

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-4595 Revision No.: 22 Date Of Last Revision: 12/27/2022	

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Alabama

Area: Alabama Counties of Lawrence, Morgan

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	15.94***
01012 - Accounting Clerk II	17.89
01013 - Accounting Clerk III	20.01
01020 - Administrative Assistant	29.63
01035 - Court Reporter	19.85
01041 - Customer Service Representative I	14.17***
01042 - Customer Service Representative II	15.46***
01043 - Customer Service Representative III	17.35
01051 - Data Entry Operator I	13.38***
01052 - Data Entry Operator II	14.60***
01060 - Dispatcher, Motor Vehicle	23.49
01070 - Document Preparation Clerk	15.81***
01090 - Duplicating Machine Operator	15.81***
01111 - General Clerk I	12.42***
01112 - General Clerk II	13.55***
01113 - General Clerk III	15.21***
01120 - Housing Referral Assistant	22.13
01141 - Messenger Courier	12.89***
01191 - Order Clerk I	14.49***
01192 - Order Clerk II	15.81***
01261 - Personnel Assistant (Employment) I	17.74
01262 - Personnel Assistant (Employment) II	19.85
01263 - Personnel Assistant (Employment) III	22.13
01270 - Production Control Clerk	28.77
01290 - Rental Clerk	12.97***
01300 - Scheduler, Maintenance	17.74
01311 - Secretary I	17.74
01312 - Secretary II	19.85
01313 - Secretary III	22.13
01320 - Service Order Dispatcher	21.01
01410 - Supply Technician	29.63
01420 - Survey Worker	18.88
01460 - Switchboard Operator/Receptionist	13.71***
01531 - Travel Clerk I	12.66***
01532 - Travel Clerk II	13.54***
01533 - Travel Clerk III	14.29***
01611 - Word Processor I	15.81***
01612 - Word Processor II	17.74
01613 - Word Processor III	19.85
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.88
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08***
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	19.38
05220 - Motor Vehicle Mechanic Helper	14.88***

05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter, Automotive	18.52
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	14.85***
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.47***
07041 - Cook I	9.90***
07042 - Cook II	10.94***
07070 - Dishwasher	10.27***
07130 - Food Service Worker	9.47***
07210 - Meat Cutter	15.05***
07260 - Waiter/Waitress	8.89***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.95
09040 - Furniture Handler	15.00***
09080 - Furniture Refinisher	19.95
09090 - Furniture Refinisher Helper	17.44
09110 - Furniture Repairer, Minor	19.34
09130 - Upholsterer	19.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.50***
11060 - Elevator Operator	13.50***
11090 - Gardener	17.67
11122 - Housekeeping Aide	11.68***
11150 - Janitor	11.68***
11210 - Laborer, Grounds Maintenance	14.22***
11240 - Maid or Houseman	10.14***
11260 - Pruner	12.85***
11270 - Tractor Operator	16.55
11330 - Trail Maintenance Worker	14.22***
11360 - Window Cleaner	12.93***
12000 - Health Occupations	
12010 - Ambulance Driver	17.58
12011 - Breath Alcohol Technician	18.68
12012 - Certified Occupational Therapist Assistant	25.63
12015 - Certified Physical Therapist Assistant	29.89
12020 - Dental Assistant	17.50
12025 - Dental Hygienist	24.32
12030 - EKG Technician	28.31
12035 - Electroneurodiagnostic Technologist	28.31
12040 - Emergency Medical Technician	17.58
12071 - Licensed Practical Nurse I	16.70
12072 - Licensed Practical Nurse II	18.68
12073 - Licensed Practical Nurse III	20.83
12100 - Medical Assistant	14.44***
12130 - Medical Laboratory Technician	18.71
12160 - Medical Record Clerk	15.37***

12190 - Medical Record Technician	17.20
12195 - Medical Transcriptionist	16.70
12210 - Nuclear Medicine Technologist	41.06
12221 - Nursing Assistant I	11.50***
12222 - Nursing Assistant II	12.94***
12223 - Nursing Assistant III	14.12***
12224 - Nursing Assistant IV	15.84***
12235 - Optical Dispenser	18.68
12236 - Optical Technician	16.70
12250 - Pharmacy Technician	14.48***
12280 - Phlebotomist	15.69***
12305 - Radiologic Technologist	26.35
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.10
12313 - Registered Nurse II, Specialist	30.10
12314 - Registered Nurse III	36.41
12315 - Registered Nurse III, Anesthetist	36.41
12316 - Registered Nurse IV	43.64
12317 - Scheduler (Drug and Alcohol Testing)	23.15
12320 - Substance Abuse Treatment Counselor	22.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.44
13012 - Exhibits Specialist II	26.57
13013 - Exhibits Specialist III	32.50
13041 - Illustrator I	21.44
13042 - Illustrator II	26.57
13043 - Illustrator III	32.50
13047 - Librarian	29.42
13050 - Library Aide/Clerk	17.08
13054 - Library Information Technology Systems Administrator	26.57
13058 - Library Technician	21.44
13061 - Media Specialist I	19.17
13062 - Media Specialist II	21.44
13063 - Media Specialist III	23.90
13071 - Photographer I	19.17
13072 - Photographer II	21.44
13073 - Photographer III	26.57
13074 - Photographer IV	32.50
13075 - Photographer V	39.31
13090 - Technical Order Library Clerk	19.07
13110 - Video Teleconference Technician	19.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.55***
14042 - Computer Operator II	19.13
14043 - Computer Operator III	20.49
14044 - Computer Operator IV	26.16
14045 - Computer Operator V	27.62
14071 - Computer Programmer I	25.00

(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		15.55***
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.33
15020 - Aircrew Training Devices Instructor (Rated)		37.90
15030 - Air Crew Training Devices Instructor (Pilot)		45.43
15050 - Computer Based Training Specialist / Instructor		31.33
15060 - Educational Technologist		31.33
15070 - Flight Instructor (Pilot)		45.43
15080 - Graphic Artist		35.44
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.43
15086 - Maintenance Test Pilot, Rotary Wing		45.43
15088 - Non-Maintenance Test/Co-Pilot		45.43
15090 - Technical Instructor		36.86
15095 - Technical Instructor/Course Developer		45.03
15110 - Test Proctor		31.74
15120 - Tutor		31.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.04***
16030 - Counter Attendant		10.04***
16040 - Dry Cleaner		12.61***
16070 - Finisher, Flatwork, Machine		10.04***
16090 - Presser, Hand		10.04***
16110 - Presser, Machine, Drycleaning		10.04***
16130 - Presser, Machine, Shirts		10.04***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.04***
16190 - Sewing Machine Operator		13.32***
16220 - Tailor		14.04***
16250 - Washer, Machine		10.88***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.44
19040 - Tool And Die Maker		29.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.30
21030 - Material Coordinator		28.77
21040 - Material Expediter		28.77
21050 - Material Handling Laborer		12.88***
21071 - Order Filler		13.45***
21080 - Production Line Worker (Food Processing)		16.30
21110 - Shipping Packer		17.28
21130 - Shipping/Receiving Clerk		17.28
21140 - Store Worker I		14.25***

21150 - Stock Clerk	19.29
21210 - Tools And Parts Attendant	16.30
21410 - Warehouse Specialist	16.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.87
23019 - Aircraft Logs and Records Technician	20.56
23021 - Aircraft Mechanic I	23.85
23022 - Aircraft Mechanic II	24.87
23023 - Aircraft Mechanic III	25.85
23040 - Aircraft Mechanic Helper	18.31
23050 - Aircraft, Painter	22.79
23060 - Aircraft Servicer	20.56
23070 - Aircraft Survival Flight Equipment Technician	22.79
23080 - Aircraft Worker	21.60
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.85
23110 - Appliance Mechanic	22.79
23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	27.90
23130 - Carpenter, Maintenance	22.02
23140 - Carpet Layer	21.60
23160 - Electrician, Maintenance	23.21
23181 - Electronics Technician Maintenance I	28.46
23182 - Electronics Technician Maintenance II	31.71
23183 - Electronics Technician Maintenance III	33.53
23260 - Fabric Worker	20.56
23290 - Fire Alarm System Mechanic	23.85
23310 - Fire Extinguisher Repairer	19.55
23311 - Fuel Distribution System Mechanic	23.85
23312 - Fuel Distribution System Operator	19.55
23370 - General Maintenance Worker	19.41
23380 - Ground Support Equipment Mechanic	23.85
23381 - Ground Support Equipment Servicer	20.56
23382 - Ground Support Equipment Worker	21.60
23391 - Gunsmith I	19.55
23392 - Gunsmith II	21.60
23393 - Gunsmith III	23.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.69
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.67
23430 - Heavy Equipment Mechanic	24.83
23440 - Heavy Equipment Operator	19.66
23460 - Instrument Mechanic	23.85
23465 - Laboratory/Shelter Mechanic	22.79
23470 - Laborer	12.88***
23510 - Locksmith	22.79

23530 - Machinery Maintenance Mechanic	31.04
23550 - Machinist, Maintenance	26.47
23580 - Maintenance Trades Helper	17.18
23591 - Metrology Technician I	23.85
23592 - Metrology Technician II	24.87
23593 - Metrology Technician III	25.85
23640 - Millwright	25.01
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	21.45
23790 - Pipefitter, Maintenance	24.52
23810 - Plumber, Maintenance	23.44
23820 - Pneudraulic Systems Mechanic	23.85
23850 - Rigger	23.85
23870 - Scale Mechanic	21.60
23890 - Sheet-Metal Worker, Maintenance	21.74
23910 - Small Engine Mechanic	21.60
23931 - Telecommunications Mechanic I	28.21
23932 - Telecommunications Mechanic II	29.43
23950 - Telephone Lineman	23.04
23960 - Welder, Combination, Maintenance	22.61
23965 - Well Driller	23.85
23970 - Woodcraft Worker	23.85
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.26***
24570 - Child Care Attendant	9.00***
24580 - Child Care Center Clerk	11.96***
24610 - Chore Aide	10.60***
24620 - Family Readiness And Support Services Coordinator	15.26***
24630 - Homemaker	15.26***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.93
25040 - Sewage Plant Operator	24.78
25070 - Stationary Engineer	25.93
25190 - Ventilation Equipment Tender	19.90
25210 - Water Treatment Plant Operator	24.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.11
27007 - Baggage Inspector	18.85
27008 - Corrections Officer	15.28***
27010 - Court Security Officer	19.00
27030 - Detection Dog Handler	21.82
27040 - Detention Officer	15.28***
27070 - Firefighter	22.39
27101 - Guard I	18.85
27102 - Guard II	21.82
27131 - Police Officer I	20.99
27132 - Police Officer II	23.32

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.23***
28042 - Carnival Equipment Repairer	12.85***
28043 - Carnival Worker	10.14***
28210 - Gate Attendant/Gate Tender	18.19
28310 - Lifeguard	16.21
28350 - Park Attendant (Aide)	20.35
28510 - Recreation Aide/Health Facility Attendant	14.86***
28515 - Recreation Specialist	24.83
28630 - Sports Official	16.21
28690 - Swimming Pool Operator	20.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.42
29020 - Hatch Tender	21.42
29030 - Line Handler	21.42
29041 - Stevedore I	20.45
29042 - Stevedore II	22.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.49
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.48
30021 - Archeological Technician I	18.60
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	25.48
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	22.83
30051 - Cryogenic Technician I	28.00
30052 - Cryogenic Technician II	30.93
30061 - Drafter/CAD Operator I	18.60
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	23.21
30064 - Drafter/CAD Operator IV	28.55
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.24
30083 - Engineering Technician III	21.00
30084 - Engineering Technician IV	28.62
30085 - Engineering Technician V	33.81
30086 - Engineering Technician VI	40.89
30090 - Environmental Technician	25.48
30095 - Evidence Control Specialist	24.59
30210 - Laboratory Technician	30.47
30221 - Latent Fingerprint Technician I	28.00
30222 - Latent Fingerprint Technician II	30.93
30240 - Mathematical Technician	25.48
30361 - Paralegal/Legal Assistant I	18.80
30362 - Paralegal/Legal Assistant II	23.29
30363 - Paralegal/Legal Assistant III	28.49
30364 - Paralegal/Legal Assistant IV	34.48
30375 - Petroleum Supply Specialist	30.07

30390 - Photo-Optics Technician	25.48
30395 - Radiation Control Technician	30.07
30461 - Technical Writer I	24.59
30462 - Technical Writer II	30.07
30463 - Technical Writer III	36.38
30491 - Unexploded Ordnance (UXO) Technician I	27.18
30492 - Unexploded Ordnance (UXO) Technician II	32.89
30493 - Unexploded Ordnance (UXO) Technician III	39.42
30494 - Unexploded (UXO) Safety Escort	27.18
30495 - Unexploded (UXO) Sweep Personnel	27.18
30501 - Weather Forecaster I	28.00
30502 - Weather Forecaster II	34.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.21
30621 - Weather Observer, Senior	(see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.89
31020 - Bus Aide	14.98***
31030 - Bus Driver	19.60
31043 - Driver Courier	16.46
31260 - Parking and Lot Attendant	13.54***
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	14.51***
31361 - Truckdriver, Light	17.88
31362 - Truckdriver, Medium	18.50
31363 - Truckdriver, Heavy	23.72
31364 - Truckdriver, Tractor-Trailer	23.72
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.03***
99030 - Cashier	10.88***
99050 - Desk Clerk	10.62***
99095 - Embalmer	27.18
99130 - Flight Follower	27.18
99251 - Laboratory Animal Caretaker I	15.26***
99252 - Laboratory Animal Caretaker II	21.09
99260 - Marketing Analyst	31.89
99310 - Mortician	27.18
99410 - Pest Controller	21.05
99510 - Photofinishing Worker	14.28***
99710 - Recycling Laborer	19.43
99711 - Recycling Specialist	22.63
99730 - Refuse Collector	17.56
99810 - Sales Clerk	11.63***
99820 - School Crossing Guard	15.91***
99830 - Survey Party Chief	21.28
99831 - Surveying Aide	13.11***
99832 - Surveying Technician	17.94
99840 - Vending Machine Attendant	20.50
99841 - Vending Machine Repairer	24.19

99842 - Vending Machine Repairer Helper

20.50

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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))."

"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.: 2015-4667 Revision No.: 22 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director		Division of Wage Determinations

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Tennessee

Area: Tennessee Counties of Monroe, Sevier

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	14.64***
01012 - Accounting Clerk II	16.44
01013 - Accounting Clerk III	18.38
01020 - Administrative Assistant	23.35
01035 - Court Reporter	18.11
01041 - Customer Service Representative I	13.68***
01042 - Customer Service Representative II	14.93***
01043 - Customer Service Representative III	16.76
01051 - Data Entry Operator I	13.12***
01052 - Data Entry Operator II	14.32***
01060 - Dispatcher, Motor Vehicle	18.05
01070 - Document Preparation Clerk	13.60***
01090 - Duplicating Machine Operator	13.60***
01111 - General Clerk I	12.75***
01112 - General Clerk II	13.91***
01113 - General Clerk III	15.62***
01120 - Housing Referral Assistant	20.19
01141 - Messenger Courier	11.76***
01191 - Order Clerk I	13.56***
01192 - Order Clerk II	14.79***
01261 - Personnel Assistant (Employment) I	16.74
01262 - Personnel Assistant (Employment) II	18.72
01263 - Personnel Assistant (Employment) III	20.86
01270 - Production Control Clerk	20.47
01290 - Rental Clerk	13.42***
01300 - Scheduler, Maintenance	16.31
01311 - Secretary I	16.31
01312 - Secretary II	18.11
01313 - Secretary III	20.19
01320 - Service Order Dispatcher	16.13***
01410 - Supply Technician	23.35
01420 - Survey Worker	18.11
01460 - Switchboard Operator/Receptionist	13.50***
01531 - Travel Clerk I	13.77***
01532 - Travel Clerk II	14.73***
01533 - Travel Clerk III	15.67***
01611 - Word Processor I	14.42***
01612 - Word Processor II	16.20
01613 - Word Processor III	18.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.69
05010 - Automotive Electrician	17.00
05040 - Automotive Glass Installer	16.13***
05070 - Automotive Worker	16.13***
05110 - Mobile Equipment Servicer	14.28***
05130 - Motor Equipment Metal Mechanic	17.90
05160 - Motor Equipment Metal Worker	16.13***
05190 - Motor Vehicle Mechanic	17.90
05220 - Motor Vehicle Mechanic Helper	13.37***

05250 - Motor Vehicle Upholstery Worker	15.16***
05280 - Motor Vehicle Wrecker	16.13***
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	16.13***
05370 - Tire Repairer	15.29***
05400 - Transmission Repair Specialist	17.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.60***
07041 - Cook I	13.32***
07042 - Cook II	15.04***
07070 - Dishwasher	11.20***
07130 - Food Service Worker	10.50***
07210 - Meat Cutter	17.94
07260 - Waiter/Waitress	8.84***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.61
09040 - Furniture Handler	12.42***
09080 - Furniture Refinisher	18.63
09090 - Furniture Refinisher Helper	14.65***
09110 - Furniture Repairer, Minor	16.62
09130 - Upholsterer	18.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.24***
11060 - Elevator Operator	12.58***
11090 - Gardener	17.36
11122 - Housekeeping Aide	11.44***
11150 - Janitor	11.44***
11210 - Laborer, Grounds Maintenance	13.77***
11240 - Maid or Houseman	11.43***
11260 - Pruner	12.56***
11270 - Tractor Operator	16.25
11330 - Trail Maintenance Worker	13.77***
11360 - Window Cleaner	12.55***
12000 - Health Occupations	
12010 - Ambulance Driver	16.89
12011 - Breath Alcohol Technician	18.39
12012 - Certified Occupational Therapist Assistant	28.15
12015 - Certified Physical Therapist Assistant	29.78
12020 - Dental Assistant	20.13
12025 - Dental Hygienist	37.39
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	27.85
12040 - Emergency Medical Technician	16.89
12071 - Licensed Practical Nurse I	16.43
12072 - Licensed Practical Nurse II	18.39
12073 - Licensed Practical Nurse III	20.49
12100 - Medical Assistant	14.38***
12130 - Medical Laboratory Technician	23.22
12160 - Medical Record Clerk	14.53***

12190 - Medical Record Technician	18.02
12195 - Medical Transcriptionist	16.43
12210 - Nuclear Medicine Technologist	40.36
12221 - Nursing Assistant I	12.16***
12222 - Nursing Assistant II	13.68***
12223 - Nursing Assistant III	14.93***
12224 - Nursing Assistant IV	16.76
12235 - Optical Dispenser	17.35
12236 - Optical Technician	16.43
12250 - Pharmacy Technician	16.82
12280 - Phlebotomist	14.47***
12305 - Radiologic Technologist	24.16
12311 - Registered Nurse I	23.71
12312 - Registered Nurse II	29.00
12313 - Registered Nurse II, Specialist	29.00
12314 - Registered Nurse III	35.09
12315 - Registered Nurse III, Anesthetist	35.09
12316 - Registered Nurse IV	42.06
12317 - Scheduler (Drug and Alcohol Testing)	22.77
12320 - Substance Abuse Treatment Counselor	17.99
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.16
13012 - Exhibits Specialist II	24.97
13013 - Exhibits Specialist III	30.54
13041 - Illustrator I	20.16
13042 - Illustrator II	24.97
13043 - Illustrator III	30.54
13047 - Librarian	27.65
13050 - Library Aide/Clerk	13.81***
13054 - Library Information Technology Systems Administrator	24.97
13058 - Library Technician	13.65***
13061 - Media Specialist I	18.02
13062 - Media Specialist II	20.16
13063 - Media Specialist III	22.46
13071 - Photographer I	15.35***
13072 - Photographer II	17.17
13073 - Photographer III	21.27
13074 - Photographer IV	26.03
13075 - Photographer V	31.48
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	21.41
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.77***
14042 - Computer Operator II	17.64
14043 - Computer Operator III	19.67
14044 - Computer Operator IV	21.86
14045 - Computer Operator V	24.20
14071 - Computer Programmer I	22.54

(see 1)

14072 - Computer Programmer II	(see 1)	25.40
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.77***
14160 - Personal Computer Support Technician		21.86
14170 - System Support Specialist		25.32
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.92
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		31.53
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		20.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.25
15086 - Maintenance Test Pilot, Rotary Wing		44.25
15088 - Non-Maintenance Test/Co-Pilot		44.25
15090 - Technical Instructor		25.74
15095 - Technical Instructor/Course Developer		33.69
15110 - Test Proctor		22.24
15120 - Tutor		22.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.50***
16030 - Counter Attendant		10.50***
16040 - Dry Cleaner		12.97***
16070 - Finisher, Flatwork, Machine		10.50***
16090 - Presser, Hand		10.50***
16110 - Presser, Machine, Drycleaning		10.50***
16130 - Presser, Machine, Shirts		10.50***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.50***
16190 - Sewing Machine Operator		13.69***
16220 - Tailor		14.58***
16250 - Washer, Machine		11.36***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.10
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.45
21030 - Material Coordinator		20.47
21040 - Material Expediter		20.47
21050 - Material Handling Laborer		14.82***
21071 - Order Filler		13.11***
21080 - Production Line Worker (Food Processing)		18.45
21110 - Shipping Packer		17.35
21130 - Shipping/Receiving Clerk		17.35
21140 - Store Worker I		13.11***

21150 - Stock Clerk	17.44
21210 - Tools And Parts Attendant	18.45
21410 - Warehouse Specialist	18.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.71
23019 - Aircraft Logs and Records Technician	19.07
23021 - Aircraft Mechanic I	22.50
23022 - Aircraft Mechanic II	23.71
23023 - Aircraft Mechanic III	24.92
23040 - Aircraft Mechanic Helper	16.81
23050 - Aircraft, Painter	21.36
23060 - Aircraft Servicer	19.07
23070 - Aircraft Survival Flight Equipment Technician	21.36
23080 - Aircraft Worker	20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.50
23110 - Appliance Mechanic	20.37
23120 - Bicycle Repairer	17.17
23125 - Cable Splicer	36.41
23130 - Carpenter, Maintenance	18.30
23140 - Carpet Layer	19.39
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	25.51
23182 - Electronics Technician Maintenance II	26.88
23183 - Electronics Technician Maintenance III	28.31
23260 - Fabric Worker	18.24
23290 - Fire Alarm System Mechanic	21.53
23310 - Fire Extinguisher Repairer	17.17
23311 - Fuel Distribution System Mechanic	21.53
23312 - Fuel Distribution System Operator	17.17
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment Mechanic	22.50
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	17.17
23392 - Gunsmith II	19.39
23393 - Gunsmith III	21.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.58
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.58
23430 - Heavy Equipment Mechanic	21.51
23440 - Heavy Equipment Operator	19.69
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	20.44
23470 - Laborer	14.82***
23510 - Locksmith	20.44

23530 - Machinery Maintenance Mechanic	26.48
23550 - Machinist, Maintenance	20.02
23580 - Maintenance Trades Helper	15.25***
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	22.89
23710 - Office Appliance Repairer	20.44
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	23.37
23810 - Plumber, Maintenance	22.19
23820 - Pneudraulic Systems Mechanic	21.53
23850 - Rigger	21.53
23870 - Scale Mechanic	19.39
23890 - Sheet-Metal Worker, Maintenance	20.81
23910 - Small Engine Mechanic	18.74
23931 - Telecommunications Mechanic I	33.10
23932 - Telecommunications Mechanic II	34.87
23950 - Telephone Lineman	23.21
23960 - Welder, Combination, Maintenance	18.30
23965 - Well Driller	21.53
23970 - Woodcraft Worker	21.53
23980 - Woodworker	17.17
24000 - Personal Needs Occupations	
24550 - Case Manager	16.92
24570 - Child Care Attendant	10.30***
24580 - Child Care Center Clerk	12.84***
24610 - Chore Aide	11.13***
24620 - Family Readiness And Support Services Coordinator	16.92
24630 - Homemaker	16.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	21.52
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	21.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85***
27007 - Baggage Inspector	19.45
27008 - Corrections Officer	17.20
27010 - Court Security Officer	18.29
27030 - Detection Dog Handler	22.43
27040 - Detention Officer	17.20
27070 - Firefighter	19.06
27101 - Guard I	19.45
27102 - Guard II	22.43
27131 - Police Officer I	19.16
27132 - Police Officer II	21.30

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.31***
28042 - Carnival Equipment Repairer	15.29***
28043 - Carnival Worker	11.06***
28210 - Gate Attendant/Gate Tender	13.96***
28310 - Lifeguard	11.12***
28350 - Park Attendant (Aide)	15.62***
28510 - Recreation Aide/Health Facility Attendant	11.40***
28515 - Recreation Specialist	19.35
28630 - Sports Official	12.44***
28690 - Swimming Pool Operator	17.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.18
29020 - Hatch Tender	24.18
29030 - Line Handler	24.18
29041 - Stevedore I	22.91
29042 - Stevedore II	25.66
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	17.45
30022 - Archeological Technician II	19.52
30023 - Archeological Technician III	24.18
30030 - Cartographic Technician	24.18
30040 - Civil Engineering Technician	24.00
30051 - Cryogenic Technician I	26.78
30052 - Cryogenic Technician II	29.57
30061 - Drafter/CAD Operator I	17.45
30062 - Drafter/CAD Operator II	19.52
30063 - Drafter/CAD Operator III	21.76
30064 - Drafter/CAD Operator IV	26.78
30081 - Engineering Technician I	15.84***
30082 - Engineering Technician II	17.79
30083 - Engineering Technician III	20.11
30084 - Engineering Technician IV	24.92
30085 - Engineering Technician V	30.15
30086 - Engineering Technician VI	36.50
30090 - Environmental Technician	27.69
30095 - Evidence Control Specialist	24.18
30210 - Laboratory Technician	30.80
30221 - Latent Fingerprint Technician I	26.78
30222 - Latent Fingerprint Technician II	29.57
30240 - Mathematical Technician	24.18
30361 - Paralegal/Legal Assistant I	20.17
30362 - Paralegal/Legal Assistant II	24.99
30363 - Paralegal/Legal Assistant III	30.57
30364 - Paralegal/Legal Assistant IV	36.99
30375 - Petroleum Supply Specialist	29.57

30390 - Photo-Optics Technician	24.18
30395 - Radiation Control Technician	29.57
30461 - Technical Writer I	24.18
30462 - Technical Writer II	29.57
30463 - Technical Writer III	35.78
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	26.78
30502 - Weather Forecaster II	32.57
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.76
30621 - Weather Observer, Senior	(see 2) 24.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.54***
31030 - Bus Driver	18.17
31043 - Driver Courier	14.65***
31260 - Parking and Lot Attendant	11.65***
31290 - Shuttle Bus Driver	15.63***
31310 - Taxi Driver	12.25***
31361 - Truckdriver, Light	15.63***
31362 - Truckdriver, Medium	16.51
31363 - Truckdriver, Heavy	21.25
31364 - Truckdriver, Tractor-Trailer	21.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.56***
99050 - Desk Clerk	13.05***
99095 - Embalmer	25.37
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.44***
99252 - Laboratory Animal Caretaker II	14.36***
99260 - Marketing Analyst	25.05
99310 - Mortician	25.37
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	14.64***
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.35***
99810 - Sales Clerk	12.08***
99820 - School Crossing Guard	14.53***
99830 - Survey Party Chief	20.32
99831 - Surveying Aide	13.46***
99832 - Surveying Technician	18.46
99840 - Vending Machine Attendant	18.80
99841 - Vending Machine Repairer	22.67

99842 - Vending Machine Repairer Helper

18.80

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth

National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

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

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

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-4481 Revision No.: 20 Date Of Last Revision: 12/27/2022	

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Georgia

Area: Georgia Counties of Murray, Whitfield

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	14.96***
01012 - Accounting Clerk II	16.79
01013 - Accounting Clerk III	18.79
01020 - Administrative Assistant	29.92
01035 - Court Reporter	20.93
01041 - Customer Service Representative I	14.28***
01042 - Customer Service Representative II	15.58***
01043 - Customer Service Representative III	17.48
01051 - Data Entry Operator I	13.84***
01052 - Data Entry Operator II	15.70***
01060 - Dispatcher, Motor Vehicle	21.17
01070 - Document Preparation Clerk	14.63***
01090 - Duplicating Machine Operator	14.63***
01111 - General Clerk I	13.87***
01112 - General Clerk II	15.13***
01113 - General Clerk III	16.98
01120 - Housing Referral Assistant	21.85
01141 - Messenger Courier	12.60***
01191 - Order Clerk I	16.02***
01192 - Order Clerk II	17.48
01261 - Personnel Assistant (Employment) I	16.42
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.90
01270 - Production Control Clerk	21.32
01290 - Rental Clerk	15.21***
01300 - Scheduler, Maintenance	16.42
01311 - Secretary I	16.42
01312 - Secretary II	18.38
01313 - Secretary III	20.48
01320 - Service Order Dispatcher	18.93
01410 - Supply Technician	29.92
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	13.90***
01531 - Travel Clerk I	14.52***
01532 - Travel Clerk II	15.85***
01533 - Travel Clerk III	17.08
01611 - Word Processor I	14.63***
01612 - Word Processor II	16.42
01613 - Word Processor III	18.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.70
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56

05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80***
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.76***
07041 - Cook I	12.20***
07042 - Cook II	14.48***
07070 - Dishwasher	10.79***
07130 - Food Service Worker	11.21***
07210 - Meat Cutter	14.56***
07260 - Waiter/Waitress	9.19***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05***
09080 - Furniture Refinisher	17.47
09090 - Furniture Refinisher Helper	12.55***
09110 - Furniture Repairer, Minor	14.76***
09130 - Upholsterer	17.47
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.48***
11060 - Elevator Operator	11.26***
11090 - Gardener	20.80
11122 - Housekeeping Aide	11.26***
11150 - Janitor	11.26***
11210 - Laborer, Grounds Maintenance	14.99***
11240 - Maid or Houseman	10.18***
11260 - Pruner	15.57***
11270 - Tractor Operator	18.87
11330 - Trail Maintenance Worker	14.99***
11360 - Window Cleaner	13.54***
12000 - Health Occupations	
12010 - Ambulance Driver	19.88
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	27.26
12015 - Certified Physical Therapist Assistant	34.50
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	35.48
12030 - EKG Technician	30.12
12035 - Electroneurodiagnostic Technologist	30.12
12040 - Emergency Medical Technician	19.88
12071 - Licensed Practical Nurse I	17.76
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	22.15
12100 - Medical Assistant	15.85***
12130 - Medical Laboratory Technician	22.60
12160 - Medical Record Clerk	16.59

12190 - Medical Record Technician	21.40
12195 - Medical Transcriptionist	17.91
12210 - Nuclear Medicine Technologist	43.67
12221 - Nursing Assistant I	12.15***
12222 - Nursing Assistant II	13.66***
12223 - Nursing Assistant III	14.90***
12224 - Nursing Assistant IV	16.73
12235 - Optical Dispenser	18.76
12236 - Optical Technician	17.76
12250 - Pharmacy Technician	14.87***
12280 - Phlebotomist	15.22***
12305 - Radiologic Technologist	30.12
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.92
12313 - Registered Nurse II, Specialist	29.92
12314 - Registered Nurse III	36.21
12315 - Registered Nurse III, Anesthetist	36.21
12316 - Registered Nurse IV	43.39
12317 - Scheduler (Drug and Alcohol Testing)	24.62
12320 - Substance Abuse Treatment Counselor	24.62
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.61
13012 - Exhibits Specialist II	26.77
13013 - Exhibits Specialist III	32.74
13041 - Illustrator I	21.61
13042 - Illustrator II	26.77
13043 - Illustrator III	32.74
13047 - Librarian	29.64
13050 - Library Aide/Clerk	17.21
13054 - Library Information Technology Systems Administrator	26.77
13058 - Library Technician	20.53
13061 - Media Specialist I	19.31
13062 - Media Specialist II	21.61
13063 - Media Specialist III	24.08
13071 - Photographer I	19.22
13072 - Photographer II	19.98
13073 - Photographer III	24.75
13074 - Photographer IV	29.81
13075 - Photographer V	33.74
13090 - Technical Order Library Clerk	18.40
13110 - Video Teleconference Technician	19.31
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92
14042 - Computer Operator II	21.16
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.04
14071 - Computer Programmer I	25.79

(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		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		29.04
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		36.78
15070 - Flight Instructor (Pilot)		41.95
15080 - Graphic Artist		24.69
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.41
15086 - Maintenance Test Pilot, Rotary Wing		41.41
15088 - Non-Maintenance Test/Co-Pilot		41.41
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.78***
16030 - Counter Attendant		10.78***
16040 - Dry Cleaner		13.77***
16070 - Finisher, Flatwork, Machine		10.78***
16090 - Presser, Hand		10.78***
16110 - Presser, Machine, Drycleaning		10.78***
16130 - Presser, Machine, Shirts		10.78***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.78***
16190 - Sewing Machine Operator		14.74***
16220 - Tailor		15.76***
16250 - Washer, Machine		11.78***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.54
19040 - Tool And Die Maker		24.75
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.48
21030 - Material Coordinator		19.67
21040 - Material Expediter		19.67
21050 - Material Handling Laborer		14.31***
21071 - Order Filler		13.63***
21080 - Production Line Worker (Food Processing)		17.48
21110 - Shipping Packer		16.17***
21130 - Shipping/Receiving Clerk		16.17***
21140 - Store Worker I		12.20***

21150 - Stock Clerk	18.95
21210 - Tools And Parts Attendant	17.48
21410 - Warehouse Specialist	17.48
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.76
23019 - Aircraft Logs and Records Technician	20.63
23021 - Aircraft Mechanic I	25.12
23022 - Aircraft Mechanic II	26.76
23023 - Aircraft Mechanic III	28.32
23040 - Aircraft Mechanic Helper	17.97
23050 - Aircraft, Painter	22.08
23060 - Aircraft Servicer	20.63
23070 - Aircraft Survival Flight Equipment Technician	22.08
23080 - Aircraft Worker	21.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.12
23110 - Appliance Mechanic	19.54
23120 - Bicycle Repairer	15.41***
23125 - Cable Splicer	21.54
23130 - Carpenter, Maintenance	24.44
23140 - Carpet Layer	18.28
23160 - Electrician, Maintenance	22.83
23181 - Electronics Technician Maintenance I	25.41
23182 - Electronics Technician Maintenance II	29.52
23183 - Electronics Technician Maintenance III	31.57
23260 - Fabric Worker	16.83
23290 - Fire Alarm System Mechanic	20.90
23310 - Fire Extinguisher Repairer	15.41***
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	19.83
23380 - Ground Support Equipment Mechanic	25.12
23381 - Ground Support Equipment Servicer	20.63
23382 - Ground Support Equipment Worker	21.95
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.21
23430 - Heavy Equipment Mechanic	23.38
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	19.54
23470 - Laborer	14.29***
23510 - Locksmith	19.54

23530 - Machinery Maintenance Mechanic	22.85
23550 - Machinist, Maintenance	19.73
23580 - Maintenance Trades Helper	15.08***
23591 - Metrology Technician I	23.76
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	22.37
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	19.54
23790 - Pipefitter, Maintenance	25.71
23810 - Plumber, Maintenance	24.04
23820 - Pneudraulic Systems Mechanic	20.90
23850 - Rigger	21.30
23870 - Scale Mechanic	18.28
23890 - Sheet-Metal Worker, Maintenance	22.11
23910 - Small Engine Mechanic	18.28
23931 - Telecommunications Mechanic I	26.53
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	22.52
23960 - Welder, Combination, Maintenance	18.20
23965 - Well Driller	20.90
23970 - Woodcraft Worker	20.90
23980 - Woodworker	15.41***
24000 - Personal Needs Occupations	
24550 - Case Manager	15.09***
24570 - Child Care Attendant	10.89***
24580 - Child Care Center Clerk	13.58***
24610 - Chore Aide	11.40***
24620 - Family Readiness And Support Services Coordinator	15.09***
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.88
25040 - Sewage Plant Operator	22.40
25070 - Stationary Engineer	23.88
25190 - Ventilation Equipment Tender	14.86***
25210 - Water Treatment Plant Operator	22.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.68
27007 - Baggage Inspector	16.13***
27008 - Corrections Officer	16.39
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	18.05
27040 - Detention Officer	16.39
27070 - Firefighter	18.34
27101 - Guard I	16.13***
27102 - Guard II	18.05
27131 - Police Officer I	20.89
27132 - Police Officer II	23.22

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.20***
28042 - Carnival Equipment Repairer	14.57***
28043 - Carnival Worker	9.05***
28210 - Gate Attendant/Gate Tender	15.26***
28310 - Lifeguard	11.33***
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	10.14***
28515 - Recreation Specialist	16.23
28630 - Sports Official	12.93***
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.07
29042 - Stevedore II	20.99
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	19.76
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	27.39
30030 - Cartographic Technician	26.56
30040 - Civil Engineering Technician	24.33
30051 - Cryogenic Technician I	26.94
30052 - Cryogenic Technician II	29.76
30061 - Drafter/CAD Operator I	19.76
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.91
30064 - Drafter/CAD Operator IV	29.42
30081 - Engineering Technician I	16.64
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	20.90
30084 - Engineering Technician IV	26.47
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.02
30090 - Environmental Technician	24.33
30095 - Evidence Control Specialist	24.33
30210 - Laboratory Technician	21.19
30221 - Latent Fingerprint Technician I	26.94
30222 - Latent Fingerprint Technician II	29.76
30240 - Mathematical Technician	25.03
30361 - Paralegal/Legal Assistant I	19.41
30362 - Paralegal/Legal Assistant II	24.05
30363 - Paralegal/Legal Assistant III	29.41
30364 - Paralegal/Legal Assistant IV	35.56
30375 - Petroleum Supply Specialist	29.76

30390 - Photo-Optics Technician	26.56
30395 - Radiation Control Technician	29.76
30461 - Technical Writer I	26.07
30462 - Technical Writer II	30.07
30463 - Technical Writer III	36.37
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	29.42
30502 - Weather Forecaster II	35.78
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.91
30621 - Weather Observer, Senior	(see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.95***
31030 - Bus Driver	21.25
31043 - Driver Courier	16.38
31260 - Parking and Lot Attendant	12.08***
31290 - Shuttle Bus Driver	15.38***
31310 - Taxi Driver	15.45***
31361 - Truckdriver, Light	18.09
31362 - Truckdriver, Medium	19.77
31363 - Truckdriver, Heavy	23.33
31364 - Truckdriver, Tractor-Trailer	23.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.33***
99050 - Desk Clerk	11.19***
99095 - Embalmer	29.59
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	19.53
99252 - Laboratory Animal Caretaker II	21.48
99260 - Marketing Analyst	31.12
99310 - Mortician	29.59
99410 - Pest Controller	25.47
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	19.17
99711 - Recycling Specialist	24.21
99730 - Refuse Collector	16.60
99810 - Sales Clerk	13.50***
99820 - School Crossing Guard	14.48***
99830 - Survey Party Chief	20.95
99831 - Surveying Aide	12.29***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	21.11
99841 - Vending Machine Repairer	27.66

99842 - Vending Machine Repairer Helper

21.11

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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))."

<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
<p>Daniel W. Simms Director</p>	<p>Division of Wage Determinations</p>
<p>Wage Determination No.: 2015-4637 Revision No.: 19 Date Of Last Revision: 12/27/2022</p>	

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

<p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.</p>

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

State: Tennessee

Area: Tennessee Counties of Bradley, Polk

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	13.91***
01012 - Accounting Clerk II	15.62***
01013 - Accounting Clerk III	17.48
01020 - Administrative Assistant	23.97
01035 - Court Reporter	18.66
01041 - Customer Service Representative I	13.53***
01042 - Customer Service Representative II	14.80***
01043 - Customer Service Representative III	16.59
01051 - Data Entry Operator I	14.09***
01052 - Data Entry Operator II	15.37***
01060 - Dispatcher, Motor Vehicle	19.30
01070 - Document Preparation Clerk	14.84***
01090 - Duplicating Machine Operator	14.84***
01111 - General Clerk I	13.01***
01112 - General Clerk II	14.19***
01113 - General Clerk III	15.92***
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	12.11***
01191 - Order Clerk I	13.95***
01192 - Order Clerk II	15.21***
01261 - Personnel Assistant (Employment) I	16.67
01262 - Personnel Assistant (Employment) II	18.66
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	23.23
01290 - Rental Clerk	13.75***
01300 - Scheduler, Maintenance	16.67
01311 - Secretary I	16.67
01312 - Secretary II	18.66
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	17.25
01410 - Supply Technician	23.97
01420 - Survey Worker	17.61
01460 - Switchboard Operator/Receptionist	13.48***
01531 - Travel Clerk I	12.66***
01532 - Travel Clerk II	13.54***
01533 - Travel Clerk III	14.29***
01611 - Word Processor I	15.21***
01612 - Word Processor II	17.08
01613 - Word Processor III	19.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.37
05010 - Automotive Electrician	20.03
05040 - Automotive Glass Installer	19.05
05070 - Automotive Worker	19.05
05110 - Mobile Equipment Servicer	16.92
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.05
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	15.90***

05250 - Motor Vehicle Upholstery Worker	17.89
05280 - Motor Vehicle Wrecker	19.05
05310 - Painter, Automotive	20.03
05340 - Radiator Repair Specialist	19.05
05370 - Tire Repairer	16.41
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.02***
07041 - Cook I	11.65***
07042 - Cook II	13.16***
07070 - Dishwasher	10.58***
07130 - Food Service Worker	9.46***
07210 - Meat Cutter	14.87***
07260 - Waiter/Waitress	9.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	13.83***
09080 - Furniture Refinisher	19.98
09090 - Furniture Refinisher Helper	16.19***
09110 - Furniture Repairer, Minor	18.11
09130 - Upholsterer	20.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.52***
11060 - Elevator Operator	11.12***
11090 - Gardener	17.78
11122 - Housekeeping Aide	12.07***
11150 - Janitor	12.07***
11210 - Laborer, Grounds Maintenance	14.09***
11240 - Maid or Houseman	10.19***
11260 - Pruner	12.78***
11270 - Tractor Operator	16.67
11330 - Trail Maintenance Worker	14.09***
11360 - Window Cleaner	13.31***
12000 - Health Occupations	
12010 - Ambulance Driver	18.77
12011 - Breath Alcohol Technician	18.77
12012 - Certified Occupational Therapist Assistant	25.75
12015 - Certified Physical Therapist Assistant	28.68
12020 - Dental Assistant	18.77
12025 - Dental Hygienist	36.52
12030 - EKG Technician	28.45
12035 - Electroneurodiagnostic Technologist	28.45
12040 - Emergency Medical Technician	18.77
12071 - Licensed Practical Nurse I	16.78
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	20.93
12100 - Medical Assistant	14.61***
12130 - Medical Laboratory Technician	22.39
12160 - Medical Record Clerk	18.04

12190 - Medical Record Technician	20.17
12195 - Medical Transcriptionist	16.78
12210 - Nuclear Medicine Technologist	41.26
12221 - Nursing Assistant I	11.21***
12222 - Nursing Assistant II	12.60***
12223 - Nursing Assistant III	13.75***
12224 - Nursing Assistant IV	15.44***
12235 - Optical Dispenser	18.77
12236 - Optical Technician	16.78
12250 - Pharmacy Technician	14.99***
12280 - Phlebotomist	16.78
12305 - Radiologic Technologist	28.29
12311 - Registered Nurse I	23.11
12312 - Registered Nurse II	28.27
12313 - Registered Nurse II, Specialist	28.27
12314 - Registered Nurse III	34.19
12315 - Registered Nurse III, Anesthetist	34.19
12316 - Registered Nurse IV	41.00
12317 - Scheduler (Drug and Alcohol Testing)	23.26
12320 - Substance Abuse Treatment Counselor	23.13
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.27
13012 - Exhibits Specialist II	23.87
13013 - Exhibits Specialist III	29.20
13041 - Illustrator I	19.27
13042 - Illustrator II	23.87
13043 - Illustrator III	29.20
13047 - Librarian	26.44
13050 - Library Aide/Clerk	14.72***
13054 - Library Information Technology Systems Administrator	23.87
13058 - Library Technician	18.91
13061 - Media Specialist I	17.22
13062 - Media Specialist II	19.27
13063 - Media Specialist III	21.49
13071 - Photographer I	17.22
13072 - Photographer II	19.27
13073 - Photographer III	23.87
13074 - Photographer IV	29.20
13075 - Photographer V	35.33
13090 - Technical Order Library Clerk	19.04
13110 - Video Teleconference Technician	17.22
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.94
14042 - Computer Operator II	18.94
14043 - Computer Operator III	21.11
14044 - Computer Operator IV	23.47
14045 - Computer Operator V	25.99
14071 - Computer Programmer I	20.37

(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		16.94
14160 - Personal Computer Support Technician		23.47
14170 - System Support Specialist		25.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.13
15020 - Aircrew Training Devices Instructor (Rated)		36.75
15030 - Air Crew Training Devices Instructor (Pilot)		40.42
15050 - Computer Based Training Specialist / Instructor		32.13
15060 - Educational Technologist		29.14
15070 - Flight Instructor (Pilot)		40.42
15080 - Graphic Artist		24.90
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.42
15086 - Maintenance Test Pilot, Rotary Wing		40.42
15088 - Non-Maintenance Test/Co-Pilot		40.42
15090 - Technical Instructor		20.35
15095 - Technical Instructor/Course Developer		24.90
15110 - Test Proctor		16.55
15120 - Tutor		16.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88***
16030 - Counter Attendant		9.88***
16040 - Dry Cleaner		12.42***
16070 - Finisher, Flatwork, Machine		9.88***
16090 - Presser, Hand		9.88***
16110 - Presser, Machine, Drycleaning		9.88***
16130 - Presser, Machine, Shirts		9.88***
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88***
16190 - Sewing Machine Operator		13.20***
16220 - Tailor		13.95***
16250 - Washer, Machine		10.72***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.96
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.21
21030 - Material Coordinator		23.23
21040 - Material Expediter		23.23
21050 - Material Handling Laborer		15.00***
21071 - Order Filler		14.76***
21080 - Production Line Worker (Food Processing)		18.21
21110 - Shipping Packer		15.41***
21130 - Shipping/Receiving Clerk		15.41***
21140 - Store Worker I		13.75***

21150 - Stock Clerk	18.61
21210 - Tools And Parts Attendant	18.21
21410 - Warehouse Specialist	18.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.01
23019 - Aircraft Logs and Records Technician	20.10
23021 - Aircraft Mechanic I	23.72
23022 - Aircraft Mechanic II	25.01
23023 - Aircraft Mechanic III	26.32
23040 - Aircraft Mechanic Helper	17.77
23050 - Aircraft, Painter	22.51
23060 - Aircraft Servicer	20.10
23070 - Aircraft Survival Flight Equipment Technician	22.51
23080 - Aircraft Worker	21.41
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.41
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.72
23110 - Appliance Mechanic	22.51
23120 - Bicycle Repairer	18.96
23125 - Cable Splicer	24.77
23130 - Carpenter, Maintenance	19.04
23140 - Carpet Layer	21.41
23160 - Electrician, Maintenance	25.63
23181 - Electronics Technician Maintenance I	21.41
23182 - Electronics Technician Maintenance II	24.07
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	20.10
23290 - Fire Alarm System Mechanic	23.72
23310 - Fire Extinguisher Repairer	18.96
23311 - Fuel Distribution System Mechanic	23.72
23312 - Fuel Distribution System Operator	18.96
23370 - General Maintenance Worker	21.14
23380 - Ground Support Equipment Mechanic	23.72
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.41
23391 - Gunsmith I	18.96
23392 - Gunsmith II	21.41
23393 - Gunsmith III	23.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.23
23430 - Heavy Equipment Mechanic	23.72
23440 - Heavy Equipment Operator	21.74
23460 - Instrument Mechanic	23.72
23465 - Laboratory/Shelter Mechanic	22.51
23470 - Laborer	15.00***
23510 - Locksmith	22.51

23530 - Machinery Maintenance Mechanic	26.67
23550 - Machinist, Maintenance	22.20
23580 - Maintenance Trades Helper	17.77
23591 - Metrology Technician I	23.72
23592 - Metrology Technician II	25.01
23593 - Metrology Technician III	26.32
23640 - Millwright	23.72
23710 - Office Appliance Repairer	22.51
23760 - Painter, Maintenance	22.51
23790 - Pipefitter, Maintenance	24.84
23810 - Plumber, Maintenance	23.57
23820 - Pneudraulic Systems Mechanic	23.72
23850 - Rigger	23.72
23870 - Scale Mechanic	21.41
23890 - Sheet-Metal Worker, Maintenance	23.79
23910 - Small Engine Mechanic	21.41
23931 - Telecommunications Mechanic I	28.86
23932 - Telecommunications Mechanic II	30.22
23950 - Telephone Lineman	22.77
23960 - Welder, Combination, Maintenance	23.30
23965 - Well Driller	23.72
23970 - Woodcraft Worker	23.72
23980 - Woodworker	18.96
24000 - Personal Needs Occupations	
24550 - Case Manager	14.32***
24570 - Child Care Attendant	10.56***
24580 - Child Care Center Clerk	13.19***
24610 - Chore Aide	11.02***
24620 - Family Readiness And Support Services Coordinator	14.32***
24630 - Homemaker	16.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.62
25040 - Sewage Plant Operator	20.83
25070 - Stationary Engineer	23.62
25190 - Ventilation Equipment Tender	17.69
25210 - Water Treatment Plant Operator	20.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.50
27007 - Baggage Inspector	16.53
27008 - Corrections Officer	18.79
27010 - Court Security Officer	18.79
27030 - Detection Dog Handler	18.50
27040 - Detention Officer	18.79
27070 - Firefighter	18.79
27101 - Guard I	16.53
27102 - Guard II	18.50
27131 - Police Officer I	19.91
27132 - Police Officer II	22.13

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.79***
28042 - Carnival Equipment Repairer	14.71***
28043 - Carnival Worker	10.57***
28210 - Gate Attendant/Gate Tender	18.14
28310 - Lifeguard	15.43***
28350 - Park Attendant (Aide)	20.30
28510 - Recreation Aide/Health Facility Attendant	14.80***
28515 - Recreation Specialist	24.00
28630 - Sports Official	16.16***
28690 - Swimming Pool Operator	17.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.41
29020 - Hatch Tender	21.41
29030 - Line Handler	21.41
29041 - Stevedore I	20.10
29042 - Stevedore II	22.51
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	17.37
30022 - Archeological Technician II	19.44
30023 - Archeological Technician III	24.08
30030 - Cartographic Technician	24.08
30040 - Civil Engineering Technician	23.98
30051 - Cryogenic Technician I	26.67
30052 - Cryogenic Technician II	29.45
30061 - Drafter/CAD Operator I	17.37
30062 - Drafter/CAD Operator II	19.44
30063 - Drafter/CAD Operator III	21.67
30064 - Drafter/CAD Operator IV	26.67
30081 - Engineering Technician I	15.48***
30082 - Engineering Technician II	17.37
30083 - Engineering Technician III	19.44
30084 - Engineering Technician IV	24.08
30085 - Engineering Technician V	29.45
30086 - Engineering Technician VI	35.63
30090 - Environmental Technician	24.08
30095 - Evidence Control Specialist	24.08
30210 - Laboratory Technician	26.59
30221 - Latent Fingerprint Technician I	26.67
30222 - Latent Fingerprint Technician II	29.45
30240 - Mathematical Technician	24.08
30361 - Paralegal/Legal Assistant I	17.45
30362 - Paralegal/Legal Assistant II	21.62
30363 - Paralegal/Legal Assistant III	26.45
30364 - Paralegal/Legal Assistant IV	31.99
30375 - Petroleum Supply Specialist	29.45

30390 - Photo-Optics Technician	24.08
30395 - Radiation Control Technician	29.45
30461 - Technical Writer I	24.08
30462 - Technical Writer II	29.45
30463 - Technical Writer III	35.63
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	26.67
30502 - Weather Forecaster II	32.44
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.67
30621 - Weather Observer, Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	16.29
31030 - Bus Driver	21.80
31043 - Driver Courier	16.82
31260 - Parking and Lot Attendant	13.29***
31290 - Shuttle Bus Driver	16.60
31310 - Taxi Driver	14.10***
31361 - Truckdriver, Light	17.94
31362 - Truckdriver, Medium	19.03
31363 - Truckdriver, Heavy	24.24
31364 - Truckdriver, Tractor-Trailer	24.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.82***
99050 - Desk Clerk	10.56***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.68
99252 - Laboratory Animal Caretaker II	17.52
99260 - Marketing Analyst	28.09
99310 - Mortician	26.22
99410 - Pest Controller	22.73
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.51
99711 - Recycling Specialist	19.53
99730 - Refuse Collector	14.97***
99810 - Sales Clerk	13.27***
99820 - School Crossing Guard	15.40***
99830 - Survey Party Chief	19.30
99831 - Surveying Aide	12.58***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	20.09
99841 - Vending Machine Repairer	24.21

99842 - Vending Machine Repairer Helper

20.09

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 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))."

<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
<p>Daniel W. Simms Director</p>	<p>Division of Wage Determinations</p>
<p>Wage Determination No.: 2015-4497 Revision No.: 21 Date Of Last Revision: 12/27/2022</p>	

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Georgia

Area: Georgia Counties of Banks, Chattooga, Fannin, Franklin, Gilmer, Gordon, Greene, Habersham, Jackson, Lumpkin, Polk, Rabun, Stephens, Towns, Union, White

****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	15.92***
01012 - Accounting Clerk II	17.87
01013 - Accounting Clerk III	19.99
01020 - Administrative Assistant	29.26
01035 - Court Reporter	20.93
01041 - Customer Service Representative I	13.34***
01042 - Customer Service Representative II	15.02***
01043 - Customer Service Representative III	16.38
01051 - Data Entry Operator I	14.26***
01052 - Data Entry Operator II	15.70***
01060 - Dispatcher, Motor Vehicle	22.26
01070 - Document Preparation Clerk	13.53***
01090 - Duplicating Machine Operator	13.53***
01111 - General Clerk I	14.25***
01112 - General Clerk II	15.55***
01113 - General Clerk III	17.45
01120 - Housing Referral Assistant	21.85
01141 - Messenger Courier	13.40***
01191 - Order Clerk I	14.20***
01192 - Order Clerk II	15.50***
01261 - Personnel Assistant (Employment) I	15.98***
01262 - Personnel Assistant (Employment) II	18.55
01263 - Personnel Assistant (Employment) III	20.90
01270 - Production Control Clerk	21.32
01290 - Rental Clerk	15.21***
01300 - Scheduler, Maintenance	16.13***
01311 - Secretary I	16.13***
01312 - Secretary II	18.05
01313 - Secretary III	20.13
01320 - Service Order Dispatcher	19.90
01410 - Supply Technician	29.26
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	13.63***
01531 - Travel Clerk I	14.22***
01532 - Travel Clerk II	15.53***
01533 - Travel Clerk III	16.73
01611 - Word Processor I	13.53***
01612 - Word Processor II	16.13***
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36

05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	14.09***
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.35***
07041 - Cook I	11.95***
07042 - Cook II	13.58***
07070 - Dishwasher	10.92***
07130 - Food Service Worker	10.92***
07210 - Meat Cutter	14.20***
07260 - Waiter/Waitress	9.71***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.48
09040 - Furniture Handler	12.05***
09080 - Furniture Refinisher	17.48
09090 - Furniture Refinisher Helper	12.66***
09110 - Furniture Repairer, Minor	15.16***
09130 - Upholsterer	17.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.18***
11060 - Elevator Operator	12.96***
11090 - Gardener	20.22
11122 - Housekeeping Aide	11.78***
11150 - Janitor	11.78***
11210 - Laborer, Grounds Maintenance	14.71***
11240 - Maid or Houseman	10.72***
11260 - Pruner	13.31***
11270 - Tractor Operator	18.41
11330 - Trail Maintenance Worker	14.71***
11360 - Window Cleaner	13.54***
12000 - Health Occupations	
12010 - Ambulance Driver	18.43
12011 - Breath Alcohol Technician	20.01
12012 - Certified Occupational Therapist Assistant	27.46
12015 - Certified Physical Therapist Assistant	32.85
12020 - Dental Assistant	18.65
12025 - Dental Hygienist	39.55
12030 - EKG Technician	30.33
12035 - Electroneurodiagnostic Technologist	30.33
12040 - Emergency Medical Technician	18.43
12071 - Licensed Practical Nurse I	17.89
12072 - Licensed Practical Nurse II	20.01
12073 - Licensed Practical Nurse III	22.31
12100 - Medical Assistant	14.71***
12130 - Medical Laboratory Technician	22.62

12160 - Medical Record Clerk	15.45***
12190 - Medical Record Technician	18.18
12195 - Medical Transcriptionist	17.89
12210 - Nuclear Medicine Technologist	43.99
12221 - Nursing Assistant I	11.71***
12222 - Nursing Assistant II	13.16***
12223 - Nursing Assistant III	14.36***
12224 - Nursing Assistant IV	16.13***
12235 - Optical Dispenser	19.01
12236 - Optical Technician	17.89
12250 - Pharmacy Technician	14.87***
12280 - Phlebotomist	14.21***
12305 - Radiologic Technologist	28.42
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	30.49
12313 - Registered Nurse II, Specialist	30.49
12314 - Registered Nurse III	36.90
12315 - Registered Nurse III, Anesthetist	36.90
12316 - Registered Nurse IV	44.22
12317 - Scheduler (Drug and Alcohol Testing)	24.80
12320 - Substance Abuse Treatment Counselor	19.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.96
13012 - Exhibits Specialist II	28.44
13013 - Exhibits Specialist III	34.79
13041 - Illustrator I	22.96
13042 - Illustrator II	28.44
13043 - Illustrator III	34.79
13047 - Librarian	31.50
13050 - Library Aide/Clerk	17.82
13054 - Library Information Technology Systems Administrator	28.44
13058 - Library Technician	15.42***
13061 - Media Specialist I	20.53
13062 - Media Specialist II	22.96
13063 - Media Specialist III	25.59
13071 - Photographer I	20.53
13072 - Photographer II	22.96
13073 - Photographer III	28.44
13074 - Photographer IV	34.79
13075 - Photographer V	40.96
13090 - Technical Order Library Clerk	22.96
13110 - Video Teleconference Technician	20.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.07
14042 - Computer Operator II	21.33
14043 - Computer Operator III	23.78
14044 - Computer Operator IV	26.43
14045 - Computer Operator V	29.27

14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
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		19.07
14160 - Personal Computer Support Technician		26.43
14170 - System Support Specialist		32.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.90
15020 - Aircrew Training Devices Instructor (Rated)		37.38
15030 - Air Crew Training Devices Instructor (Pilot)		44.81
15050 - Computer Based Training Specialist / Instructor		30.90
15060 - Educational Technologist		41.03
15070 - Flight Instructor (Pilot)		44.81
15080 - Graphic Artist		26.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.81
15086 - Maintenance Test Pilot, Rotary Wing		44.81
15088 - Non-Maintenance Test/Co-Pilot		44.81
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.00***
16030 - Counter Attendant		10.00***
16040 - Dry Cleaner		12.93***
16070 - Finisher, Flatwork, Machine		10.00***
16090 - Presser, Hand		10.00***
16110 - Presser, Machine, Drycleaning		10.00***
16130 - Presser, Machine, Shirts		10.00***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.00***
16190 - Sewing Machine Operator		14.02***
16220 - Tailor		15.09***
16250 - Washer, Machine		12.07***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.47
19040 - Tool And Die Maker		25.55
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.09
21030 - Material Coordinator		19.67
21040 - Material Expediter		19.67
21050 - Material Handling Laborer		14.29***
21071 - Order Filler		14.42***
21080 - Production Line Worker (Food Processing)		18.09
21110 - Shipping Packer		15.44***
21130 - Shipping/Receiving Clerk		15.44***

21140 - Store Worker I	12.29***
21150 - Stock Clerk	18.48
21210 - Tools And Parts Attendant	18.09
21410 - Warehouse Specialist	18.09
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.26
23019 - Aircraft Logs and Records Technician	22.52
23021 - Aircraft Mechanic I	27.61
23022 - Aircraft Mechanic II	29.26
23023 - Aircraft Mechanic III	30.86
23040 - Aircraft Mechanic Helper	18.82
23050 - Aircraft, Painter	24.29
23060 - Aircraft Servicer	22.52
23070 - Aircraft Survival Flight Equipment Technician	24.29
23080 - Aircraft Worker	24.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.61
23110 - Appliance Mechanic	21.06
23120 - Bicycle Repairer	16.76
23125 - Cable Splicer	30.55
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	19.74
23160 - Electrician, Maintenance	22.78
23181 - Electronics Technician Maintenance I	27.74
23182 - Electronics Technician Maintenance II	29.60
23183 - Electronics Technician Maintenance III	31.46
23260 - Fabric Worker	18.26
23290 - Fire Alarm System Mechanic	20.67
23310 - Fire Extinguisher Repairer	16.76
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	27.61
23381 - Ground Support Equipment Servicer	22.52
23382 - Ground Support Equipment Worker	24.14
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	22.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.82
23430 - Heavy Equipment Mechanic	22.77
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	21.06
23470 - Laborer	14.29***

23510 - Locksmith	21.06
23530 - Machinery Maintenance Mechanic	23.47
23550 - Machinist, Maintenance	20.41
23580 - Maintenance Trades Helper	15.16***
23591 - Metrology Technician I	23.76
23592 - Metrology Technician II	25.17
23593 - Metrology Technician III	26.55
23640 - Millwright	22.96
23710 - Office Appliance Repairer	21.06
23760 - Painter, Maintenance	17.67
23790 - Pipefitter, Maintenance	24.44
23810 - Plumber, Maintenance	22.99
23820 - Pneudraulic Systems Mechanic	22.39
23850 - Rigger	22.39
23870 - Scale Mechanic	19.74
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	17.66
23931 - Telecommunications Mechanic I	28.76
23932 - Telecommunications Mechanic II	30.48
23950 - Telephone Lineman	23.45
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	22.39
23970 - Woodcraft Worker	22.39
23980 - Woodworker	16.76
24000 - Personal Needs Occupations	
24550 - Case Manager	14.03***
24570 - Child Care Attendant	11.22***
24580 - Child Care Center Clerk	13.89***
24610 - Chore Aide	11.44***
24620 - Family Readiness And Support Services Coordinator	14.03***
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	18.84
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	15.02***
25210 - Water Treatment Plant Operator	18.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85***
27007 - Baggage Inspector	13.28***
27008 - Corrections Officer	15.71***
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.71***
27070 - Firefighter	17.97
27101 - Guard I	13.28***
27102 - Guard II	16.44
27131 - Police Officer I	19.70

27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.95***
28042 - Carnival Equipment Repairer	15.32***
28043 - Carnival Worker	9.75***
28210 - Gate Attendant/Gate Tender	15.26***
28310 - Lifeguard	12.02***
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	11.56***
28515 - Recreation Specialist	19.63
28630 - Sports Official	12.93***
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.07
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.54
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.06
30021 - Archeological Technician I	20.00
30022 - Archeological Technician II	21.45
30023 - Archeological Technician III	27.39
30030 - Cartographic Technician	26.56
30040 - Civil Engineering Technician	24.76
30051 - Cryogenic Technician I	29.42
30052 - Cryogenic Technician II	32.51
30061 - Drafter/CAD Operator I	20.00
30062 - Drafter/CAD Operator II	21.45
30063 - Drafter/CAD Operator III	23.91
30064 - Drafter/CAD Operator IV	29.42
30081 - Engineering Technician I	16.64
30082 - Engineering Technician II	20.00
30083 - Engineering Technician III	20.90
30084 - Engineering Technician IV	26.47
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.58
30090 - Environmental Technician	25.03
30095 - Evidence Control Specialist	26.47
30210 - Laboratory Technician	21.80
30221 - Latent Fingerprint Technician I	29.42
30222 - Latent Fingerprint Technician II	32.51
30240 - Mathematical Technician	26.47
30361 - Paralegal/Legal Assistant I	19.41
30362 - Paralegal/Legal Assistant II	24.05
30363 - Paralegal/Legal Assistant III	29.41
30364 - Paralegal/Legal Assistant IV	35.56

30375 - Petroleum Supply Specialist	31.68
30390 - Photo-Optics Technician	26.56
30395 - Radiation Control Technician	31.68
30461 - Technical Writer I	26.47
30462 - Technical Writer II	31.68
30463 - Technical Writer III	37.02
30491 - Unexploded Ordnance (UXO) Technician I	27.67
30492 - Unexploded Ordnance (UXO) Technician II	33.48
30493 - Unexploded Ordnance (UXO) Technician III	40.13
30494 - Unexploded (UXO) Safety Escort	27.67
30495 - Unexploded (UXO) Sweep Personnel	27.67
30501 - Weather Forecaster I	29.42
30502 - Weather Forecaster II	35.79
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.91
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.48
31020 - Bus Aide	12.64***
31030 - Bus Driver	20.17
31043 - Driver Courier	15.51***
31260 - Parking and Lot Attendant	11.38***
31290 - Shuttle Bus Driver	16.12***
31310 - Taxi Driver	14.87***
31361 - Truckdriver, Light	17.04
31362 - Truckdriver, Medium	18.56
31363 - Truckdriver, Heavy	21.84
31364 - Truckdriver, Tractor-Trailer	21.84
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.32
99030 - Cashier	10.54***
99050 - Desk Clerk	11.78***
99095 - Embalmer	29.59
99130 - Flight Follower	27.67
99251 - Laboratory Animal Caretaker I	13.61***
99252 - Laboratory Animal Caretaker II	14.95***
99260 - Marketing Analyst	28.50
99310 - Mortician	29.59
99410 - Pest Controller	17.65
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.54
99711 - Recycling Specialist	20.69
99730 - Refuse Collector	14.44***
99810 - Sales Clerk	13.50***
99820 - School Crossing Guard	14.32***
99830 - Survey Party Chief	21.34
99831 - Surveying Aide	12.52***
99832 - Surveying Technician	17.63
99840 - Vending Machine Attendant	18.92

99841 - Vending Machine Repairer	24.45
99842 - Vending Machine Repairer Helper	18.92

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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
Daniel W. Simms Director	Division of Wage Determinations
Wage Determination No.: 2015-4417 Revision No.: 21 Date Of Last Revision: 12/27/2022	

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Cherokee, Clay, Graham, Jackson, Macon, McDowell, Mitchell, Polk, Swain, Transylvania, Watauga, Yancey

****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	14.20***
01012 - Accounting Clerk II	15.94***
01013 - Accounting Clerk III	17.83
01020 - Administrative Assistant	23.96
01035 - Court Reporter	17.83
01041 - Customer Service Representative I	12.76***
01042 - Customer Service Representative II	13.92***
01043 - Customer Service Representative III	15.62***
01051 - Data Entry Operator I	14.91***
01052 - Data Entry Operator II	16.27
01060 - Dispatcher, Motor Vehicle	20.64
01070 - Document Preparation Clerk	14.20***
01090 - Duplicating Machine Operator	14.20***
01111 - General Clerk I	13.40***
01112 - General Clerk II	14.62***
01113 - General Clerk III	16.42
01120 - Housing Referral Assistant	19.88
01141 - Messenger Courier	11.58***
01191 - Order Clerk I	16.51
01192 - Order Clerk II	18.02
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	22.32
01290 - Rental Clerk	12.90***
01300 - Scheduler, Maintenance	15.94***
01311 - Secretary I	15.94***
01312 - Secretary II	17.83
01313 - Secretary III	19.88
01320 - Service Order Dispatcher	18.45
01410 - Supply Technician	23.96
01420 - Survey Worker	15.02***
01460 - Switchboard Operator/Receptionist	13.73***
01531 - Travel Clerk I	13.77***
01532 - Travel Clerk II	14.73***
01533 - Travel Clerk III	15.67***
01611 - Word Processor I	14.20***
01612 - Word Processor II	15.94***
01613 - Word Processor III	17.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.94
05010 - Automotive Electrician	18.09
05040 - Automotive Glass Installer	17.18
05070 - Automotive Worker	17.18
05110 - Mobile Equipment Servicer	15.33***
05130 - Motor Equipment Metal Mechanic	19.05
05160 - Motor Equipment Metal Worker	17.18

05190 - Motor Vehicle Mechanic	18.34
05220 - Motor Vehicle Mechanic Helper	14.43***
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.18
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.18
05370 - Tire Repairer	14.60***
05400 - Transmission Repair Specialist	19.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.97***
07041 - Cook I	12.52***
07042 - Cook II	14.09***
07070 - Dishwasher	10.81***
07130 - Food Service Worker	11.55***
07210 - Meat Cutter	14.24***
07260 - Waiter/Waitress	9.68***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.97
09040 - Furniture Handler	11.96***
09080 - Furniture Refinisher	17.97
09090 - Furniture Refinisher Helper	14.11***
09110 - Furniture Repairer, Minor	16.06***
09130 - Upholsterer	17.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.32***
11060 - Elevator Operator	13.63***
11090 - Gardener	18.14
11122 - Housekeeping Aide	13.63***
11150 - Janitor	13.63***
11210 - Laborer, Grounds Maintenance	14.41***
11240 - Maid or Houseman	11.26***
11260 - Pruner	13.22***
11270 - Tractor Operator	16.94
11330 - Trail Maintenance Worker	14.41***
11360 - Window Cleaner	14.85***
12000 - Health Occupations	
12010 - Ambulance Driver	16.94
12011 - Breath Alcohol Technician	20.07
12012 - Certified Occupational Therapist Assistant	32.56
12015 - Certified Physical Therapist Assistant	28.90
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	34.80
12030 - EKG Technician	30.42
12035 - Electroneurodiagnostic Technologist	30.42
12040 - Emergency Medical Technician	16.94
12071 - Licensed Practical Nurse I	17.94
12072 - Licensed Practical Nurse II	20.07
12073 - Licensed Practical Nurse III	22.37
12100 - Medical Assistant	15.78***

12130 - Medical Laboratory Technician	23.06
12160 - Medical Record Clerk	16.19***
12190 - Medical Record Technician	18.11
12195 - Medical Transcriptionist	17.94
12210 - Nuclear Medicine Technologist	44.11
12221 - Nursing Assistant I	12.12***
12222 - Nursing Assistant II	13.62***
12223 - Nursing Assistant III	14.86***
12224 - Nursing Assistant IV	16.68
12235 - Optical Dispenser	17.53
12236 - Optical Technician	17.94
12250 - Pharmacy Technician	16.20
12280 - Phlebotomist	14.38***
12305 - Radiologic Technologist	28.44
12311 - Registered Nurse I	24.15
12312 - Registered Nurse II	29.54
12313 - Registered Nurse II, Specialist	29.54
12314 - Registered Nurse III	35.75
12315 - Registered Nurse III, Anesthetist	35.75
12316 - Registered Nurse IV	42.84
12317 - Scheduler (Drug and Alcohol Testing)	24.86
12320 - Substance Abuse Treatment Counselor	25.27
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.71
13012 - Exhibits Specialist II	23.17
13013 - Exhibits Specialist III	28.35
13041 - Illustrator I	18.71
13042 - Illustrator II	23.17
13043 - Illustrator III	28.35
13047 - Librarian	25.67
13050 - Library Aide/Clerk	13.09***
13054 - Library Information Technology Systems Administrator	23.17
13058 - Library Technician	18.54
13061 - Media Specialist I	16.72
13062 - Media Specialist II	18.71
13063 - Media Specialist III	20.85
13071 - Photographer I	15.74***
13072 - Photographer II	17.61
13073 - Photographer III	21.81
13074 - Photographer IV	26.69
13075 - Photographer V	32.28
13090 - Technical Order Library Clerk	16.28
13110 - Video Teleconference Technician	17.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.56***
14042 - Computer Operator II	17.41
14043 - Computer Operator III	19.42
14044 - Computer Operator IV	21.57

14045 - Computer Operator V		24.27
14071 - Computer Programmer I	(see 1)	20.07
14072 - Computer Programmer II	(see 1)	24.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56***
14160 - Personal Computer Support Technician		27.43
14170 - System Support Specialist		24.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.57
15020 - Aircrew Training Devices Instructor (Rated)		35.77
15030 - Air Crew Training Devices Instructor (Pilot)		42.88
15050 - Computer Based Training Specialist / Instructor		29.57
15060 - Educational Technologist		24.48
15070 - Flight Instructor (Pilot)		42.88
15080 - Graphic Artist		23.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.88
15086 - Maintenance Test Pilot, Rotary Wing		42.88
15088 - Non-Maintenance Test/Co-Pilot		42.88
15090 - Technical Instructor		20.09
15095 - Technical Instructor/Course Developer		24.57
15110 - Test Proctor		17.22
15120 - Tutor		17.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.21***
16030 - Counter Attendant		10.21***
16040 - Dry Cleaner		12.61***
16070 - Finisher, Flatwork, Machine		10.21***
16090 - Presser, Hand		10.21***
16110 - Presser, Machine, Drycleaning		10.21***
16130 - Presser, Machine, Shirts		10.21***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.21***
16190 - Sewing Machine Operator		13.31***
16220 - Tailor		14.17***
16250 - Washer, Machine		11.04***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.87
19040 - Tool And Die Maker		23.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.89
21030 - Material Coordinator		22.32
21040 - Material Expediter		22.32
21050 - Material Handling Laborer		17.35
21071 - Order Filler		12.93***
21080 - Production Line Worker (Food Processing)		16.89
21110 - Shipping Packer		16.74

21130 - Shipping/Receiving Clerk	16.74
21140 - Store Worker I	12.56***
21150 - Stock Clerk	16.39
21210 - Tools And Parts Attendant	16.89
21410 - Warehouse Specialist	16.89
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.21
23019 - Aircraft Logs and Records Technician	18.65
23021 - Aircraft Mechanic I	22.03
23022 - Aircraft Mechanic II	23.21
23023 - Aircraft Mechanic III	24.38
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft, Painter	20.87
23060 - Aircraft Servicer	18.65
23070 - Aircraft Survival Flight Equipment Technician	20.87
23080 - Aircraft Worker	19.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.03
23110 - Appliance Mechanic	21.37
23120 - Bicycle Repairer	17.54
23125 - Cable Splicer	36.15
23130 - Carpenter, Maintenance	18.70
23140 - Carpet Layer	19.75
23160 - Electrician, Maintenance	20.36
23181 - Electronics Technician Maintenance I	21.66
23182 - Electronics Technician Maintenance II	22.88
23183 - Electronics Technician Maintenance III	24.16
23260 - Fabric Worker	18.65
23290 - Fire Alarm System Mechanic	20.51
23310 - Fire Extinguisher Repairer	17.54
23311 - Fuel Distribution System Mechanic	22.03
23312 - Fuel Distribution System Operator	17.54
23370 - General Maintenance Worker	18.55
23380 - Ground Support Equipment Mechanic	22.03
23381 - Ground Support Equipment Servicer	18.65
23382 - Ground Support Equipment Worker	19.75
23391 - Gunsmith I	17.54
23392 - Gunsmith II	19.75
23393 - Gunsmith III	22.03
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	22.77
23440 - Heavy Equipment Operator	17.77
23460 - Instrument Mechanic	22.03
23465 - Laboratory/Shelter Mechanic	20.87

23470 - Laborer	17.35
23510 - Locksmith	20.87
23530 - Machinery Maintenance Mechanic	22.77
23550 - Machinist, Maintenance	18.67
23580 - Maintenance Trades Helper	13.88***
23591 - Metrology Technician I	22.03
23592 - Metrology Technician II	23.21
23593 - Metrology Technician III	24.38
23640 - Millwright	22.03
23710 - Office Appliance Repairer	21.00
23760 - Painter, Maintenance	17.28
23790 - Pipefitter, Maintenance	21.55
23810 - Plumber, Maintenance	20.42
23820 - Pneudraulic Systems Mechanic	22.03
23850 - Rigger	22.03
23870 - Scale Mechanic	19.75
23890 - Sheet-Metal Worker, Maintenance	17.67
23910 - Small Engine Mechanic	18.32
23931 - Telecommunications Mechanic I	32.79
23932 - Telecommunications Mechanic II	34.55
23950 - Telephone Lineman	21.59
23960 - Welder, Combination, Maintenance	22.52
23965 - Well Driller	24.95
23970 - Woodcraft Worker	22.03
23980 - Woodworker	17.54
24000 - Personal Needs Occupations	
24550 - Case Manager	18.25
24570 - Child Care Attendant	11.75***
24580 - Child Care Center Clerk	16.42
24610 - Chore Aide	10.84***
24620 - Family Readiness And Support Services Coordinator	18.25
24630 - Homemaker	18.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.51
25040 - Sewage Plant Operator	19.07
25070 - Stationary Engineer	20.51
25190 - Ventilation Equipment Tender	15.26***
25210 - Water Treatment Plant Operator	19.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.13***
27007 - Baggage Inspector	14.48***
27008 - Corrections Officer	18.37
27010 - Court Security Officer	17.17
27030 - Detection Dog Handler	16.21
27040 - Detention Officer	18.37
27070 - Firefighter	14.28***
27101 - Guard I	14.48***
27102 - Guard II	16.21

27131 - Police Officer I	19.32
27132 - Police Officer II	21.47
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.65***
28042 - Carnival Equipment Repairer	14.60***
28043 - Carnival Worker	10.61***
28210 - Gate Attendant/Gate Tender	18.10
28310 - Lifeguard	11.74***
28350 - Park Attendant (Aide)	20.26
28510 - Recreation Aide/Health Facility Attendant	14.78***
28515 - Recreation Specialist	25.09
28630 - Sports Official	16.12***
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.75
29020 - Hatch Tender	19.75
29030 - Line Handler	19.75
29041 - Stevedore I	18.65
29042 - Stevedore II	20.87
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	18.03
30022 - Archeological Technician II	20.16
30023 - Archeological Technician III	24.97
30030 - Cartographic Technician	24.97
30040 - Civil Engineering Technician	26.60
30051 - Cryogenic Technician I	29.99
30052 - Cryogenic Technician II	33.13
30061 - Drafter/CAD Operator I	18.03
30062 - Drafter/CAD Operator II	20.16
30063 - Drafter/CAD Operator III	22.77
30064 - Drafter/CAD Operator IV	27.67
30081 - Engineering Technician I	14.99***
30082 - Engineering Technician II	16.82
30083 - Engineering Technician III	18.82
30084 - Engineering Technician IV	23.32
30085 - Engineering Technician V	28.53
30086 - Engineering Technician VI	34.51
30090 - Environmental Technician	23.82
30095 - Evidence Control Specialist	27.07
30210 - Laboratory Technician	22.48
30221 - Latent Fingerprint Technician I	29.99
30222 - Latent Fingerprint Technician II	33.13
30240 - Mathematical Technician	24.76
30361 - Paralegal/Legal Assistant I	19.21
30362 - Paralegal/Legal Assistant II	23.79
30363 - Paralegal/Legal Assistant III	29.10

30364 - Paralegal/Legal Assistant IV	35.21
30375 - Petroleum Supply Specialist	33.13
30390 - Photo-Optics Technician	24.97
30395 - Radiation Control Technician	33.13
30461 - Technical Writer I	24.76
30462 - Technical Writer II	30.24
30463 - Technical Writer III	36.65
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	29.99
30502 - Weather Forecaster II	36.48
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.77
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	10.97***
31030 - Bus Driver	14.48***
31043 - Driver Courier	15.52***
31260 - Parking and Lot Attendant	11.34***
31290 - Shuttle Bus Driver	16.62
31310 - Taxi Driver	13.77***
31361 - Truckdriver, Light	16.62
31362 - Truckdriver, Medium	17.89
31363 - Truckdriver, Heavy	19.56
31364 - Truckdriver, Tractor-Trailer	19.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.72***
99050 - Desk Clerk	12.77***
99095 - Embalmer	29.41
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.17***
99252 - Laboratory Animal Caretaker II	14.09***
99260 - Marketing Analyst	24.08
99310 - Mortician	29.41
99410 - Pest Controller	16.86
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	14.09***
99711 - Recycling Specialist	16.63
99730 - Refuse Collector	12.93***
99810 - Sales Clerk	12.23***
99820 - School Crossing Guard	13.79***
99830 - Survey Party Chief	21.13
99831 - Surveying Aide	15.05***
99832 - Surveying Technician	20.02

99840 - Vending Machine Attendant	17.72
99841 - Vending Machine Repairer	21.35
99842 - Vending Machine Repairer Helper	17.72

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 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))."

"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.: 2015-4613 Revision No.: 22 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director		Division of Wage Determinations

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

State: Alabama

Area: Alabama Counties of Franklin, Marion, Winston

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	15.49***
01012 - Accounting Clerk II	17.38
01013 - Accounting Clerk III	19.44
01020 - Administrative Assistant	26.93
01035 - Court Reporter	19.28
01041 - Customer Service Representative I	13.02***
01042 - Customer Service Representative II	14.21***
01043 - Customer Service Representative III	15.95***
01051 - Data Entry Operator I	14.64***
01052 - Data Entry Operator II	15.98***
01060 - Dispatcher, Motor Vehicle	18.13
01070 - Document Preparation Clerk	15.35***
01090 - Duplicating Machine Operator	15.35***
01111 - General Clerk I	11.24***
01112 - General Clerk II	12.26***
01113 - General Clerk III	15.25***
01120 - Housing Referral Assistant	21.49
01141 - Messenger Courier	12.52***
01191 - Order Clerk I	14.07***
01192 - Order Clerk II	15.35***
01261 - Personnel Assistant (Employment) I	16.32
01262 - Personnel Assistant (Employment) II	18.25
01263 - Personnel Assistant (Employment) III	20.34
01270 - Production Control Clerk	22.34
01290 - Rental Clerk	13.52***
01300 - Scheduler, Maintenance	17.23
01311 - Secretary I	17.23
01312 - Secretary II	19.28
01313 - Secretary III	21.49
01320 - Service Order Dispatcher	16.21
01410 - Supply Technician	26.93
01420 - Survey Worker	16.81
01460 - Switchboard Operator/Receptionist	13.03***
01531 - Travel Clerk I	12.66***
01532 - Travel Clerk II	13.54***
01533 - Travel Clerk III	14.29***
01611 - Word Processor I	15.35***
01612 - Word Processor II	17.23
01613 - Word Processor III	19.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.30
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08***
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	17.78
05220 - Motor Vehicle Mechanic Helper	13.93***

05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter, Automotive	17.00
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	13.75***
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.96***
07041 - Cook I	9.20***
07042 - Cook II	10.58***
07070 - Dishwasher	10.18***
07130 - Food Service Worker	10.23***
07210 - Meat Cutter	15.57***
07260 - Waiter/Waitress	8.93***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94***
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41***
09110 - Furniture Repairer, Minor	15.98***
09130 - Upholsterer	17.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.48***
11060 - Elevator Operator	12.48***
11090 - Gardener	17.80
11122 - Housekeeping Aide	11.66***
11150 - Janitor	11.66***
11210 - Laborer, Grounds Maintenance	13.67***
11240 - Maid or Houseman	9.48***
11260 - Pruner	12.27***
11270 - Tractor Operator	16.42
11330 - Trail Maintenance Worker	13.67***
11360 - Window Cleaner	12.99***
12000 - Health Occupations	
12010 - Ambulance Driver	17.00
12011 - Breath Alcohol Technician	18.11
12012 - Certified Occupational Therapist Assistant	28.42
12015 - Certified Physical Therapist Assistant	30.59
12020 - Dental Assistant	16.71
12025 - Dental Hygienist	24.73
12030 - EKG Technician	27.45
12035 - Electroneurodiagnostic Technologist	27.45
12040 - Emergency Medical Technician	17.00
12071 - Licensed Practical Nurse I	16.19***
12072 - Licensed Practical Nurse II	18.11
12073 - Licensed Practical Nurse III	20.19
12100 - Medical Assistant	13.76***
12130 - Medical Laboratory Technician	21.78
12160 - Medical Record Clerk	15.15***

12190 - Medical Record Technician	16.95
12195 - Medical Transcriptionist	16.19***
12210 - Nuclear Medicine Technologist	39.81
12221 - Nursing Assistant I	12.21***
12222 - Nursing Assistant II	13.73***
12223 - Nursing Assistant III	14.98***
12224 - Nursing Assistant IV	16.81
12235 - Optical Dispenser	18.11
12236 - Optical Technician	16.19***
12250 - Pharmacy Technician	14.43***
12280 - Phlebotomist	14.51***
12305 - Radiologic Technologist	23.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08
12313 - Registered Nurse II, Specialist	28.08
12314 - Registered Nurse III	33.97
12315 - Registered Nurse III, Anesthetist	33.97
12316 - Registered Nurse IV	40.70
12317 - Scheduler (Drug and Alcohol Testing)	22.44
12320 - Substance Abuse Treatment Counselor	20.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.89
13012 - Exhibits Specialist II	25.88
13013 - Exhibits Specialist III	31.66
13041 - Illustrator I	20.89
13042 - Illustrator II	25.88
13043 - Illustrator III	31.66
13047 - Librarian	28.66
13050 - Library Aide/Clerk	16.64
13054 - Library Information Technology Systems Administrator	25.88
13058 - Library Technician	20.89
13061 - Media Specialist I	18.67
13062 - Media Specialist II	20.89
13063 - Media Specialist III	23.29
13071 - Photographer I	18.67
13072 - Photographer II	20.89
13073 - Photographer III	25.88
13074 - Photographer IV	31.66
13075 - Photographer V	38.30
13090 - Technical Order Library Clerk	20.89
13110 - Video Teleconference Technician	18.67
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.55***
14042 - Computer Operator II	19.13
14043 - Computer Operator III	20.49
14044 - Computer Operator IV	26.16
14045 - Computer Operator V	27.62
14071 - Computer Programmer I	25.00

(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		15.55***
14160 - Personal Computer Support Technician		26.16
14170 - System Support Specialist		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35
15020 - Aircrew Training Devices Instructor (Rated)		35.52
15030 - Air Crew Training Devices Instructor (Pilot)		36.76
15050 - Computer Based Training Specialist / Instructor		30.38
15060 - Educational Technologist		36.24
15070 - Flight Instructor (Pilot)		36.76
15080 - Graphic Artist		24.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		36.76
15086 - Maintenance Test Pilot, Rotary Wing		36.76
15088 - Non-Maintenance Test/Co-Pilot		36.76
15090 - Technical Instructor		22.08
15095 - Technical Instructor/Course Developer		26.99
15110 - Test Proctor		18.01
15120 - Tutor		18.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.76***
16030 - Counter Attendant		9.76***
16040 - Dry Cleaner		12.26***
16070 - Finisher, Flatwork, Machine		9.76***
16090 - Presser, Hand		9.76***
16110 - Presser, Machine, Drycleaning		9.76***
16130 - Presser, Machine, Shirts		9.76***
16160 - Presser, Machine, Wearing Apparel, Laundry		9.76***
16190 - Sewing Machine Operator		12.95***
16220 - Tailor		13.65***
16250 - Washer, Machine		10.58***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.44
19040 - Tool And Die Maker		29.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.22
21030 - Material Coordinator		22.34
21040 - Material Expediter		22.34
21050 - Material Handling Laborer		13.73***
21071 - Order Filler		11.96***
21080 - Production Line Worker (Food Processing)		18.22
21110 - Shipping Packer		16.68
21130 - Shipping/Receiving Clerk		16.68
21140 - Store Worker I		12.36***

21150 - Stock Clerk	17.19
21210 - Tools And Parts Attendant	18.22
21410 - Warehouse Specialist	18.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.35
23019 - Aircraft Logs and Records Technician	19.34
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft, Painter	20.49
23060 - Aircraft Servicer	19.34
23070 - Aircraft Survival Flight Equipment Technician	20.49
23080 - Aircraft Worker	20.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.24
23110 - Appliance Mechanic	20.49
23120 - Bicycle Repairer	16.75
23125 - Cable Splicer	37.27
23130 - Carpenter, Maintenance	19.23
23140 - Carpet Layer	19.25
23160 - Electrician, Maintenance	23.21
23181 - Electronics Technician Maintenance I	19.44
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	26.62
23260 - Fabric Worker	18.00
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	16.75
23311 - Fuel Distribution System Mechanic	21.77
23312 - Fuel Distribution System Operator	16.80
23370 - General Maintenance Worker	17.65
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	16.75
23392 - Gunsmith II	19.25
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.95
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.26
23430 - Heavy Equipment Mechanic	23.84
23440 - Heavy Equipment Operator	18.01
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	20.49
23470 - Laborer	13.73***
23510 - Locksmith	20.49

23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	21.64
23580 - Maintenance Trades Helper	14.41***
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	24.03
23593 - Metrology Technician III	25.24
23640 - Millwright	21.77
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	17.58
23790 - Pipefitter, Maintenance	21.22
23810 - Plumber, Maintenance	20.27
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.77
23870 - Scale Mechanic	19.25
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	19.25
23931 - Telecommunications Mechanic I	27.67
23932 - Telecommunications Mechanic II	30.57
23950 - Telephone Lineman	21.77
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	21.77
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.75
24000 - Personal Needs Occupations	
24550 - Case Manager	12.61***
24570 - Child Care Attendant	9.02***
24580 - Child Care Center Clerk	11.24***
24610 - Chore Aide	10.86***
24620 - Family Readiness And Support Services Coordinator	12.61***
24630 - Homemaker	13.55***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.77
25040 - Sewage Plant Operator	21.91
25070 - Stationary Engineer	21.77
25190 - Ventilation Equipment Tender	16.34
25210 - Water Treatment Plant Operator	21.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.70***
27007 - Baggage Inspector	10.85***
27008 - Corrections Officer	18.62
27010 - Court Security Officer	17.91
27030 - Detection Dog Handler	13.55***
27040 - Detention Officer	18.62
27070 - Firefighter	17.89
27101 - Guard I	10.85***
27102 - Guard II	13.55***
27131 - Police Officer I	18.64
27132 - Police Officer II	20.71

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.12***
28042 - Carnival Equipment Repairer	11.68***
28043 - Carnival Worker	8.49***
28210 - Gate Attendant/Gate Tender	14.06***
28310 - Lifeguard	12.21***
28350 - Park Attendant (Aide)	15.73***
28510 - Recreation Aide/Health Facility Attendant	11.48***
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.53***
28690 - Swimming Pool Operator	22.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.94
29020 - Hatch Tender	19.94
29030 - Line Handler	19.94
29041 - Stevedore I	18.64
29042 - Stevedore II	21.22
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.48
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.50
30021 - Archeological Technician I	18.60
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	25.48
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	24.75
30051 - Cryogenic Technician I	28.55
30052 - Cryogenic Technician II	31.55
30061 - Drafter/CAD Operator I	18.60
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	23.21
30064 - Drafter/CAD Operator IV	28.55
30081 - Engineering Technician I	15.98***
30082 - Engineering Technician II	18.60
30083 - Engineering Technician III	21.00
30084 - Engineering Technician IV	28.62
30085 - Engineering Technician V	33.81
30086 - Engineering Technician VI	40.89
30090 - Environmental Technician	25.48
30095 - Evidence Control Specialist	24.75
30210 - Laboratory Technician	22.27
30221 - Latent Fingerprint Technician I	28.55
30222 - Latent Fingerprint Technician II	31.55
30240 - Mathematical Technician	25.48
30361 - Paralegal/Legal Assistant I	18.54
30362 - Paralegal/Legal Assistant II	22.98
30363 - Paralegal/Legal Assistant III	28.11
30364 - Paralegal/Legal Assistant IV	34.01
30375 - Petroleum Supply Specialist	29.59

30390 - Photo-Optics Technician	25.48
30395 - Radiation Control Technician	29.59
30461 - Technical Writer I	24.75
30462 - Technical Writer II	30.28
30463 - Technical Writer III	36.62
30491 - Unexploded Ordnance (UXO) Technician I	26.36
30492 - Unexploded Ordnance (UXO) Technician II	31.89
30493 - Unexploded Ordnance (UXO) Technician III	38.23
30494 - Unexploded (UXO) Safety Escort	26.36
30495 - Unexploded (UXO) Sweep Personnel	26.36
30501 - Weather Forecaster I	28.55
30502 - Weather Forecaster II	34.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.21
30621 - Weather Observer, Senior	(see 2) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.89
31020 - Bus Aide	13.65***
31030 - Bus Driver	18.84
31043 - Driver Courier	14.96***
31260 - Parking and Lot Attendant	12.28***
31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	15.96***
31361 - Truckdriver, Light	16.25
31362 - Truckdriver, Medium	16.82
31363 - Truckdriver, Heavy	20.10
31364 - Truckdriver, Tractor-Trailer	20.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.55***
99030 - Cashier	10.71***
99050 - Desk Clerk	9.27***
99095 - Embalmer	26.36
99130 - Flight Follower	26.36
99251 - Laboratory Animal Caretaker I	14.44***
99252 - Laboratory Animal Caretaker II	19.69
99260 - Marketing Analyst	23.55
99310 - Mortician	26.36
99410 - Pest Controller	18.62
99510 - Photofinishing Worker	13.85***
99710 - Recycling Laborer	17.64
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	15.84***
99810 - Sales Clerk	11.63***
99820 - School Crossing Guard	13.96***
99830 - Survey Party Chief	20.65
99831 - Surveying Aide	12.72***
99832 - Surveying Technician	17.40
99840 - Vending Machine Attendant	18.69
99841 - Vending Machine Repairer	23.30

99842 - Vending Machine Repairer Helper

18.69

***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.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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))."