Distribution System Mechanic	27.83
23312 - Fuel Distribution System Operator	21.85
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment Mechanic	27.83
23381 - Ground Support Equipment Servicer	23.35
23382 - Ground Support Equipment Worker	24.90
23391 - Gunsmith I	21.85

23392 - Gunsmith II	24.90
23393 - Gunsmith III	27.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.64
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.85
23430 - Heavy Equipment Mechanic	23.54
23440 - Heavy Equipment Operator	23.37
23460 - Instrument Mechanic	27.83
23465 - Laboratory/Shelter Mechanic	26.37
23470 - Laborer	15.74***
23510 - Locksmith	26.37
23530 - Machinery Maintenance Mechanic	29.07
23550 - Machinist, Maintenance	23.02
23580 - Maintenance Trades Helper	14.78***
23591 - Metrology Technician I	27.83
23592 - Metrology Technician II	29.30
23593 - Metrology Technician III	30.79
23640 - Millwright	27.83
23710 - Office Appliance Repairer	26.03
23760 - Painter, Maintenance	21.92
23790 - Pipefitter, Maintenance	28.98
23810 - Plumber, Maintenance	27.46
23820 - Pneudraulic Systems Mechanic	27.83
23850 - Rigger	27.83
23870 - Scale Mechanic	24.90
23890 - Sheet-Metal Worker, Maintenance	25.32
23910 - Small Engine Mechanic	21.64
23931 - Telecommunications Mechanic I	31.79
23932 - Telecommunications Mechanic II	33.42
23950 - Telephone Lineman	26.65
23960 - Welder, Combination, Maintenance	22.51
23965 - Well Driller	27.83
23970 - Woodcraft Worker	27.83
23980 - Woodworker	21.85
24000 - Personal Needs Occupations	
24550 - Case Manager	19.81
24570 - Child Care Attendant	13.54***
24580 - Child Care Center Clerk	16.87
24610 - Chore Aide	13.84***
24620 - Family Readiness And Support Services Coordinator	19.81
24630 - Homemaker	19.81
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.76

25040 - Sewage Plant Operator	24.16
25070 - Stationary Engineer	26.76
25190 - Ventilation Equipment Tender	19.62
25210 - Water Treatment Plant Operator	24.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.23
27007 - Baggage Inspector	13.86***
27008 - Corrections Officer	30.69
27010 - Court Security Officer	27.50
27030 - Detection Dog Handler	15.86***
27040 - Detention Officer	30.69
27070 - Firefighter	29.23
27101 - Guard I	13.86***
27102 - Guard II	15.86***
27131 - Police Officer I	28.56
27132 - Police Officer II	31.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.91
28042 - Carnival Equipment Repairer	18.11
28043 - Carnival Worker	13.10***
28210 - Gate Attendant/Gate Tender	16.71
28310 - Lifeguard	13.27***
28350 - Park Attendant (Aide)	18.70
28510 - Recreation Aide/Health Facility Attendant	13.64***
28515 - Recreation Specialist	23.16
28630 - Sports Official	14.88***
28690 - Swimming Pool Operator	20.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.90
29020 - Hatch Tender	24.90
29030 - Line Handler	24.90
29041 - Stevedore I	23.35
29042 - Stevedore II	26.37
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	18.45
30022 - Archeological Technician II	20.64
30023 - Archeological Technician III	25.57
30030 - Cartographic Technician	25.57
30040 - Civil Engineering Technician	34.36
30051 - Cryogenic Technician I	28.32
30052 - Cryogenic Technician II	31.28
30061 - Drafter/CAD Operator I	18.45

30062 - Drafter/CAD Operator II	20.64
30063 - Drafter/CAD Operator III	23.01
30064 - Drafter/CAD Operator IV	28.32
30081 - Engineering Technician I	16.44
30082 - Engineering Technician II	18.45
30083 - Engineering Technician III	20.64
30084 - Engineering Technician IV	25.57
30085 - Engineering Technician V	31.28
30086 - Engineering Technician VI	37.84
30090 - Environmental Technician	25.57
30095 - Evidence Control Specialist	25.57
30210 - Laboratory Technician	23.01
30221 - Latent Fingerprint Technician I	28.32
30222 - Latent Fingerprint Technician II	31.28
30240 - Mathematical Technician	25.57
30361 - Paralegal/Legal Assistant I	19.17
30362 - Paralegal/Legal Assistant II	23.75
30363 - Paralegal/Legal Assistant III	29.05
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	31.28
30390 - Photo-Optics Technician	25.57
30395 - Radiation Control Technician	31.28
30461 - Technical Writer I	24.54
30462 - Technical Writer II	30.03
30463 - Technical Writer III	36.32
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	28.32
30502 - Weather Forecaster II	34.44
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.01
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.56***
31030 - Bus Driver	18.23
31043 - Driver Courier	16.84
31260 - Parking and Lot Attendant	13.96***
31290 - Shuttle Bus Driver	17.70
31310 - Taxi Driver	16.07***
31361 - Truckdriver, Light	18.02
31362 - Truckdriver, Medium	19.23

31363 - Truckdriver, Heavy	23.15
31364 - Truckdriver, Tractor-Trailer	23.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.34***
99050 - Desk Clerk	13.82***
99095 - Embalmer	25.95
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	15.83***
99252 - Laboratory Animal Caretaker II	16.95
99260 - Marketing Analyst	23.51
99310 - Mortician	25.95
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	25.65
99711 - Recycling Specialist	30.12
99730 - Refuse Collector	23.34
99810 - Sales Clerk	14.03***
99820 - School Crossing Guard	17.10
99830 - Survey Party Chief	26.13
99831 - Surveying Aide	16.41
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.93
99842 - Vending Machine Repairer Helper	18.79

\*\*\*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.

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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](http://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.: 2015-5573
Daniel W. Simms	Division of	Revision No.: 19
Director	Wage Determinations	Date Of Last Revision: 12/27/2022

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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.

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|If the contract is entered into on or |Executive Order 14026 generally applies to  
|  
|after January 30, 2022, or the |the contract.  
|  
|contract is renewed or extended (e.g., |The contractor must pay all covered workers  
|  
|an option is exercised) on or after |at least \$16.20 per hour (or the applicable  
|  
|January 30, 2022: |wage rate listed on this wage  
determination,|  
|  
| |if it is higher) for all hours spent  
|  
| |performing on the contract in 2023.  
|

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|If the contract was awarded on or |Executive Order 13658 generally applies to  
|  
|between January 1, 2015 and January 29, |the contract.  
|  
|2022, and the contract is not renewed |The contractor must pay all covered workers  
|  
|or extended on or after January 30, |at least \$12.15 per hour (or the applicable  
|  
|2022: |wage rate listed on this wage  
determination,|  
|  
| |if it is higher) for all hours spent  
|  
| |performing on the contract in 2023.  
|

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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon Counties of Marion, Polk

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	18.10
01012 - Accounting Clerk II	20.31
01013 - Accounting Clerk III	22.72
01020 - Administrative Assistant	27.80
01035 - Court Reporter	20.29
01041 - Customer Service Representative I	14.81***
01042 - Customer Service Representative II	16.15***
01043 - Customer Service Representative III	18.13
01051 - Data Entry Operator I	16.38
01052 - Data Entry Operator II	17.87
01060 - Dispatcher, Motor Vehicle	21.91
01070 - Document Preparation Clerk	20.13
01090 - Duplicating Machine Operator	20.13
01111 - General Clerk I	14.69***
01112 - General Clerk II	16.03***
01113 - General Clerk III	17.99
01120 - Housing Referral Assistant	22.62
01141 - Messenger Courier	17.60
01191 - Order Clerk I	16.26
01192 - Order Clerk II	17.74
01261 - Personnel Assistant (Employment) I	18.10
01262 - Personnel Assistant (Employment) II	20.25
01263 - Personnel Assistant (Employment) III	22.58
01270 - Production Control Clerk	22.42
01290 - Rental Clerk	17.48
01300 - Scheduler, Maintenance	18.14
01311 - Secretary I	18.14
01312 - Secretary II	20.29
01313 - Secretary III	22.62
01320 - Service Order Dispatcher	19.59
01410 - Supply Technician	27.80
01420 - Survey Worker	19.88
01460 - Switchboard Operator/Receptionist	15.94***
01531 - Travel Clerk I	16.42
01532 - Travel Clerk II	17.88
01533 - Travel Clerk III	19.24
01611 - Word Processor I	16.16***
01612 - Word Processor II	18.14
01613 - Word Processor III	20.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.88
05010 - Automotive Electrician	21.96
05040 - Automotive Glass Installer	20.66

05070 - Automotive Worker	20.66
05110 - Mobile Equipment Servicer	18.18
05130 - Motor Equipment Metal Mechanic	23.20
05160 - Motor Equipment Metal Worker	20.66
05190 - Motor Vehicle Mechanic	23.20
05220 - Motor Vehicle Mechanic Helper	16.93
05250 - Motor Vehicle Upholstery Worker	19.45
05280 - Motor Vehicle Wrecker	20.66
05310 - Painter, Automotive	21.96
05340 - Radiator Repair Specialist	20.66
05370 - Tire Repairer	17.26
05400 - Transmission Repair Specialist	23.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.63***
07041 - Cook I	16.89
07042 - Cook II	19.19
07070 - Dishwasher	13.62***
07130 - Food Service Worker	14.23***
07210 - Meat Cutter	18.84
07260 - Waiter/Waitress	13.39***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.16
09040 - Furniture Handler	12.51***
09080 - Furniture Refinisher	19.16
09090 - Furniture Refinisher Helper	14.77***
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	19.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.27***
11060 - Elevator Operator	14.39***
11090 - Gardener	22.21
11122 - Housekeeping Aide	14.42***
11150 - Janitor	14.42***
11210 - Laborer, Grounds Maintenance	17.53
11240 - Maid or Houseman	14.04***
11260 - Pruner	15.99***
11270 - Tractor Operator	20.67
11330 - Trail Maintenance Worker	17.53
11360 - Window Cleaner	15.79***
12000 - Health Occupations	
12010 - Ambulance Driver	23.16
12011 - Breath Alcohol Technician	25.96
12012 - Certified Occupational Therapist Assistant	34.31
12015 - Certified Physical Therapist Assistant	31.63
12020 - Dental Assistant	22.92

12025 - Dental Hygienist	46.44
12030 - EKG Technician	42.62
12035 - Electroneurodiagnostic Technologist	42.62
12040 - Emergency Medical Technician	23.16
12071 - Licensed Practical Nurse I	23.20
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	28.94
12100 - Medical Assistant	20.87
12130 - Medical Laboratory Technician	29.47
12160 - Medical Record Clerk	19.99
12190 - Medical Record Technician	22.35
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine Technologist	57.06
12221 - Nursing Assistant I	13.12***
12222 - Nursing Assistant II	14.75***
12223 - Nursing Assistant III	16.10***
12224 - Nursing Assistant IV	18.07
12235 - Optical Dispenser	17.96
12236 - Optical Technician	23.20
12250 - Pharmacy Technician	22.04
12280 - Phlebotomist	18.82
12305 - Radiologic Technologist	37.07
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	32.17
12320 - Substance Abuse Treatment Counselor	29.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.84
13012 - Exhibits Specialist II	33.26
13013 - Exhibits Specialist III	40.69
13041 - Illustrator I	26.84
13042 - Illustrator II	33.26
13043 - Illustrator III	40.69
13047 - Librarian	36.83
13050 - Library Aide/Clerk	17.33
13054 - Library Information Technology Systems Administrator	33.26
13058 - Library Technician	18.23
13061 - Media Specialist I	23.99
13062 - Media Specialist II	26.84
13063 - Media Specialist III	29.93

13071 - Photographer I	22.14
13072 - Photographer II	24.77
13073 - Photographer III	30.70
13074 - Photographer IV	37.53
13075 - Photographer V	45.41
13090 - Technical Order Library Clerk	21.76
13110 - Video Teleconference Technician	23.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.11
14042 - Computer Operator II	24.73
14043 - Computer Operator III	27.57
14044 - Computer Operator IV	30.62
14045 - Computer Operator V	33.92
14071 - Computer Programmer I	(see 1) 24.43
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	22.11
14160 - Personal Computer Support Technician	30.62
14170 - System Support Specialist	38.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.61
15020 - Aircrew Training Devices Instructor (Rated)	40.65
15030 - Air Crew Training Devices Instructor (Pilot)	48.74
15050 - Computer Based Training Specialist / Instructor	33.61
15060 - Educational Technologist	47.50
15070 - Flight Instructor (Pilot)	48.74
15080 - Graphic Artist	23.63
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.74
15086 - Maintenance Test Pilot, Rotary Wing	48.74
15088 - Non-Maintenance Test/Co-Pilot	48.74
15090 - Technical Instructor	25.99
15095 - Technical Instructor/Course Developer	31.79
15110 - Test Proctor	20.98
15120 - Tutor	20.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.84***
16030 - Counter Attendant	15.84***
16040 - Dry Cleaner	18.09
16070 - Finisher, Flatwork, Machine	15.84***
16090 - Presser, Hand	15.84***
16110 - Presser, Machine, Drycleaning	15.84***

16130 - Presser, Machine, Shirts	15.84***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.84***
16190 - Sewing Machine Operator	18.84
16220 - Tailor	19.59
16250 - Washer, Machine	16.59
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.59
19040 - Tool And Die Maker	34.77
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.31
21030 - Material Coordinator	22.42
21040 - Material Expediter	22.42
21050 - Material Handling Laborer	16.40
21071 - Order Filler	15.80***
21080 - Production Line Worker (Food Processing)	18.31
21110 - Shipping Packer	19.10
21130 - Shipping/Receiving Clerk	19.10
21140 - Store Worker I	15.26***
21150 - Stock Clerk	20.08
21210 - Tools And Parts Attendant	18.31
21410 - Warehouse Specialist	18.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.57
23019 - Aircraft Logs and Records Technician	24.32
23021 - Aircraft Mechanic I	29.01
23022 - Aircraft Mechanic II	30.57
23023 - Aircraft Mechanic III	32.13
23040 - Aircraft Mechanic Helper	21.17
23050 - Aircraft, Painter	27.46
23060 - Aircraft Servicer	24.32
23070 - Aircraft Survival Flight Equipment Technician	27.46
23080 - Aircraft Worker	25.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.01
23110 - Appliance Mechanic	28.13
23120 - Bicycle Repairer	23.67
23125 - Cable Splicer	51.85
23130 - Carpenter, Maintenance	23.52
23140 - Carpet Layer	26.39
23160 - Electrician, Maintenance	37.40
23181 - Electronics Technician Maintenance I	32.15
23182 - Electronics Technician Maintenance II	34.16
23183 - Electronics Technician Maintenance III	36.10

23260 - Fabric Worker	25.32
23290 - Fire Alarm System Mechanic	33.47
23310 - Fire Extinguisher Repairer	23.67
23311 - Fuel Distribution System Mechanic	32.70
23312 - Fuel Distribution System Operator	25.63
23370 - General Maintenance Worker	19.18
23380 - Ground Support Equipment Mechanic	29.01
23381 - Ground Support Equipment Servicer	24.32
23382 - Ground Support Equipment Worker	25.83
23391 - Gunsmith I	23.67
23392 - Gunsmith II	26.90
23393 - Gunsmith III	30.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.91
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.36
23430 - Heavy Equipment Mechanic	30.53
23440 - Heavy Equipment Operator	28.55
23460 - Instrument Mechanic	30.20
23465 - Laboratory/Shelter Mechanic	28.59
23470 - Laborer	16.40
23510 - Locksmith	28.59
23530 - Machinery Maintenance Mechanic	23.55
23550 - Machinist, Maintenance	25.12
23580 - Maintenance Trades Helper	17.48
23591 - Metrology Technician I	30.20
23592 - Metrology Technician II	31.83
23593 - Metrology Technician III	33.45
23640 - Millwright	30.20
23710 - Office Appliance Repairer	20.53
23760 - Painter, Maintenance	19.00
23790 - Pipefitter, Maintenance	36.19
23810 - Plumber, Maintenance	34.24
23820 - Pneudraulic Systems Mechanic	30.20
23850 - Rigger	30.20
23870 - Scale Mechanic	26.90
23890 - Sheet-Metal Worker, Maintenance	24.87
23910 - Small Engine Mechanic	25.01
23931 - Telecommunications Mechanic I	29.12
23932 - Telecommunications Mechanic II	30.69
23950 - Telephone Lineman	28.83
23960 - Welder, Combination, Maintenance	22.90
23965 - Well Driller	29.23
23970 - Woodcraft Worker	30.20
23980 - Woodworker	23.67

24000 - Personal Needs Occupations	
24550 - Case Manager	22.31
24570 - Child Care Attendant	13.22***
24580 - Child Care Center Clerk	16.49
24610 - Chore Aide	14.24***
24620 - Family Readiness And Support Services Coordinator	22.31
24630 - Homemaker	22.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.60
25040 - Sewage Plant Operator	29.49
25070 - Stationary Engineer	32.60
25190 - Ventilation Equipment Tender	23.78
25210 - Water Treatment Plant Operator	29.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.44
27007 - Baggage Inspector	15.35***
27008 - Corrections Officer	35.19
27010 - Court Security Officer	31.98
27030 - Detection Dog Handler	17.17
27040 - Detention Officer	35.19
27070 - Firefighter	34.52
27101 - Guard I	15.35***
27102 - Guard II	17.17
27131 - Police Officer I	35.40
27132 - Police Officer II	39.35
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.39
28042 - Carnival Equipment Repairer	18.68
28043 - Carnival Worker	13.45***
28210 - Gate Attendant/Gate Tender	19.76
28310 - Lifeguard	12.76***
28350 - Park Attendant (Aide)	22.09
28510 - Recreation Aide/Health Facility Attendant	16.13***
28515 - Recreation Specialist	27.38
28630 - Sports Official	17.60
28690 - Swimming Pool Operator	21.23
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.90
29020 - Hatch Tender	26.90
29030 - Line Handler	26.90
29041 - Stevedore I	25.32
29042 - Stevedore II	28.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.15

30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.45
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.53
30021 - Archeological Technician I	18.94
30022 - Archeological Technician II	21.19
30023 - Archeological Technician III	26.26
30030 - Cartographic Technician	26.26
30040 - Civil Engineering Technician	36.30
30051 - Cryogenic Technician I	29.07
30052 - Cryogenic Technician II	32.12
30061 - Drafter/CAD Operator I	18.94
30062 - Drafter/CAD Operator II	21.19
30063 - Drafter/CAD Operator III	23.63
30064 - Drafter/CAD Operator IV	29.07
30081 - Engineering Technician I	16.60
30082 - Engineering Technician II	18.63
30083 - Engineering Technician III	20.85
30084 - Engineering Technician IV	25.83
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	38.22
30090 - Environmental Technician	26.26
30095 - Evidence Control Specialist	26.26
30210 - Laboratory Technician	23.24
30221 - Latent Fingerprint Technician I	28.60
30222 - Latent Fingerprint Technician II	31.60
30240 - Mathematical Technician	26.26
30361 - Paralegal/Legal Assistant I	21.04
30362 - Paralegal/Legal Assistant II	26.07
30363 - Paralegal/Legal Assistant III	31.89
30364 - Paralegal/Legal Assistant IV	38.58
30375 - Petroleum Supply Specialist	32.12
30390 - Photo-Optics Technician	26.26
30395 - Radiation Control Technician	32.12
30461 - Technical Writer I	25.03
30462 - Technical Writer II	30.61
30463 - Technical Writer III	37.03
30491 - Unexploded Ordnance (UXO) Technician I	28.06
30492 - Unexploded Ordnance (UXO) Technician II	33.95
30493 - Unexploded Ordnance (UXO) Technician III	40.69
30494 - Unexploded (UXO) Safety Escort	28.06
30495 - Unexploded (UXO) Sweep Personnel	28.06
30501 - Weather Forecaster I	29.07
30502 - Weather Forecaster II	35.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.63
30621 - Weather Observer, Senior	(see 2) 26.26

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.95
31020 - Bus Aide	19.57
31030 - Bus Driver	26.57
31043 - Driver Courier	17.14
31260 - Parking and Lot Attendant	13.97***
31290 - Shuttle Bus Driver	18.41
31310 - Taxi Driver	14.34***
31361 - Truckdriver, Light	18.41
31362 - Truckdriver, Medium	19.69
31363 - Truckdriver, Heavy	23.73
31364 - Truckdriver, Tractor-Trailer	23.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.55
99030 - Cashier	13.50***
99050 - Desk Clerk	13.75***
99095 - Embalmer	28.06
99130 - Flight Follower	28.06
99251 - Laboratory Animal Caretaker I	14.35***
99252 - Laboratory Animal Caretaker II	15.41***
99260 - Marketing Analyst	30.16
99310 - Mortician	28.06
99410 - Pest Controller	25.02
99510 - Photofinishing Worker	15.40***
99710 - Recycling Laborer	25.85
99711 - Recycling Specialist	30.52
99730 - Refuse Collector	23.61
99810 - Sales Clerk	14.02***
99820 - School Crossing Guard	15.86***
99830 - Survey Party Chief	37.53
99831 - Surveying Aide	22.13
99832 - Surveying Technician	30.30
99840 - Vending Machine Attendant	21.78
99841 - Vending Machine Repairer	26.58
99842 - Vending Machine Repairer Helper	21.78

\*\*\*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.

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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](http://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		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-5565

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.

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If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2023.

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If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.15 per hour (or the applicable
2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2023.

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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon County of Deschutes

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.96
01012 - Accounting Clerk II		20.16
01013 - Accounting Clerk III		22.55
01020 - Administrative Assistant		29.60
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.63***
01042 - Customer Service Representative II		15.96***
01043 - Customer Service Representative III		17.91
01051 - Data Entry Operator I		14.51***
01052 - Data Entry Operator II		15.83***
01060 - Dispatcher, Motor Vehicle		24.04
01070 - Document Preparation Clerk		15.83***
01090 - Duplicating Machine Operator		15.83***
01111 - General Clerk I		14.88***
01112 - General Clerk II		16.23
01113 - General Clerk III		18.22
01120 - Housing Referral Assistant		22.16
01141 - Messenger Courier		14.21***
01191 - Order Clerk I		16.90
01192 - Order Clerk II		18.29
01261 - Personnel Assistant (Employment) I		16.36
01262 - Personnel Assistant (Employment) II		18.30
01263 - Personnel Assistant (Employment) III		20.40
01270 - Production Control Clerk		22.87
01290 - Rental Clerk		17.24
01300 - Scheduler, Maintenance		17.77
01311 - Secretary I		17.77
01312 - Secretary II		19.88
01313 - Secretary III		22.16
01320 - Service Order Dispatcher		21.48
01410 - Supply Technician		29.60
01420 - Survey Worker		18.14
01460 - Switchboard Operator/Receptionist		15.89***
01531 - Travel Clerk I		14.82***

01532 - Travel Clerk II	16.05***
01533 - Travel Clerk III	17.33
01611 - Word Processor I	15.83***
01612 - Word Processor II	17.77
01613 - Word Processor III	19.88
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	21.69
05040 - Automotive Glass Installer	20.49
05070 - Automotive Worker	20.49
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	22.88
05160 - Motor Equipment Metal Worker	20.49
05190 - Motor Vehicle Mechanic	22.88
05220 - Motor Vehicle Mechanic Helper	16.80
05250 - Motor Vehicle Upholstery Worker	19.22
05280 - Motor Vehicle Wrecker	20.49
05310 - Painter, Automotive	21.69
05340 - Radiator Repair Specialist	20.49
05370 - Tire Repairer	19.09
05400 - Transmission Repair Specialist	22.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.62***
07041 - Cook I	17.53
07042 - Cook II	19.99
07070 - Dishwasher	14.04***
07130 - Food Service Worker	14.45***
07210 - Meat Cutter	19.82
07260 - Waiter/Waitress	13.37***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.22
09040 - Furniture Handler	15.51***
09080 - Furniture Refinisher	21.57
09090 - Furniture Refinisher Helper	16.70
09110 - Furniture Repairer, Minor	19.11
09130 - Upholsterer	21.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.08***
11060 - Elevator Operator	14.55***
11090 - Gardener	22.51
11122 - Housekeeping Aide	14.55***
11150 - Janitor	14.55***
11210 - Laborer, Grounds Maintenance	17.95
11240 - Maid or Houseman	14.53***
11260 - Pruner	16.64

11270 - Tractor Operator	21.05
11330 - Trail Maintenance Worker	17.95
11360 - Window Cleaner	16.16***
12000 - Health Occupations	
12010 - Ambulance Driver	21.42
12011 - Breath Alcohol Technician	25.47
12012 - Certified Occupational Therapist Assistant	34.95
12015 - Certified Physical Therapist Assistant	32.59
12020 - Dental Assistant	23.97
12025 - Dental Hygienist	46.89
12030 - EKG Technician	38.61
12035 - Electroneurodiagnostic Technologist	38.61
12040 - Emergency Medical Technician	21.42
12071 - Licensed Practical Nurse I	22.77
12072 - Licensed Practical Nurse II	25.47
12073 - Licensed Practical Nurse III	28.40
12100 - Medical Assistant	19.08
12130 - Medical Laboratory Technician	28.60
12160 - Medical Record Clerk	21.38
12190 - Medical Record Technician	23.93
12195 - Medical Transcriptionist	23.52
12210 - Nuclear Medicine Technologist	56.00
12221 - Nursing Assistant I	12.78***
12222 - Nursing Assistant II	14.37***
12223 - Nursing Assistant III	15.67***
12224 - Nursing Assistant IV	17.59
12235 - Optical Dispenser	20.43
12236 - Optical Technician	22.77
12250 - Pharmacy Technician	22.22
12280 - Phlebotomist	18.40
12305 - Radiologic Technologist	31.40
12311 - Registered Nurse I	27.59
12312 - Registered Nurse II	33.74
12313 - Registered Nurse II, Specialist	33.74
12314 - Registered Nurse III	40.83
12315 - Registered Nurse III, Anesthetist	40.83
12316 - Registered Nurse IV	48.94
12317 - Scheduler (Drug and Alcohol Testing)	31.57
12320 - Substance Abuse Treatment Counselor	23.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.90
13012 - Exhibits Specialist II	27.13
13013 - Exhibits Specialist III	33.19
13041 - Illustrator I	21.90
13042 - Illustrator II	27.13

13043 - Illustrator III	33.19
13047 - Librarian	30.05
13050 - Library Aide/Clerk	17.44
13054 - Library Information Technology Systems	27.13
Administrator	
13058 - Library Technician	22.26
13061 - Media Specialist I	19.58
13062 - Media Specialist II	21.90
13063 - Media Specialist III	24.41
13071 - Photographer I	19.58
13072 - Photographer II	21.90
13073 - Photographer III	27.13
13074 - Photographer IV	32.71
13075 - Photographer V	39.61
13090 - Technical Order Library Clerk	21.26
13110 - Video Teleconference Technician	19.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.96
14042 - Computer Operator II	22.32
14043 - Computer Operator III	24.89
14044 - Computer Operator IV	27.66
14045 - Computer Operator V	30.63
14071 - Computer Programmer I	(see 1) 20.49
14072 - Computer Programmer II	(see 1) 25.38
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	19.96
14160 - Personal Computer Support Technician	27.67
14170 - System Support Specialist	31.00
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.40
15020 - Aircrew Training Devices Instructor (Rated)	34.36
15030 - Air Crew Training Devices Instructor (Pilot)	41.18
15050 - Computer Based Training Specialist / Instructor	28.40
15060 - Educational Technologist	35.63
15070 - Flight Instructor (Pilot)	41.18
15080 - Graphic Artist	23.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.18
15086 - Maintenance Test Pilot, Rotary Wing	41.18
15088 - Non-Maintenance Test/Co-Pilot	41.18
15090 - Technical Instructor	24.20
15095 - Technical Instructor/Course Developer	29.60

15110 - Test Proctor	19.53
15120 - Tutor	19.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.84***
16030 - Counter Attendant	15.84***
16040 - Dry Cleaner	18.09
16070 - Finisher, Flatwork, Machine	15.84***
16090 - Presser, Hand	15.84***
16110 - Presser, Machine, Drycleaning	15.84***
16130 - Presser, Machine, Shirts	15.84***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.84***
16190 - Sewing Machine Operator	18.84
16220 - Tailor	19.59
16250 - Washer, Machine	16.59
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.51
19040 - Tool And Die Maker	33.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.63
21030 - Material Coordinator	22.87
21040 - Material Expediter	22.87
21050 - Material Handling Laborer	16.70
21071 - Order Filler	14.86***
21080 - Production Line Worker (Food Processing)	19.63
21110 - Shipping Packer	18.32
21130 - Shipping/Receiving Clerk	18.32
21140 - Store Worker I	14.48***
21150 - Stock Clerk	18.83
21210 - Tools And Parts Attendant	19.63
21410 - Warehouse Specialist	19.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.56
23019 - Aircraft Logs and Records Technician	24.43
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.56
23023 - Aircraft Mechanic III	32.10
23040 - Aircraft Mechanic Helper	21.34
23050 - Aircraft, Painter	27.56
23060 - Aircraft Servicer	24.43
23070 - Aircraft Survival Flight Equipment Technician	27.56
23080 - Aircraft Worker	26.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.07

23110 - Appliance Mechanic	25.63
23120 - Bicycle Repairer	20.24
23125 - Cable Splicer	45.10
23130 - Carpenter, Maintenance	23.33
23140 - Carpet Layer	25.99
23160 - Electrician, Maintenance	37.10
23181 - Electronics Technician Maintenance I	26.91
23182 - Electronics Technician Maintenance II	28.47
23183 - Electronics Technician Maintenance III	30.04
23260 - Fabric Worker	24.38
23290 - Fire Alarm System Mechanic	29.01
23310 - Fire Extinguisher Repairer	22.77
23311 - Fuel Distribution System Mechanic	29.01
23312 - Fuel Distribution System Operator	22.77
23370 - General Maintenance Worker	18.91
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	24.43
23382 - Ground Support Equipment Worker	26.04
23391 - Gunsmith I	22.77
23392 - Gunsmith II	25.99
23393 - Gunsmith III	29.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.57
23430 - Heavy Equipment Mechanic	28.83
23440 - Heavy Equipment Operator	28.03
23460 - Instrument Mechanic	28.72
23465 - Laboratory/Shelter Mechanic	27.51
23470 - Laborer	16.70
23510 - Locksmith	27.51
23530 - Machinery Maintenance Mechanic	30.34
23550 - Machinist, Maintenance	26.03
23580 - Maintenance Trades Helper	16.61
23591 - Metrology Technician I	28.72
23592 - Metrology Technician II	30.19
23593 - Metrology Technician III	31.71
23640 - Millwright	29.01
23710 - Office Appliance Repairer	29.13
23760 - Painter, Maintenance	18.90
23790 - Pipefitter, Maintenance	33.52
23810 - Plumber, Maintenance	31.77
23820 - Pneudraulic Systems Mechanic	29.01
23850 - Rigger	29.01
23870 - Scale Mechanic	25.99

23890 - Sheet-Metal Worker, Maintenance	24.88
23910 - Small Engine Mechanic	25.99
23931 - Telecommunications Mechanic I	29.01
23932 - Telecommunications Mechanic II	30.49
23950 - Telephone Lineman	28.72
23960 - Welder, Combination, Maintenance	23.36
23965 - Well Driller	29.01
23970 - Woodcraft Worker	29.01
23980 - Woodworker	22.77
24000 - Personal Needs Occupations	
24550 - Case Manager	18.98
24570 - Child Care Attendant	13.76***
24580 - Child Care Center Clerk	17.16
24610 - Chore Aide	14.44***
24620 - Family Readiness And Support Services Coordinator	18.98
24630 - Homemaker	18.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.46
25040 - Sewage Plant Operator	28.88
25070 - Stationary Engineer	30.46
25190 - Ventilation Equipment Tender	22.36
25210 - Water Treatment Plant Operator	28.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.42
27007 - Baggage Inspector	14.70***
27008 - Corrections Officer	31.04
27010 - Court Security Officer	31.04
27030 - Detection Dog Handler	16.45
27040 - Detention Officer	31.04
27070 - Firefighter	31.04
27101 - Guard I	14.70***
27102 - Guard II	16.45
27131 - Police Officer I	34.17
27132 - Police Officer II	37.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.24
28042 - Carnival Equipment Repairer	18.44
28043 - Carnival Worker	13.51***
28210 - Gate Attendant/Gate Tender	17.93
28310 - Lifeguard	15.39***
28350 - Park Attendant (Aide)	20.05
28510 - Recreation Aide/Health Facility Attendant	14.64***
28515 - Recreation Specialist	24.85
28630 - Sports Official	15.97***

28690 - Swimming Pool Operator	21.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.99
29020 - Hatch Tender	25.99
29030 - Line Handler	25.99
29041 - Stevedore I	24.38
29042 - Stevedore II	27.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.26
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	18.90
30022 - Archeological Technician II	21.14
30023 - Archeological Technician III	26.20
30030 - Cartographic Technician	26.20
30040 - Civil Engineering Technician	31.33
30051 - Cryogenic Technician I	29.01
30052 - Cryogenic Technician II	32.05
30061 - Drafter/CAD Operator I	18.90
30062 - Drafter/CAD Operator II	21.14
30063 - Drafter/CAD Operator III	23.57
30064 - Drafter/CAD Operator IV	29.01
30081 - Engineering Technician I	16.84
30082 - Engineering Technician II	18.90
30083 - Engineering Technician III	21.14
30084 - Engineering Technician IV	26.20
30085 - Engineering Technician V	32.05
30086 - Engineering Technician VI	38.77
30090 - Environmental Technician	26.20
30095 - Evidence Control Specialist	26.20
30210 - Laboratory Technician	23.57
30221 - Latent Fingerprint Technician I	29.01
30222 - Latent Fingerprint Technician II	32.05
30240 - Mathematical Technician	26.20
30361 - Paralegal/Legal Assistant I	20.38
30362 - Paralegal/Legal Assistant II	25.24
30363 - Paralegal/Legal Assistant III	30.87
30364 - Paralegal/Legal Assistant IV	37.36
30375 - Petroleum Supply Specialist	32.05
30390 - Photo-Optics Technician	26.20
30395 - Radiation Control Technician	32.05
30461 - Technical Writer I	26.20
30462 - Technical Writer II	32.05
30463 - Technical Writer III	38.77
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	29.01
30502 - Weather Forecaster II	35.29
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.57
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.94***
31030 - Bus Driver	20.06
31043 - Driver Courier	17.53
31260 - Parking and Lot Attendant	14.37***
31290 - Shuttle Bus Driver	18.50
31310 - Taxi Driver	15.33***
31361 - Truckdriver, Light	18.74
31362 - Truckdriver, Medium	20.06
31363 - Truckdriver, Heavy	23.80
31364 - Truckdriver, Tractor-Trailer	23.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.94***
99050 - Desk Clerk	14.15***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.54
99252 - Laboratory Animal Caretaker II	17.69
99260 - Marketing Analyst	29.80
99310 - Mortician	26.22
99410 - Pest Controller	23.29
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	26.06
99711 - Recycling Specialist	30.56
99730 - Refuse Collector	23.94
99810 - Sales Clerk	14.27***
99820 - School Crossing Guard	15.94***
99830 - Survey Party Chief	34.03
99831 - Surveying Aide	21.38
99832 - Surveying Technician	29.10
99840 - Vending Machine Attendant	20.35
99841 - Vending Machine Repairer	24.83
99842 - Vending Machine Repairer Helper	20.35

\*\*\*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.

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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](http://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))."

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-5571
Daniel W. Simms		Revision No.: 19
Director		Date Of Last Revision: 12/27/2022

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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.

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If the contract is entered into on or		Executive Order 14026 generally applies to
after January 30, 2022, or the		the contract.
contract is renewed or extended (e.g.,		The contractor must pay all covered workers
an option is exercised) on or after		at least \$16.20 per hour (or the applicable
January 30, 2022:		wage rate listed on this wage
determination,		
		if it is higher) for all hours spent
		performing on the contract in 2023.

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If the contract was awarded on or		Executive Order 13658 generally applies to
between January 1, 2015 and January 29,		the contract.
2022, and the contract is not renewed		The contractor must pay all covered workers
or extended on or after January 30,		at least \$12.15 per hour (or the applicable
2022:		wage rate listed on this wage
determination,		
		if it is higher) for all hours spent
		performing on the contract in 2023.

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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon County of Jackson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.08
01012 - Accounting Clerk II		19.18
01013 - Accounting Clerk III		21.47
01020 - Administrative Assistant		30.45
01035 - Court Reporter		18.81
01041 - Customer Service Representative I		14.18***
01042 - Customer Service Representative II		15.47***
01043 - Customer Service Representative III		17.37
01051 - Data Entry Operator I		16.26
01052 - Data Entry Operator II		17.74
01060 - Dispatcher, Motor Vehicle		18.36
01070 - Document Preparation Clerk		14.97***
01090 - Duplicating Machine Operator		14.97***
01111 - General Clerk I		14.49***
01112 - General Clerk II		15.81***
01113 - General Clerk III		17.74
01120 - Housing Referral Assistant		20.97
01141 - Messenger Courier		16.31
01191 - Order Clerk I		14.12***
01192 - Order Clerk II		15.41***
01261 - Personnel Assistant (Employment) I		16.54
01262 - Personnel Assistant (Employment) II		18.50
01263 - Personnel Assistant (Employment) III		20.63
01270 - Production Control Clerk		19.36
01290 - Rental Clerk		15.24***
01300 - Scheduler, Maintenance		16.81
01311 - Secretary I		16.81

01312 - Secretary II	18.81
01313 - Secretary III	20.97
01320 - Service Order Dispatcher	16.41
01410 - Supply Technician	30.45
01420 - Survey Worker	18.20
01460 - Switchboard Operator/Receptionist	15.95***
01531 - Travel Clerk I	16.60
01532 - Travel Clerk II	17.95
01533 - Travel Clerk III	19.32
01611 - Word Processor I	14.98***
01612 - Word Processor II	16.81
01613 - Word Processor III	18.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.42
05010 - Automotive Electrician	21.29
05040 - Automotive Glass Installer	20.12
05070 - Automotive Worker	20.12
05110 - Mobile Equipment Servicer	17.63
05130 - Motor Equipment Metal Mechanic	22.46
05160 - Motor Equipment Metal Worker	20.12
05190 - Motor Vehicle Mechanic	22.46
05220 - Motor Vehicle Mechanic Helper	16.49
05250 - Motor Vehicle Upholstery Worker	18.87
05280 - Motor Vehicle Wrecker	20.12
05310 - Painter, Automotive	21.29
05340 - Radiator Repair Specialist	20.12
05370 - Tire Repairer	17.38
05400 - Transmission Repair Specialist	22.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.14***
07041 - Cook I	15.44***
07042 - Cook II	17.62
07070 - Dishwasher	13.58***
07130 - Food Service Worker	13.96***
07210 - Meat Cutter	18.98
07260 - Waiter/Waitress	13.38***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.75
09040 - Furniture Handler	13.62***
09080 - Furniture Refinisher	20.55
09090 - Furniture Refinisher Helper	15.92***
09110 - Furniture Repairer, Minor	18.22
09130 - Upholsterer	19.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.42***

11060 - Elevator Operator	14.41***
11090 - Gardener	21.68
11122 - Housekeeping Aide	14.41***
11150 - Janitor	14.41***
11210 - Laborer, Grounds Maintenance	17.29
11240 - Maid or Houseman	14.01***
11260 - Pruner	15.88***
11270 - Tractor Operator	20.28
11330 - Trail Maintenance Worker	17.29
11360 - Window Cleaner	15.98***
12000 - Health Occupations	
12010 - Ambulance Driver	25.33
12011 - Breath Alcohol Technician	25.33
12012 - Certified Occupational Therapist Assistant	34.76
12015 - Certified Physical Therapist Assistant	28.82
12020 - Dental Assistant	22.42
12025 - Dental Hygienist	46.00
12030 - EKG Technician	44.77
12035 - Electroneurodiagnostic Technologist	44.77
12040 - Emergency Medical Technician	25.33
12071 - Licensed Practical Nurse I	22.64
12072 - Licensed Practical Nurse II	25.33
12073 - Licensed Practical Nurse III	28.24
12100 - Medical Assistant	19.40
12130 - Medical Laboratory Technician	31.68
12160 - Medical Record Clerk	20.22
12190 - Medical Record Technician	22.63
12195 - Medical Transcriptionist	22.78
12210 - Nuclear Medicine Technologist	55.68
12221 - Nursing Assistant I	12.95***
12222 - Nursing Assistant II	14.56***
12223 - Nursing Assistant III	15.89***
12224 - Nursing Assistant IV	17.83
12235 - Optical Dispenser	18.22
12236 - Optical Technician	22.64
12250 - Pharmacy Technician	21.41
12280 - Phlebotomist	18.11
12305 - Radiologic Technologist	35.88
12311 - Registered Nurse I	25.67
12312 - Registered Nurse II	31.40
12313 - Registered Nurse II, Specialist	31.40
12314 - Registered Nurse III	41.15
12315 - Registered Nurse III, Anesthetist	41.15
12316 - Registered Nurse IV	45.53
12317 - Scheduler (Drug and Alcohol Testing)	31.39

12320 - Substance Abuse Treatment Counselor	24.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.54
13012 - Exhibits Specialist II	29.17
13013 - Exhibits Specialist III	35.68
13041 - Illustrator I	21.40
13042 - Illustrator II	26.52
13043 - Illustrator III	32.44
13047 - Librarian	32.30
13050 - Library Aide/Clerk	17.62
13054 - Library Information Technology Systems Administrator	29.16
13058 - Library Technician	21.37
13061 - Media Specialist I	21.04
13062 - Media Specialist II	23.54
13063 - Media Specialist III	26.26
13071 - Photographer I	19.76
13072 - Photographer II	22.11
13073 - Photographer III	27.38
13074 - Photographer IV	32.71
13075 - Photographer V	39.61
13090 - Technical Order Library Clerk	18.74
13110 - Video Teleconference Technician	22.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.81
14042 - Computer Operator II	18.81
14043 - Computer Operator III	20.98
14044 - Computer Operator IV	23.30
14045 - Computer Operator V	25.81
14071 - Computer Programmer I	(see 1) 21.78
14072 - Computer Programmer II	(see 1) 27.25
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.81
14160 - Personal Computer Support Technician	25.15
14170 - System Support Specialist	28.53
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.53
15020 - Aircrew Training Devices Instructor (Rated)	38.14
15030 - Air Crew Training Devices Instructor (Pilot)	45.73
15050 - Computer Based Training Specialist / Instructor	31.53
15060 - Educational Technologist	34.16

15070 - Flight Instructor (Pilot)	45.73
15080 - Graphic Artist	22.84
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.73
15086 - Maintenance Test Pilot, Rotary Wing	45.73
15088 - Non-Maintenance Test/Co-Pilot	45.73
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.69
15110 - Test Proctor	18.27
15120 - Tutor	18.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.41
16030 - Counter Attendant	16.41
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	16.41
16090 - Presser, Hand	16.41
16110 - Presser, Machine, Drycleaning	16.41
16130 - Presser, Machine, Shirts	16.41
16160 - Presser, Machine, Wearing Apparel, Laundry	16.41
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	17.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.47
19040 - Tool And Die Maker	32.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.16
21030 - Material Coordinator	19.36
21040 - Material Expediter	19.36
21050 - Material Handling Laborer	15.36***
21071 - Order Filler	16.36
21080 - Production Line Worker (Food Processing)	19.16
21110 - Shipping Packer	17.62
21130 - Shipping/Receiving Clerk	17.62
21140 - Store Worker I	14.48***
21150 - Stock Clerk	18.83
21210 - Tools And Parts Attendant	19.16
21410 - Warehouse Specialist	19.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.77
23019 - Aircraft Logs and Records Technician	24.60
23021 - Aircraft Mechanic I	29.28
23022 - Aircraft Mechanic II	30.77
23023 - Aircraft Mechanic III	32.32
23040 - Aircraft Mechanic Helper	21.50
23050 - Aircraft, Painter	27.76

23060 - Aircraft Servicer	24.60
23070 - Aircraft Survival Flight Equipment Technician	27.76
23080 - Aircraft Worker	26.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.28
23110 - Appliance Mechanic	26.47
23120 - Bicycle Repairer	21.92
23125 - Cable Splicer	27.92
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	25.01
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	25.25
23182 - Electronics Technician Maintenance II	26.73
23183 - Electronics Technician Maintenance III	28.19
23260 - Fabric Worker	23.45
23290 - Fire Alarm System Mechanic	27.92
23310 - Fire Extinguisher Repairer	21.92
23311 - Fuel Distribution System Mechanic	29.12
23312 - Fuel Distribution System Operator	22.86
23370 - General Maintenance Worker	18.23
23380 - Ground Support Equipment Mechanic	29.28
23381 - Ground Support Equipment Servicer	24.60
23382 - Ground Support Equipment Worker	26.23
23391 - Gunsmith I	21.92
23392 - Gunsmith II	25.01
23393 - Gunsmith III	27.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.91
23430 - Heavy Equipment Mechanic	27.31
23440 - Heavy Equipment Operator	26.71
23460 - Instrument Mechanic	27.92
23465 - Laboratory/Shelter Mechanic	26.47
23470 - Laborer	14.65***
23510 - Locksmith	26.47
23530 - Machinery Maintenance Mechanic	28.72
23550 - Machinist, Maintenance	23.05
23580 - Maintenance Trades Helper	16.32
23591 - Metrology Technician I	27.92
23592 - Metrology Technician II	29.35
23593 - Metrology Technician III	30.82
23640 - Millwright	27.92

23710 - Office Appliance Repairer	21.89
23760 - Painter, Maintenance	18.03
23790 - Pipefitter, Maintenance	36.95
23810 - Plumber, Maintenance	34.43
23820 - Pneudraulic Systems Mechanic	27.92
23850 - Rigger	27.92
23870 - Scale Mechanic	25.00
23890 - Sheet-Metal Worker, Maintenance	25.10
23910 - Small Engine Mechanic	25.01
23931 - Telecommunications Mechanic I	32.43
23932 - Telecommunications Mechanic II	34.08
23950 - Telephone Lineman	27.92
23960 - Welder, Combination, Maintenance	21.98
23965 - Well Driller	27.92
23970 - Woodcraft Worker	27.92
23980 - Woodworker	21.92
24000 - Personal Needs Occupations	
24550 - Case Manager	19.05
24570 - Child Care Attendant	14.01***
24580 - Child Care Center Clerk	17.47
24610 - Chore Aide	14.18***
24620 - Family Readiness And Support Services Coordinator	19.05
24630 - Homemaker	19.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.74
25040 - Sewage Plant Operator	29.86
25070 - Stationary Engineer	24.74
25190 - Ventilation Equipment Tender	18.29
25210 - Water Treatment Plant Operator	29.86
27000 - Protective Service Occupations	
27004 - Alarm Monitor	32.86
27007 - Baggage Inspector	15.32***
27008 - Corrections Officer	35.84
27010 - Court Security Officer	35.84
27030 - Detection Dog Handler	17.15
27040 - Detention Officer	35.84
27070 - Firefighter	35.84
27101 - Guard I	15.32***
27102 - Guard II	17.15
27131 - Police Officer I	35.94
27132 - Police Officer II	39.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.07
28042 - Carnival Equipment Repairer	18.25

28043 - Carnival Worker	13.37***
28210 - Gate Attendant/Gate Tender	17.60
28310 - Lifeguard	14.40***
28350 - Park Attendant (Aide)	19.68
28510 - Recreation Aide/Health Facility Attendant	14.37***
28515 - Recreation Specialist	24.39
28630 - Sports Official	15.68***
28690 - Swimming Pool Operator	20.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.01
29020 - Hatch Tender	25.01
29030 - Line Handler	25.01
29041 - Stevedore I	23.45
29042 - Stevedore II	26.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.26
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	18.68
30022 - Archeological Technician II	20.90
30023 - Archeological Technician III	25.90
30030 - Cartographic Technician	25.90
30040 - Civil Engineering Technician	34.89
30051 - Cryogenic Technician I	26.65
30052 - Cryogenic Technician II	29.44
30061 - Drafter/CAD Operator I	18.68
30062 - Drafter/CAD Operator II	20.90
30063 - Drafter/CAD Operator III	23.30
30064 - Drafter/CAD Operator IV	28.68
30081 - Engineering Technician I	15.92***
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	25.90
30095 - Evidence Control Specialist	24.06
30210 - Laboratory Technician	23.11
30221 - Latent Fingerprint Technician I	26.65
30222 - Latent Fingerprint Technician II	29.44
30240 - Mathematical Technician	25.90
30361 - Paralegal/Legal Assistant I	20.51
30362 - Paralegal/Legal Assistant II	25.40
30363 - Paralegal/Legal Assistant III	31.07
30364 - Paralegal/Legal Assistant IV	37.60

30375 - Petroleum Supply Specialist	29.44
30390 - Photo-Optics Technician	25.90
30395 - Radiation Control Technician	29.44
30461 - Technical Writer I	21.87
30462 - Technical Writer II	26.76
30463 - Technical Writer III	32.37
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	28.68
30502 - Weather Forecaster II	34.88
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.30
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	17.14
31030 - Bus Driver	23.01
31043 - Driver Courier	17.09
31260 - Parking and Lot Attendant	14.32***
31290 - Shuttle Bus Driver	16.44
31310 - Taxi Driver	15.33***
31361 - Truckdriver, Light	18.27
31362 - Truckdriver, Medium	19.55
31363 - Truckdriver, Heavy	23.17
31364 - Truckdriver, Tractor-Trailer	23.17
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.51***
99050 - Desk Clerk	13.68***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.13***
99252 - Laboratory Animal Caretaker II	17.25
99260 - Marketing Analyst	27.92
99310 - Mortician	26.22
99410 - Pest Controller	23.29
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	24.40
99711 - Recycling Specialist	28.62
99730 - Refuse Collector	22.42
99810 - Sales Clerk	14.01***
99820 - School Crossing Guard	15.72***

99830 - Survey Party Chief	26.13
99831 - Surveying Aide	16.41
99832 - Surveying Technician	22.34
99840 - Vending Machine Attendant	20.35
99841 - Vending Machine Repairer	24.83
99842 - Vending Machine Repairer Helper	20.35

\*\*\*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.

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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](http://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.: 2015-5563
Daniel W. Simms		Revision No.: 19
Director		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.

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If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$16.20 per hour (or the applicable
January 30, 2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2023.

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If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers

| or extended on or after January 30, | at least \$12.15 per hour (or the applicable  
 | |  
 | 2022: | 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](http://www.dol.gov/whd/govcontracts).

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill  
 Washington Counties of Clark, Skamania

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.20
01012 - Accounting Clerk II		20.43
01013 - Accounting Clerk III		22.85
01020 - Administrative Assistant		30.46
01035 - Court Reporter		20.65
01041 - Customer Service Representative I		15.49***
01042 - Customer Service Representative II		16.90
01043 - Customer Service Representative III		18.97
01051 - Data Entry Operator I		16.51
01052 - Data Entry Operator II		18.01
01060 - Dispatcher, Motor Vehicle		22.72
01070 - Document Preparation Clerk		19.14
01090 - Duplicating Machine Operator		19.14
01111 - General Clerk I		15.33***
01112 - General Clerk II		16.73
01113 - General Clerk III		18.78
01120 - Housing Referral Assistant		23.02
01141 - Messenger Courier		18.97

01191 - Order Clerk I	17.80
01192 - Order Clerk II	19.42
01261 - Personnel Assistant (Employment) I	18.23
01262 - Personnel Assistant (Employment) II	20.39
01263 - Personnel Assistant (Employment) III	22.73
01270 - Production Control Clerk	24.42
01290 - Rental Clerk	17.58
01300 - Scheduler, Maintenance	18.46
01311 - Secretary I	18.46
01312 - Secretary II	20.65
01313 - Secretary III	23.02
01320 - Service Order Dispatcher	20.31
01410 - Supply Technician	30.46
01420 - Survey Worker	22.58
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.88
01532 - Travel Clerk II	19.45
01533 - Travel Clerk III	20.93
01611 - Word Processor I	18.72
01612 - Word Processor II	21.02
01613 - Word Processor III	23.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	17.52
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.17***
07041 - Cook I	18.30
07042 - Cook II	20.80
07070 - Dishwasher	14.47***
07130 - Food Service Worker	15.29***
07210 - Meat Cutter	21.05
07260 - Waiter/Waitress	14.42***

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.44
09040 - Furniture Handler	11.96***
09080 - Furniture Refinisher	18.18
09090 - Furniture Refinisher Helper	14.02***
09110 - Furniture Repairer, Minor	16.10***
09130 - Upholsterer	18.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.47***
11060 - Elevator Operator	15.96***
11090 - Gardener	23.20
11122 - Housekeeping Aide	15.96***
11150 - Janitor	15.96***
11210 - Laborer, Grounds Maintenance	18.30
11240 - Maid or Houseman	15.73***
11260 - Pruner	16.71
11270 - Tractor Operator	21.60
11330 - Trail Maintenance Worker	18.30
11360 - Window Cleaner	17.48
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	26.37
12012 - Certified Occupational Therapist Assistant	30.67
12015 - Certified Physical Therapist Assistant	30.08
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	47.75
12030 - EKG Technician	40.66
12035 - Electroneurodiagnostic Technologist	40.66
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	23.57
12072 - Licensed Practical Nurse II	26.37
12073 - Licensed Practical Nurse III	29.40
12100 - Medical Assistant	22.86
12130 - Medical Laboratory Technician	31.21
12160 - Medical Record Clerk	22.65
12190 - Medical Record Technician	25.34
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	47.80
12221 - Nursing Assistant I	13.19***
12222 - Nursing Assistant II	14.82***
12223 - Nursing Assistant III	16.17***
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	24.64
12236 - Optical Technician	18.76
12250 - Pharmacy Technician	22.57

12280 - Phlebotomist	19.75	
12305 - Radiologic Technologist	38.78	
12311 - Registered Nurse I	29.04	
12312 - Registered Nurse II	35.53	
12313 - Registered Nurse II, Specialist	35.53	
12314 - Registered Nurse III	42.99	
12315 - Registered Nurse III, Anesthetist	42.99	
12316 - Registered Nurse IV	51.52	
12317 - Scheduler (Drug and Alcohol Testing)	32.68	
12320 - Substance Abuse Treatment Counselor	28.73	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	25.39	
13012 - Exhibits Specialist II	31.45	
13013 - Exhibits Specialist III	38.47	
13041 - Illustrator I	21.16	
13042 - Illustrator II	26.22	
13043 - Illustrator III	32.06	
13047 - Librarian	36.91	
13050 - Library Aide/Clerk	19.45	
13054 - Library Information Technology Systems Administrator	33.32	
13058 - Library Technician	22.89	
13061 - Media Specialist I	24.05	
13062 - Media Specialist II	26.79	
13063 - Media Specialist III	29.99	
13071 - Photographer I	17.74	
13072 - Photographer II	19.85	
13073 - Photographer III	24.59	
13074 - Photographer IV	30.08	
13075 - Photographer V	36.39	
13090 - Technical Order Library Clerk	24.42	
13110 - Video Teleconference Technician	22.94	
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.29	
14042 - Computer Operator II	21.58	
14043 - Computer Operator III	24.06	
14044 - Computer Operator IV	26.74	
14045 - Computer Operator V	29.61	
14071 - Computer Programmer I	(see 1)	26.09
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	19.29
14160 - Personal Computer Support Technician	26.74
14170 - System Support Specialist	29.61
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.48
15020 - Aircrew Training Devices Instructor (Rated)	40.50
15030 - Air Crew Training Devices Instructor (Pilot)	48.55
15050 - Computer Based Training Specialist / Instructor	33.48
15060 - Educational Technologist	43.19
15070 - Flight Instructor (Pilot)	48.55
15080 - Graphic Artist	27.75
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.55
15086 - Maintenance Test Pilot, Rotary Wing	48.55
15088 - Non-Maintenance Test/Co-Pilot	48.55
15090 - Technical Instructor	25.78
15095 - Technical Instructor/Course Developer	31.54
15110 - Test Proctor	20.81
15120 - Tutor	20.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.84***
16030 - Counter Attendant	15.84***
16040 - Dry Cleaner	18.09
16070 - Finisher, Flatwork, Machine	15.84***
16090 - Presser, Hand	15.84***
16110 - Presser, Machine, Drycleaning	15.84***
16130 - Presser, Machine, Shirts	15.84***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.84***
16190 - Sewing Machine Operator	18.84
16220 - Tailor	19.59
16250 - Washer, Machine	16.59
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.87
19040 - Tool And Die Maker	33.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.83
21030 - Material Coordinator	24.42
21040 - Material Expediter	24.42
21050 - Material Handling Laborer	18.18
21071 - Order Filler	17.70
21080 - Production Line Worker (Food Processing)	21.83
21110 - Shipping Packer	18.42
21130 - Shipping/Receiving Clerk	18.42
21140 - Store Worker I	15.26***
21150 - Stock Clerk	20.08
21210 - Tools And Parts Attendant	21.83

21410 - Warehouse Specialist	21.83
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.88
23019 - Aircraft Logs and Records Technician	26.15
23021 - Aircraft Mechanic I	31.20
23022 - Aircraft Mechanic II	32.88
23023 - Aircraft Mechanic III	34.56
23040 - Aircraft Mechanic Helper	22.76
23050 - Aircraft, Painter	29.52
23060 - Aircraft Servicer	26.15
23070 - Aircraft Survival Flight Equipment Technician	29.52
23080 - Aircraft Worker	27.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.20
23110 - Appliance Mechanic	20.17
23120 - Bicycle Repairer	16.63
23125 - Cable Splicer	48.15
23130 - Carpenter, Maintenance	28.45
23140 - Carpet Layer	24.00
23160 - Electrician, Maintenance	39.89
23181 - Electronics Technician Maintenance I	30.02
23182 - Electronics Technician Maintenance II	31.89
23183 - Electronics Technician Maintenance III	33.70
23260 - Fabric Worker	24.85
23290 - Fire Alarm System Mechanic	31.34
23310 - Fire Extinguisher Repairer	25.93
23311 - Fuel Distribution System Mechanic	34.94
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.60
23380 - Ground Support Equipment Mechanic	31.20
23381 - Ground Support Equipment Servicer	26.15
23382 - Ground Support Equipment Worker	27.81
23391 - Gunsmith I	25.93
23392 - Gunsmith II	29.46
23393 - Gunsmith III	33.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.72
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.27
23430 - Heavy Equipment Mechanic	30.36
23440 - Heavy Equipment Operator	30.93
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	31.31

23470 - Laborer	18.18
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	30.05
23550 - Machinist, Maintenance	25.34
23580 - Maintenance Trades Helper	17.87
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	32.03
23593 - Metrology Technician III	33.66
23640 - Millwright	34.09
23710 - Office Appliance Repairer	22.44
23760 - Painter, Maintenance	22.04
23790 - Pipefitter, Maintenance	41.99
23810 - Plumber, Maintenance	39.73
23820 - Pneudraulic Systems Mechanic	33.09
23850 - Rigger	34.33
23870 - Scale Mechanic	29.46
23890 - Sheet-Metal Worker, Maintenance	32.94
23910 - Small Engine Mechanic	19.74
23931 - Telecommunications Mechanic I	30.86
23932 - Telecommunications Mechanic II	32.53
23950 - Telephone Lineman	29.18
23960 - Welder, Combination, Maintenance	24.02
23965 - Well Driller	29.77
23970 - Woodcraft Worker	33.09
23980 - Woodworker	25.93
24000 - Personal Needs Occupations	
24550 - Case Manager	19.09
24570 - Child Care Attendant	15.73***
24580 - Child Care Center Clerk	19.62
24610 - Chore Aide	14.72***
24620 - Family Readiness And Support Services Coordinator	19.09
24630 - Homemaker	19.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.16
25040 - Sewage Plant Operator	33.02
25070 - Stationary Engineer	37.16
25190 - Ventilation Equipment Tender	27.11
25210 - Water Treatment Plant Operator	33.02
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.43
27007 - Baggage Inspector	15.11***
27008 - Corrections Officer	37.79
27010 - Court Security Officer	39.06
27030 - Detection Dog Handler	16.90

27040 - Detention Officer	37.79
27070 - Firefighter	41.34
27101 - Guard I	15.11***
27102 - Guard II	16.90
27131 - Police Officer I	35.94
27132 - Police Officer II	39.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.66
28042 - Carnival Equipment Repairer	20.04
28043 - Carnival Worker	14.44***
28210 - Gate Attendant/Gate Tender	21.23
28310 - Lifeguard	13.93***
28350 - Park Attendant (Aide)	23.75
28510 - Recreation Aide/Health Facility Attendant	17.34
28515 - Recreation Specialist	29.43
28630 - Sports Official	18.92
28690 - Swimming Pool Operator	22.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.38
29020 - Hatch Tender	32.38
29030 - Line Handler	32.38
29041 - Stevedore I	30.48
29042 - Stevedore II	34.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.45
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.53
30021 - Archeological Technician I	19.07
30022 - Archeological Technician II	21.33
30023 - Archeological Technician III	26.43
30030 - Cartographic Technician	26.43
30040 - Civil Engineering Technician	35.94
30051 - Cryogenic Technician I	29.27
30052 - Cryogenic Technician II	32.34
30061 - Drafter/CAD Operator I	19.07
30062 - Drafter/CAD Operator II	21.33
30063 - Drafter/CAD Operator III	23.78
30064 - Drafter/CAD Operator IV	29.27
30081 - Engineering Technician I	16.52
30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	20.74
30084 - Engineering Technician IV	25.76
30085 - Engineering Technician V	31.76
30086 - Engineering Technician VI	38.03
30090 - Environmental Technician	30.04

30095 - Evidence Control Specialist	26.43
30210 - Laboratory Technician	23.36
30221 - Latent Fingerprint Technician I	36.01
30222 - Latent Fingerprint Technician II	39.78
30240 - Mathematical Technician	34.09
30361 - Paralegal/Legal Assistant I	19.38
30362 - Paralegal/Legal Assistant II	24.01
30363 - Paralegal/Legal Assistant III	29.37
30364 - Paralegal/Legal Assistant IV	35.53
30375 - Petroleum Supply Specialist	32.34
30390 - Photo-Optics Technician	26.43
30395 - Radiation Control Technician	32.34
30461 - Technical Writer I	26.02
30462 - Technical Writer II	31.83
30463 - Technical Writer III	38.50
30491 - Unexploded Ordnance (UXO) Technician I	28.06
30492 - Unexploded Ordnance (UXO) Technician II	33.95
30493 - Unexploded Ordnance (UXO) Technician III	40.69
30494 - Unexploded (UXO) Safety Escort	28.06
30495 - Unexploded (UXO) Sweep Personnel	28.06
30501 - Weather Forecaster I	29.27
30502 - Weather Forecaster II	35.60
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.78
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.43
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.95
31020 - Bus Aide	19.98
31030 - Bus Driver	27.10
31043 - Driver Courier	17.41
31260 - Parking and Lot Attendant	14.58***
31290 - Shuttle Bus Driver	18.94
31310 - Taxi Driver	16.50
31361 - Truckdriver, Light	18.70
31362 - Truckdriver, Medium	20.00
31363 - Truckdriver, Heavy	25.99
31364 - Truckdriver, Tractor-Trailer	25.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.55
99030 - Cashier	14.36***
99050 - Desk Clerk	14.79***
99095 - Embalmer	29.76
99130 - Flight Follower	28.06
99251 - Laboratory Animal Caretaker I	17.06
99252 - Laboratory Animal Caretaker II	18.32

99260 - Marketing Analyst	36.18
99310 - Mortician	29.76
99410 - Pest Controller	21.98
99510 - Photofinishing Worker	24.28
99710 - Recycling Laborer	30.18
99711 - Recycling Specialist	35.63
99730 - Refuse Collector	27.57
99810 - Sales Clerk	14.76***
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	35.75
99831 - Surveying Aide	21.08
99832 - Surveying Technician	28.86
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	18.44

\*\*\*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.

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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](http://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



| performing on the contract in 2023.  
|

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| If the contract was awarded on or | Executive Order 13658 generally applies to  
| between January 1, 2015 and January 29, | the contract.  
| 2022, and the contract is not renewed | The contractor must pay all covered workers  
| or extended on or after January 30, | at least \$12.15 per hour (or the applicable  
| 2022: | wage rate listed on this wage  
determination, | if it is higher) for all hours spent  
| performing on the contract in 2023.  
|

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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](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla,  
Union, Wallowa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.87
01012 - Accounting Clerk II		18.94
01013 - Accounting Clerk III		21.20
01020 - Administrative Assistant		26.13
01035 - Court Reporter		18.59
01041 - Customer Service Representative I		13.91***
01042 - Customer Service Representative II		15.17***
01043 - Customer Service Representative III		17.03
01051 - Data Entry Operator I		16.32

01052 - Data Entry Operator II	17.80
01060 - Dispatcher, Motor Vehicle	18.77
01070 - Document Preparation Clerk	14.43***
01090 - Duplicating Machine Operator	14.43***
01111 - General Clerk I	14.23***
01112 - General Clerk II	15.53***
01113 - General Clerk III	17.43
01120 - Housing Referral Assistant	20.52
01141 - Messenger Courier	14.16***
01191 - Order Clerk I	15.05***
01192 - Order Clerk II	16.42
01261 - Personnel Assistant (Employment) I	17.21
01262 - Personnel Assistant (Employment) II	19.25
01263 - Personnel Assistant (Employment) III	21.47
01270 - Production Control Clerk	26.54
01290 - Rental Clerk	16.50
01300 - Scheduler, Maintenance	16.45
01311 - Secretary I	16.45
01312 - Secretary II	18.40
01313 - Secretary III	20.52
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	26.13
01420 - Survey Worker	17.74
01460 - Switchboard Operator/Receptionist	14.29***
01531 - Travel Clerk I	15.36***
01532 - Travel Clerk II	16.63
01533 - Travel Clerk III	17.88
01611 - Word Processor I	15.07***
01612 - Word Processor II	16.91
01613 - Word Processor III	18.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.42
05010 - Automotive Electrician	21.34
05040 - Automotive Glass Installer	20.03
05070 - Automotive Worker	20.03
05110 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal Mechanic	22.65
05160 - Motor Equipment Metal Worker	20.03
05190 - Motor Vehicle Mechanic	22.65
05220 - Motor Vehicle Mechanic Helper	16.30
05250 - Motor Vehicle Upholstery Worker	18.70
05280 - Motor Vehicle Wrecker	20.03
05310 - Painter, Automotive	21.34
05340 - Radiator Repair Specialist	20.03
05370 - Tire Repairer	16.82

05400 - Transmission Repair Specialist	22.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	14.38***
07042 - Cook II	16.57
07070 - Dishwasher	13.14***
07130 - Food Service Worker	13.56***
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	13.21***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.80***
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.79
09110 - Furniture Repairer, Minor	20.65
09130 - Upholsterer	23.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.59
11060 - Elevator Operator	16.59
11090 - Gardener	22.02
11122 - Housekeeping Aide	16.03***
11150 - Janitor	16.03***
11210 - Laborer, Grounds Maintenance	16.92
11240 - Maid or Houseman	13.66***
11260 - Pruner	15.44***
11270 - Tractor Operator	20.35
11330 - Trail Maintenance Worker	16.92
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	18.61
12011 - Breath Alcohol Technician	25.64
12012 - Certified Occupational Therapist Assistant	35.16
12015 - Certified Physical Therapist Assistant	30.98
12020 - Dental Assistant	20.26
12025 - Dental Hygienist	43.92
12030 - EKG Technician	38.83
12035 - Electroneurodiagnostic Technologist	38.83
12040 - Emergency Medical Technician	18.61
12071 - Licensed Practical Nurse I	22.90
12072 - Licensed Practical Nurse II	25.64
12073 - Licensed Practical Nurse III	28.58
12100 - Medical Assistant	18.11
12130 - Medical Laboratory Technician	28.00
12160 - Medical Record Clerk	20.18
12190 - Medical Record Technician	22.57

12195 - Medical Transcriptionist	22.90
12210 - Nuclear Medicine Technologist	56.32
12221 - Nursing Assistant I	12.47***
12222 - Nursing Assistant II	14.02***
12223 - Nursing Assistant III	15.30***
12224 - Nursing Assistant IV	17.17
12235 - Optical Dispenser	17.61
12236 - Optical Technician	22.90
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	17.57
12305 - Radiologic Technologist	36.90
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	31.39
12320 - Substance Abuse Treatment Counselor	24.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.38
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.90
13041 - Illustrator I	20.38
13042 - Illustrator II	25.26
13043 - Illustrator III	30.90
13047 - Librarian	27.96
13050 - Library Aide/Clerk	14.18***
13054 - Library Information Technology Systems Administrator	25.26
13058 - Library Technician	18.10
13061 - Media Specialist I	18.22
13062 - Media Specialist II	20.40
13063 - Media Specialist III	22.73
13071 - Photographer I	16.41
13072 - Photographer II	18.36
13073 - Photographer III	22.74
13074 - Photographer IV	27.81
13075 - Photographer V	33.65
13090 - Technical Order Library Clerk	17.16
13110 - Video Teleconference Technician	17.69
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.54
14042 - Computer Operator II	26.33
14043 - Computer Operator III	29.38

14044 - Computer Operator IV	32.65
14045 - Computer Operator V	36.15
14071 - Computer Programmer I	(see 1) 22.85
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	23.54
14160 - Personal Computer Support Technician	32.65
14170 - System Support Specialist	36.15
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.62
15020 - Aircrew Training Devices Instructor (Rated)	37.04
15030 - Air Crew Training Devices Instructor (Pilot)	44.39
15050 - Computer Based Training Specialist / Instructor	30.62
15060 - Educational Technologist	37.11
15070 - Flight Instructor (Pilot)	44.39
15080 - Graphic Artist	31.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.39
15086 - Maintenance Test Pilot, Rotary Wing	44.39
15088 - Non-Maintenance Test/Co-Pilot	44.39
15090 - Technical Instructor	28.36
15095 - Technical Instructor/Course Developer	32.54
15110 - Test Proctor	21.49
15120 - Tutor	21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.41
16030 - Counter Attendant	16.41
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	16.41
16090 - Presser, Hand	16.41
16110 - Presser, Machine, Drycleaning	16.41
16130 - Presser, Machine, Shirts	16.41
16160 - Presser, Machine, Wearing Apparel, Laundry	16.41
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	17.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.99
19040 - Tool And Die Maker	32.15
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.45
21030 - Material Coordinator	26.54

21040 - Material Expediter	26.54
21050 - Material Handling Laborer	16.83
21071 - Order Filler	14.81***
21080 - Production Line Worker (Food Processing)	21.45
21110 - Shipping Packer	18.50
21130 - Shipping/Receiving Clerk	18.50
21140 - Store Worker I	15.09***
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	21.45
21410 - Warehouse Specialist	21.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.07
23019 - Aircraft Logs and Records Technician	22.78
23021 - Aircraft Mechanic I	27.59
23022 - Aircraft Mechanic II	29.07
23023 - Aircraft Mechanic III	30.67
23040 - Aircraft Mechanic Helper	19.57
23050 - Aircraft, Painter	25.99
23060 - Aircraft Servicer	22.78
23070 - Aircraft Survival Flight Equipment Technician	25.99
23080 - Aircraft Worker	24.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.59
23110 - Appliance Mechanic	25.99
23120 - Bicycle Repairer	21.17
23125 - Cable Splicer	47.46
23130 - Carpenter, Maintenance	25.76
23140 - Carpet Layer	24.40
23160 - Electrician, Maintenance	36.23
23181 - Electronics Technician Maintenance I	29.83
23182 - Electronics Technician Maintenance II	31.80
23183 - Electronics Technician Maintenance III	33.74
23260 - Fabric Worker	22.78
23290 - Fire Alarm System Mechanic	27.59
23310 - Fire Extinguisher Repairer	21.17
23311 - Fuel Distribution System Mechanic	27.59
23312 - Fuel Distribution System Operator	21.17
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	27.59
23381 - Ground Support Equipment Servicer	22.78
23382 - Ground Support Equipment Worker	24.40
23391 - Gunsmith I	21.17
23392 - Gunsmith II	24.40

23393 - Gunsmith III	27.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.60
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.14
23430 - Heavy Equipment Mechanic	29.68
23440 - Heavy Equipment Operator	23.92
23460 - Instrument Mechanic	27.59
23465 - Laboratory/Shelter Mechanic	25.99
23470 - Laborer	16.83
23510 - Locksmith	25.99
23530 - Machinery Maintenance Mechanic	29.14
23550 - Machinist, Maintenance	24.87
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	27.59
23592 - Metrology Technician II	29.07
23593 - Metrology Technician III	30.67
23640 - Millwright	30.04
23710 - Office Appliance Repairer	25.99
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	30.04
23810 - Plumber, Maintenance	28.30
23820 - Pneudraulic Systems Mechanic	27.59
23850 - Rigger	27.59
23870 - Scale Mechanic	24.40
23890 - Sheet-Metal Worker, Maintenance	27.79
23910 - Small Engine Mechanic	25.15
23931 - Telecommunications Mechanic I	30.82
23932 - Telecommunications Mechanic II	32.47
23950 - Telephone Lineman	27.45
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	27.59
23970 - Woodcraft Worker	27.59
23980 - Woodworker	21.17
24000 - Personal Needs Occupations	
24550 - Case Manager	18.99
24570 - Child Care Attendant	13.63***
24580 - Child Care Center Clerk	17.00
24610 - Chore Aide	13.63***
24620 - Family Readiness And Support Services Coordinator	18.99
24630 - Homemaker	18.99
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.45
25040 - Sewage Plant Operator	23.87

25070 - Stationary Engineer	27.45
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.06
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	35.05
27010 - Court Security Officer	26.65
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	35.05
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	33.12
27132 - Police Officer II	36.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.25
28042 - Carnival Equipment Repairer	19.74
28043 - Carnival Worker	13.87***
28210 - Gate Attendant/Gate Tender	17.44
28310 - Lifeguard	15.54***
28350 - Park Attendant (Aide)	19.51
28510 - Recreation Aide/Health Facility Attendant	14.24***
28515 - Recreation Specialist	24.17
28630 - Sports Official	15.54***
28690 - Swimming Pool Operator	24.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81
29041 - Stevedore I	25.82
29042 - Stevedore II	29.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.26
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	16.14***
30022 - Archeological Technician II	18.43
30023 - Archeological Technician III	24.07
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	36.30
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	16.14***
30062 - Drafter/CAD Operator II	18.43

30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	24.77
30081 - Engineering Technician I	16.35
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.43
30085 - Engineering Technician V	31.11
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	22.34
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	23.90
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	22.36
30361 - Paralegal/Legal Assistant I	18.56
30362 - Paralegal/Legal Assistant II	22.98
30363 - Paralegal/Legal Assistant III	28.11
30364 - Paralegal/Legal Assistant IV	34.02
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	22.36
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	22.20
30462 - Technical Writer II	27.15
30463 - Technical Writer III	32.85
30491 - Unexploded Ordnance (UXO) 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	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.55
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 20.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.94***
31030 - Bus Driver	19.53
31043 - Driver Courier	16.77
31260 - Parking and Lot Attendant	14.00***
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	16.58
31361 - Truckdriver, Light	18.15
31362 - Truckdriver, Medium	19.53
31363 - Truckdriver, Heavy	22.83

31364 - Truckdriver, Tractor-Trailer	22.83
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	13.15***
99050 - Desk Clerk	13.63***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.04***
99252 - Laboratory Animal Caretaker II	15.19***
99260 - Marketing Analyst	24.80
99310 - Mortician	26.22
99410 - Pest Controller	24.28
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	24.72
99711 - Recycling Specialist	29.74
99730 - Refuse Collector	22.20
99810 - Sales Clerk	13.65***
99820 - School Crossing Guard	19.38
99830 - Survey Party Chief	25.39
99831 - Surveying Aide	15.95***
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	20.86
99841 - Vending Machine Repairer	26.00
99842 - Vending Machine Repairer Helper	20.86

\*\*\*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.

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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](http://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, 4 weeks after 10 years, and 5 weeks after 20 years.

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

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

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

1) COMPUTER EMPLOYEES: 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))."