

ATTACHMENT F

"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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5303
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.

<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: determination,</p>	<p>Executive Order 14026 generally applies to the contract.</p> <p>The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.</p>
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<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: determination,</p>	<p>Executive Order 13658 generally applies to the contract.</p> <p>The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.</p>
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The applicable Executive Order minimum wage rate will be adjusted annually.
Additional
information on contractor requirements and worker protections under the Executive
Orders
is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Edwards, Kinney, Real, Uvalde, Val Verde

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.76***
01012 - Accounting Clerk II		16.58
01013 - Accounting Clerk III		18.54
01020 - Administrative Assistant		26.77
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		12.73***
01042 - Customer Service Representative II		14.10***
01043 - Customer Service Representative III		15.62***
01051 - Data Entry Operator I		13.73***
01052 - Data Entry Operator II		14.98***
01060 - Dispatcher, Motor Vehicle		19.65
01070 - Document Preparation Clerk		14.60***
01090 - Duplicating Machine Operator		14.60***
01111 - General Clerk I		13.01***
01112 - General Clerk II		14.19***
01113 - General Clerk III		15.92***
01120 - Housing Referral Assistant		21.25
01141 - Messenger Courier		12.13***
01191 - Order Clerk I		13.92***
01192 - Order Clerk II		15.18***
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk		21.68
01290 - Rental Clerk		14.90***
01300 - Scheduler, Maintenance		17.04
01311 - Secretary I		17.04
01312 - Secretary II		19.06
01313 - Secretary III		21.25
01320 - Service Order Dispatcher		17.56
01410 - Supply Technician		26.77

01420 - Survey Worker	18.32
01460 - Switchboard Operator/Receptionist	13.42***
01531 - Travel Clerk I	13.91***
01532 - Travel Clerk II	14.79***
01533 - Travel Clerk III	15.56***
01611 - Word Processor I	14.66***
01612 - Word Processor II	17.04
01613 - Word Processor III	19.06
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.25
05010 - Automotive Electrician	19.53
05040 - Automotive Glass Installer	18.45
05070 - Automotive Worker	18.45
05110 - Mobile Equipment Servicer	16.46
05130 - Motor Equipment Metal Mechanic	20.55
05160 - Motor Equipment Metal Worker	18.45
05190 - Motor Vehicle Mechanic	20.25
05220 - Motor Vehicle Mechanic Helper	15.50***
05250 - Motor Vehicle Upholstery Worker	17.41
05280 - Motor Vehicle Wrecker	18.45
05310 - Painter, Automotive	19.53
05340 - Radiator Repair Specialist	18.45
05370 - Tire Repairer	13.81***
05400 - Transmission Repair Specialist	20.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53***
07041 - Cook I	11.42***
07042 - Cook II	13.19***
07070 - Dishwasher	9.98***
07130 - Food Service Worker	10.71***
07210 - Meat Cutter	15.28***
07260 - Waiter/Waitress	9.04***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.53
09040 - Furniture Handler	11.51***
09080 - Furniture Refinisher	16.53
09090 - Furniture Refinisher Helper	13.20***
09110 - Furniture Repairer, Minor	14.76***
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.19***
11060 - Elevator Operator	12.94***
11090 - Gardener	16.78
11122 - Housekeeping Aide	11.09***
11150 - Janitor	11.09***
11210 - Laborer, Grounds Maintenance	13.13***
11240 - Maid or Houseman	10.92***
11260 - Pruner	11.90***
11270 - Tractor Operator	15.58***
11330 - Trail Maintenance Worker	13.13***

11360 - Window Cleaner	12.35***
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	20.16
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	35.04
12020 - Dental Assistant	14.50***
12025 - Dental Hygienist	44.32
12030 - EKG Technician	30.56
12035 - Electroneurodiagnostic Technologist	30.56
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	18.02
12072 - Licensed Practical Nurse II	20.16
12073 - Licensed Practical Nurse III	22.48
12100 - Medical Assistant	15.70***
12130 - Medical Laboratory Technician	26.24
12160 - Medical Record Clerk	15.15***
12190 - Medical Record Technician	16.94
12195 - Medical Transcriptionist	18.02
12210 - Nuclear Medicine Technologist	44.32
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	18.28
12236 - Optical Technician	18.02
12250 - Pharmacy Technician	17.59
12280 - Phlebotomist	15.79***
12305 - Radiologic Technologist	29.02
12311 - Registered Nurse I	24.40
12312 - Registered Nurse II	29.85
12313 - Registered Nurse II, Specialist	29.85
12314 - Registered Nurse III	36.11
12315 - Registered Nurse III, Anesthetist	36.11
12316 - Registered Nurse IV	43.28
12317 - Scheduler (Drug and Alcohol Testing)	24.99
12320 - Substance Abuse Treatment Counselor	23.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.83
13012 - Exhibits Specialist II	24.56
13013 - Exhibits Specialist III	30.05
13041 - Illustrator I	19.83
13042 - Illustrator II	24.56
13043 - Illustrator III	30.05
13047 - Librarian	27.21
13050 - Library Aide/Clerk	13.34***
13054 - Library Information Technology Systems Administrator	24.56
13058 - Library Technician	17.47
13061 - Media Specialist I	17.73

13062 - Media Specialist II	19.83
13063 - Media Specialist III	22.10
13071 - Photographer I	17.73
13072 - Photographer II	19.83
13073 - Photographer III	24.56
13074 - Photographer IV	30.05
13075 - Photographer V	36.35
13090 - Technical Order Library Clerk	16.47
13110 - Video Teleconference Technician	17.73
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.51***
14042 - Computer Operator II	17.35
14043 - Computer Operator III	19.35
14044 - Computer Operator IV	21.50
14045 - Computer Operator V	23.80
14071 - Computer Programmer I	(see 1) 22.29
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	15.51***
14160 - Personal Computer Support Technician	21.50
14170 - System Support Specialist	26.18
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.94
15020 - Aircrew Training Devices Instructor (Rated)	35.02
15030 - Air Crew Training Devices Instructor (Pilot)	41.98
15050 - Computer Based Training Specialist / Instructor	28.94
15060 - Educational Technologist	36.79
15070 - Flight Instructor (Pilot)	41.98
15080 - Graphic Artist	28.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.98
15086 - Maintenance Test Pilot, Rotary Wing	41.98
15088 - Non-Maintenance Test/Co-Pilot	41.98
15090 - Technical Instructor	23.02
15095 - Technical Instructor/Course Developer	28.17
15110 - Test Proctor	18.59
15120 - Tutor	18.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.14***
16030 - Counter Attendant	10.14***
16040 - Dry Cleaner	12.30***
16070 - Finisher, Flatwork, Machine	10.14***
16090 - Presser, Hand	10.14***
16110 - Presser, Machine, Drycleaning	10.14***
16130 - Presser, Machine, Shirts	10.14***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.14***
16190 - Sewing Machine Operator	12.99***

16220 - Tailor	13.62***
16250 - Washer, Machine	10.97***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.92
19040 - Tool And Die Maker	28.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.44***
21030 - Material Coordinator	21.68
21040 - Material Expediter	21.68
21050 - Material Handling Laborer	14.19***
21071 - Order Filler	14.27***
21080 - Production Line Worker (Food Processing)	13.44***
21110 - Shipping Packer	14.03***
21130 - Shipping/Receiving Clerk	14.03***
21140 - Store Worker I	11.78***
21150 - Stock Clerk	15.98***
21210 - Tools And Parts Attendant	13.44***
21410 - Warehouse Specialist	13.44***
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.48
23019 - Aircraft Logs and Records Technician	24.40
23021 - Aircraft Mechanic I	29.78
23022 - Aircraft Mechanic II	31.48
23023 - Aircraft Mechanic III	33.21
23040 - Aircraft Mechanic Helper	21.05
23050 - Aircraft, Painter	28.02
23060 - Aircraft Servicer	24.40
23070 - Aircraft Survival Flight Equipment Technician	28.02
23080 - Aircraft Worker	26.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.78
23110 - Appliance Mechanic	22.92
23120 - Bicycle Repairer	18.54
23125 - Cable Splicer	33.12
23130 - Carpenter, Maintenance	20.06
23140 - Carpet Layer	21.42
23160 - Electrician, Maintenance	26.83
23181 - Electronics Technician Maintenance I	28.05
23182 - Electronics Technician Maintenance II	30.01
23183 - Electronics Technician Maintenance III	31.90
23260 - Fabric Worker	19.95
23290 - Fire Alarm System Mechanic	24.35
23310 - Fire Extinguisher Repairer	18.54
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.79
23370 - General Maintenance Worker	15.37***
23380 - Ground Support Equipment Mechanic	29.78
23381 - Ground Support Equipment Servicer	24.40

23382 - Ground Support Equipment Worker	26.18
23391 - Gunsmith I	18.54
23392 - Gunsmith II	21.42
23393 - Gunsmith III	24.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.89
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.14
23430 - Heavy Equipment Mechanic	22.14
23440 - Heavy Equipment Operator	20.97
23460 - Instrument Mechanic	24.35
23465 - Laboratory/Shelter Mechanic	22.92
23470 - Laborer	14.19***
23510 - Locksmith	22.92
23530 - Machinery Maintenance Mechanic	24.22
23550 - Machinist, Maintenance	24.22
23580 - Maintenance Trades Helper	13.08***
23591 - Metrology Technician I	24.35
23592 - Metrology Technician II	25.75
23593 - Metrology Technician III	27.16
23640 - Millwright	24.35
23710 - Office Appliance Repairer	22.92
23760 - Painter, Maintenance	23.12
23790 - Pipefitter, Maintenance	23.09
23810 - Plumber, Maintenance	21.74
23820 - Pneudraulic Systems Mechanic	24.35
23850 - Rigger	24.35
23870 - Scale Mechanic	21.42
23890 - Sheet-Metal Worker, Maintenance	24.57
23910 - Small Engine Mechanic	21.42
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.35
23950 - Telephone Lineman	23.67
23960 - Welder, Combination, Maintenance	24.16
23965 - Well Driller	23.26
23970 - Woodcraft Worker	24.35
23980 - Woodworker	18.54
24000 - Personal Needs Occupations	
24550 - Case Manager	16.31
24570 - Child Care Attendant	10.40***
24580 - Child Care Center Clerk	13.28***
24610 - Chore Aide	10.84***
24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	16.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.14
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	22.14
25190 - Ventilation Equipment Tender	15.65***

25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.14
27007 - Baggage Inspector	13.95***
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.21
27030 - Detection Dog Handler	15.60***
27040 - Detention Officer	21.15
27070 - Firefighter	23.17
27101 - Guard I	13.95***
27102 - Guard II	15.60***
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.50***
28042 - Carnival Equipment Repairer	14.53***
28043 - Carnival Worker	10.29***
28210 - Gate Attendant/Gate Tender	16.92
28310 - Lifeguard	13.70***
28350 - Park Attendant (Aide)	18.92
28510 - Recreation Aide/Health Facility Attendant	13.81***
28515 - Recreation Specialist	23.12
28630 - Sports Official	15.07***
28690 - Swimming Pool Operator	20.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.42
29020 - Hatch Tender	21.42
29030 - Line Handler	21.42
29041 - Stevedore I	19.95
29042 - Stevedore II	22.92
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	17.13
30022 - Archeological Technician II	19.16
30023 - Archeological Technician III	23.40
30030 - Cartographic Technician	23.74
30040 - Civil Engineering Technician	20.21
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	17.13
30062 - Drafter/CAD Operator II	19.16
30063 - Drafter/CAD Operator III	21.37
30064 - Drafter/CAD Operator IV	26.29
30081 - Engineering Technician I	15.91***
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	19.98
30084 - Engineering Technician IV	24.75
30085 - Engineering Technician V	30.27

30086 - Engineering Technician VI	36.63
30090 - Environmental Technician	19.43
30095 - Evidence Control Specialist	21.82
30210 - Laboratory Technician	19.16
30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	23.74
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	23.39
30363 - Paralegal/Legal Assistant III	28.61
30364 - Paralegal/Legal Assistant IV	34.62
30375 - Petroleum Supply Specialist	23.19
30390 - Photo-Optics Technician	23.74
30395 - Radiation Control Technician	23.19
30461 - Technical Writer I	24.59
30462 - Technical Writer II	30.08
30463 - Technical Writer III	34.17
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	26.29
30502 - Weather Forecaster II	28.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.37
30621 - Weather Observer, Senior	(see 2) 23.74
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.93***
31030 - Bus Driver	19.16
31043 - Driver Courier	16.53
31260 - Parking and Lot Attendant	12.52***
31290 - Shuttle Bus Driver	16.54
31310 - Taxi Driver	14.67***
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	19.16
31363 - Truckdriver, Heavy	21.25
31364 - Truckdriver, Tractor-Trailer	21.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.79***
99050 - Desk Clerk	11.72***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	17.32
99252 - Laboratory Animal Caretaker II	18.65
99260 - Marketing Analyst	35.87
99310 - Mortician	26.22
99410 - Pest Controller	20.07

99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.87
99711 - Recycling Specialist	20.02
99730 - Refuse Collector	15.16***
99810 - Sales Clerk	11.23***
99820 - School Crossing Guard	13.11***
99830 - Survey Party Chief	20.77
99831 - Surveying Aide	14.49***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	17.32
99841 - Vending Machine Repairer	21.54
99842 - Vending Machine Repairer Helper	17.32

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5301
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: determination,	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: determination,	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually.
Additional
information on contractor requirements and worker protections under the Executive
Orders
is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Dimmit, La Salle, Maverick, Zavala

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.52***
01012 - Accounting Clerk II		16.30
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		26.77
01035 - Court Reporter		17.93
01041 - Customer Service Representative I		12.73***
01042 - Customer Service Representative II		14.10***
01043 - Customer Service Representative III		15.62***
01051 - Data Entry Operator I		13.73***
01052 - Data Entry Operator II		14.98***
01060 - Dispatcher, Motor Vehicle		17.58
01070 - Document Preparation Clerk		14.28***
01090 - Duplicating Machine Operator		14.28***
01111 - General Clerk I		13.01***
01112 - General Clerk II		14.19***
01113 - General Clerk III		15.92***
01120 - Housing Referral Assistant		19.99
01141 - Messenger Courier		11.65***
01191 - Order Clerk I		13.92***
01192 - Order Clerk II		15.18***
01261 - Personnel Assistant (Employment) I		16.98
01262 - Personnel Assistant (Employment) II		19.03
01263 - Personnel Assistant (Employment) III		21.21
01270 - Production Control Clerk		21.68
01290 - Rental Clerk		14.29***
01300 - Scheduler, Maintenance		16.04***
01311 - Secretary I		16.04***
01312 - Secretary II		17.93
01313 - Secretary III		19.99
01320 - Service Order Dispatcher		15.71***
01410 - Supply Technician		26.77

01420 - Survey Worker	17.40
01460 - Switchboard Operator/Receptionist	13.42***
01531 - Travel Clerk I	13.91***
01532 - Travel Clerk II	14.79***
01533 - Travel Clerk III	15.56***
01611 - Word Processor I	14.28***
01612 - Word Processor II	16.04***
01613 - Word Processor III	17.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.60
05010 - Automotive Electrician	16.46
05040 - Automotive Glass Installer	15.43***
05070 - Automotive Worker	15.43***
05110 - Mobile Equipment Servicer	13.38***
05130 - Motor Equipment Metal Mechanic	17.50
05160 - Motor Equipment Metal Worker	15.43***
05190 - Motor Vehicle Mechanic	17.50
05220 - Motor Vehicle Mechanic Helper	12.45***
05250 - Motor Vehicle Upholstery Worker	14.39***
05280 - Motor Vehicle Wrecker	15.43***
05310 - Painter, Automotive	16.46
05340 - Radiator Repair Specialist	15.43***
05370 - Tire Repairer	13.81***
05400 - Transmission Repair Specialist	17.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40***
07041 - Cook I	11.42***
07042 - Cook II	13.19***
07070 - Dishwasher	9.98***
07130 - Food Service Worker	10.71***
07210 - Meat Cutter	14.18***
07260 - Waiter/Waitress	9.04***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.71***
09040 - Furniture Handler	9.99***
09080 - Furniture Refinisher	14.72***
09090 - Furniture Refinisher Helper	11.24***
09110 - Furniture Repairer, Minor	12.96***
09130 - Upholsterer	14.72***
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.19***
11060 - Elevator Operator	12.94***
11090 - Gardener	16.78
11122 - Housekeeping Aide	11.09***
11150 - Janitor	11.09***
11210 - Laborer, Grounds Maintenance	13.13***
11240 - Maid or Houseman	10.92***
11260 - Pruner	11.80***
11270 - Tractor Operator	15.58***
11330 - Trail Maintenance Worker	13.13***

11360 - Window Cleaner	12.35***
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	20.16
12012 - Certified Occupational Therapist Assistant	27.67
12015 - Certified Physical Therapist Assistant	33.66
12020 - Dental Assistant	14.34***
12025 - Dental Hygienist	44.32
12030 - EKG Technician	30.56
12035 - Electroneurodiagnostic Technologist	30.56
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	18.02
12072 - Licensed Practical Nurse II	20.16
12073 - Licensed Practical Nurse III	22.48
12100 - Medical Assistant	14.59***
12130 - Medical Laboratory Technician	25.44
12160 - Medical Record Clerk	15.15***
12190 - Medical Record Technician	16.94
12195 - Medical Transcriptionist	18.02
12210 - Nuclear Medicine Technologist	44.32
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	18.28
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	17.59
12280 - Phlebotomist	14.53***
12305 - Radiologic Technologist	29.02
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68
12313 - Registered Nurse II, Specialist	31.68
12314 - Registered Nurse III	38.30
12315 - Registered Nurse III, Anesthetist	38.30
12316 - Registered Nurse IV	45.94
12317 - Scheduler (Drug and Alcohol Testing)	24.99
12320 - Substance Abuse Treatment Counselor	23.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.83
13012 - Exhibits Specialist II	24.56
13013 - Exhibits Specialist III	30.05
13041 - Illustrator I	19.83
13042 - Illustrator II	24.56
13043 - Illustrator III	30.05
13047 - Librarian	27.21
13050 - Library Aide/Clerk	18.30
13054 - Library Information Technology Systems Administrator	24.56
13058 - Library Technician	15.99***
13061 - Media Specialist I	17.73

13062 - Media Specialist II	19.83
13063 - Media Specialist III	22.10
13071 - Photographer I	17.73
13072 - Photographer II	19.83
13073 - Photographer III	24.56
13074 - Photographer IV	30.05
13075 - Photographer V	36.35
13090 - Technical Order Library Clerk	16.47
13110 - Video Teleconference Technician	17.73
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.38***
14042 - Computer Operator II	13.85***
14043 - Computer Operator III	15.48***
14044 - Computer Operator IV	17.27
14045 - Computer Operator V	19.18
14071 - Computer Programmer I	(see 1) 19.12
14072 - Computer Programmer II	(see 1) 22.69
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	12.68***
14160 - Personal Computer Support Technician	17.27
14170 - System Support Specialist	25.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.94
15020 - Aircrew Training Devices Instructor (Rated)	35.02
15030 - Air Crew Training Devices Instructor (Pilot)	41.98
15050 - Computer Based Training Specialist / Instructor	28.94
15060 - Educational Technologist	36.79
15070 - Flight Instructor (Pilot)	41.98
15080 - Graphic Artist	25.98
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.98
15086 - Maintenance Test Pilot, Rotary Wing	41.98
15088 - Non-Maintenance Test/Co-Pilot	41.98
15090 - Technical Instructor	22.40
15095 - Technical Instructor/Course Developer	25.98
15110 - Test Proctor	14.88***
15120 - Tutor	14.88***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.14***
16030 - Counter Attendant	10.14***
16040 - Dry Cleaner	12.30***
16070 - Finisher, Flatwork, Machine	10.14***
16090 - Presser, Hand	10.14***
16110 - Presser, Machine, Drycleaning	10.14***
16130 - Presser, Machine, Shirts	10.14***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.14***
16190 - Sewing Machine Operator	12.99***

16220 - Tailor	13.62***
16250 - Washer, Machine	10.97***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.92
19040 - Tool And Die Maker	28.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.93***
21030 - Material Coordinator	21.68
21040 - Material Expediter	21.68
21050 - Material Handling Laborer	14.19***
21071 - Order Filler	14.27***
21080 - Production Line Worker (Food Processing)	12.93***
21110 - Shipping Packer	14.03***
21130 - Shipping/Receiving Clerk	14.03***
21140 - Store Worker I	11.78***
21150 - Stock Clerk	15.98***
21210 - Tools And Parts Attendant	12.93***
21410 - Warehouse Specialist	12.93***
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.48
23019 - Aircraft Logs and Records Technician	24.40
23021 - Aircraft Mechanic I	29.78
23022 - Aircraft Mechanic II	31.48
23023 - Aircraft Mechanic III	33.21
23040 - Aircraft Mechanic Helper	21.05
23050 - Aircraft, Painter	28.02
23060 - Aircraft Servicer	24.40
23070 - Aircraft Survival Flight Equipment Technician	28.02
23080 - Aircraft Worker	26.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.78
23110 - Appliance Mechanic	22.92
23120 - Bicycle Repairer	18.54
23125 - Cable Splicer	33.12
23130 - Carpenter, Maintenance	20.06
23140 - Carpet Layer	21.42
23160 - Electrician, Maintenance	26.83
23181 - Electronics Technician Maintenance I	27.12
23182 - Electronics Technician Maintenance II	30.01
23183 - Electronics Technician Maintenance III	31.90
23260 - Fabric Worker	19.95
23290 - Fire Alarm System Mechanic	24.35
23310 - Fire Extinguisher Repairer	18.54
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.10***
23370 - General Maintenance Worker	14.36***
23380 - Ground Support Equipment Mechanic	29.78
23381 - Ground Support Equipment Servicer	24.40

23382 - Ground Support Equipment Worker	26.18
23391 - Gunsmith I	18.54
23392 - Gunsmith II	21.42
23393 - Gunsmith III	24.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.24
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.46
23430 - Heavy Equipment Mechanic	22.14
23440 - Heavy Equipment Operator	20.97
23460 - Instrument Mechanic	24.35
23465 - Laboratory/Shelter Mechanic	22.92
23470 - Laborer	14.19***
23510 - Locksmith	22.92
23530 - Machinery Maintenance Mechanic	24.22
23550 - Machinist, Maintenance	23.72
23580 - Maintenance Trades Helper	13.08***
23591 - Metrology Technician I	24.35
23592 - Metrology Technician II	25.75
23593 - Metrology Technician III	27.16
23640 - Millwright	24.35
23710 - Office Appliance Repairer	22.92
23760 - Painter, Maintenance	23.12
23790 - Pipefitter, Maintenance	20.57
23810 - Plumber, Maintenance	19.36
23820 - Pneudraulic Systems Mechanic	24.35
23850 - Rigger	24.35
23870 - Scale Mechanic	21.42
23890 - Sheet-Metal Worker, Maintenance	24.57
23910 - Small Engine Mechanic	21.42
23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	24.07
23950 - Telephone Lineman	22.61
23960 - Welder, Combination, Maintenance	21.38
23965 - Well Driller	23.26
23970 - Woodcraft Worker	24.35
23980 - Woodworker	18.54
24000 - Personal Needs Occupations	
24550 - Case Manager	16.31
24570 - Child Care Attendant	10.00***
24580 - Child Care Center Clerk	12.46***
24610 - Chore Aide	10.23***
24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	16.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.14
25040 - Sewage Plant Operator	14.45***
25070 - Stationary Engineer	22.14
25190 - Ventilation Equipment Tender	15.65***

25210 - Water Treatment Plant Operator	14.45***
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.14
27007 - Baggage Inspector	13.95***
27008 - Corrections Officer	19.87
27010 - Court Security Officer	21.21
27030 - Detection Dog Handler	15.60***
27040 - Detention Officer	19.87
27070 - Firefighter	23.17
27101 - Guard I	13.95***
27102 - Guard II	15.60***
27131 - Police Officer I	22.30
27132 - Police Officer II	24.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.50***
28042 - Carnival Equipment Repairer	14.53***
28043 - Carnival Worker	10.29***
28210 - Gate Attendant/Gate Tender	16.92
28310 - Lifeguard	13.70***
28350 - Park Attendant (Aide)	18.92
28510 - Recreation Aide/Health Facility Attendant	13.81***
28515 - Recreation Specialist	23.12
28630 - Sports Official	15.07***
28690 - Swimming Pool Operator	20.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.42
29020 - Hatch Tender	21.42
29030 - Line Handler	21.42
29041 - Stevedore I	19.95
29042 - Stevedore II	22.92
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	13.92***
30022 - Archeological Technician II	14.74***
30023 - Archeological Technician III	17.07
30030 - Cartographic Technician	17.08
30040 - Civil Engineering Technician	18.14
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	13.11***
30062 - Drafter/CAD Operator II	14.64***
30063 - Drafter/CAD Operator III	16.36
30064 - Drafter/CAD Operator IV	18.60
30081 - Engineering Technician I	12.25***
30082 - Engineering Technician II	13.77***
30083 - Engineering Technician III	15.38***
30084 - Engineering Technician IV	19.08
30085 - Engineering Technician V	22.36

30086 - Engineering Technician VI	27.40
30090 - Environmental Technician	19.00
30095 - Evidence Control Specialist	18.96
30210 - Laboratory Technician	16.36
30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	18.17
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	23.39
30363 - Paralegal/Legal Assistant III	28.61
30364 - Paralegal/Legal Assistant IV	34.62
30375 - Petroleum Supply Specialist	23.19
30390 - Photo-Optics Technician	18.17
30395 - Radiation Control Technician	23.19
30461 - Technical Writer I	18.17
30462 - Technical Writer II	20.91
30463 - Technical Writer III	24.95
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	21.59
30502 - Weather Forecaster II	26.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 16.36
30621 - Weather Observer, Senior	(see 2) 18.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.93***
31030 - Bus Driver	19.16
31043 - Driver Courier	15.22***
31260 - Parking and Lot Attendant	12.52***
31290 - Shuttle Bus Driver	13.55***
31310 - Taxi Driver	12.38***
31361 - Truckdriver, Light	16.40
31362 - Truckdriver, Medium	17.68
31363 - Truckdriver, Heavy	21.25
31364 - Truckdriver, Tractor-Trailer	21.25
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.79***
99050 - Desk Clerk	11.70***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	17.32
99252 - Laboratory Animal Caretaker II	18.65
99260 - Marketing Analyst	35.87
99310 - Mortician	26.22
99410 - Pest Controller	20.07

99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	16.87
99711 - Recycling Specialist	20.02
99730 - Refuse Collector	15.16***
99810 - Sales Clerk	11.23***
99820 - School Crossing Guard	13.11***
99830 - Survey Party Chief	20.69
99831 - Surveying Aide	14.07***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	17.32
99841 - Vending Machine Repairer	21.54
99842 - Vending Machine Repairer Helper	17.32

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

"REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5251
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: determination,	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: determination,	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually.
Additional
information on contractor requirements and worker protections under the Executive
Orders
is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Irion, Tom Green

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36***
01012 - Accounting Clerk II		16.13***
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		24.51
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		13.06***
01042 - Customer Service Representative II		14.25***
01043 - Customer Service Representative III		15.99***
01051 - Data Entry Operator I		13.19***
01052 - Data Entry Operator II		14.39***
01060 - Dispatcher, Motor Vehicle		18.36
01070 - Document Preparation Clerk		14.04***
01090 - Duplicating Machine Operator		14.04***
01111 - General Clerk I		13.68***
01112 - General Clerk II		16.25
01113 - General Clerk III		16.89
01120 - Housing Referral Assistant		19.66
01141 - Messenger Courier		11.45***
01191 - Order Clerk I		14.53***
01192 - Order Clerk II		17.15
01261 - Personnel Assistant (Employment) I		16.00***
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		19.96
01270 - Production Control Clerk		22.82
01290 - Rental Clerk		14.25***
01300 - Scheduler, Maintenance		15.76***
01311 - Secretary I		15.76***
01312 - Secretary II		17.77
01313 - Secretary III		19.66
01320 - Service Order Dispatcher		16.41
01410 - Supply Technician		24.51

01420 - Survey Worker	17.63
01460 - Switchboard Operator/Receptionist	13.07***
01531 - Travel Clerk I	12.32***
01532 - Travel Clerk II	13.50***
01533 - Travel Clerk III	14.77***
01611 - Word Processor I	14.04***
01612 - Word Processor II	15.76***
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.85
05010 - Automotive Electrician	21.88
05040 - Automotive Glass Installer	20.48
05070 - Automotive Worker	20.48
05110 - Mobile Equipment Servicer	17.73
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.48
05190 - Motor Vehicle Mechanic	23.54
05220 - Motor Vehicle Mechanic Helper	16.38
05250 - Motor Vehicle Upholstery Worker	19.13
05280 - Motor Vehicle Wrecker	20.48
05310 - Painter, Automotive	21.88
05340 - Radiator Repair Specialist	20.48
05370 - Tire Repairer	14.85***
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.72***
07041 - Cook I	11.95***
07042 - Cook II	13.86***
07070 - Dishwasher	10.59***
07130 - Food Service Worker	12.63***
07210 - Meat Cutter	17.79
07260 - Waiter/Waitress	9.08***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85***
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25***
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.70***
11060 - Elevator Operator	11.56***
11090 - Gardener	17.49
11122 - Housekeeping Aide	11.51***
11150 - Janitor	11.51***
11210 - Laborer, Grounds Maintenance	13.30***
11240 - Maid or Houseman	10.92***
11260 - Pruner	11.87***
11270 - Tractor Operator	16.15***
11330 - Trail Maintenance Worker	13.30***

11360 - Window Cleaner	12.40***
12000 - Health Occupations	
12010 - Ambulance Driver	19.86
12011 - Breath Alcohol Technician	19.86
12012 - Certified Occupational Therapist Assistant	27.25
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	17.30
12025 - Dental Hygienist	39.34
12030 - EKG Technician	30.10
12035 - Electroneurodiagnostic Technologist	30.10
12040 - Emergency Medical Technician	19.86
12071 - Licensed Practical Nurse I	17.75
12072 - Licensed Practical Nurse II	19.86
12073 - Licensed Practical Nurse III	22.14
12100 - Medical Assistant	14.91***
12130 - Medical Laboratory Technician	22.00
12160 - Medical Record Clerk	16.74
12190 - Medical Record Technician	19.82
12195 - Medical Transcriptionist	17.75
12210 - Nuclear Medicine Technologist	43.65
12221 - Nursing Assistant I	11.99***
12222 - Nursing Assistant II	13.48***
12223 - Nursing Assistant III	14.71***
12224 - Nursing Assistant IV	16.51
12235 - Optical Dispenser	19.40
12236 - Optical Technician	17.75
12250 - Pharmacy Technician	17.53
12280 - Phlebotomist	27.06
12305 - Radiologic Technologist	30.10
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	24.61
12320 - Substance Abuse Treatment Counselor	26.65
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.67
13012 - Exhibits Specialist II	25.60
13013 - Exhibits Specialist III	31.31
13041 - Illustrator I	22.36
13042 - Illustrator II	27.34
13043 - Illustrator III	31.31
13047 - Librarian	18.30
13050 - Library Aide/Clerk	22.36
13054 - Library Information Technology Systems Administrator	19.65
13058 - Library Technician	17.74
13061 - Media Specialist I	18.47

13062 - Media Specialist II	20.67
13063 - Media Specialist III	23.05
13071 - Photographer I	18.81
13072 - Photographer II	18.47
13073 - Photographer III	25.60
13074 - Photographer IV	31.31
13075 - Photographer V	37.88
13090 - Technical Order Library Clerk	20.66
13110 - Video Teleconference Technician	18.48
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.39
14042 - Computer Operator II	18.33
14043 - Computer Operator III	21.43
14044 - Computer Operator IV	23.79
14045 - Computer Operator V	26.36
14071 - Computer Programmer I	(see 1) 22.25
14072 - Computer Programmer II	(see 1) 27.56
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.39
14160 - Personal Computer Support Technician	23.79
14170 - System Support Specialist	26.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.53
15020 - Aircrew Training Devices Instructor (Rated)	36.93
15030 - Air Crew Training Devices Instructor (Pilot)	44.28
15050 - Computer Based Training Specialist / Instructor	30.53
15060 - Educational Technologist	36.89
15070 - Flight Instructor (Pilot)	44.28
15080 - Graphic Artist	19.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.28
15086 - Maintenance Test Pilot, Rotary Wing	44.28
15088 - Non-Maintenance Test/Co-Pilot	44.28
15090 - Technical Instructor	19.36
15095 - Technical Instructor/Course Developer	23.68
15110 - Test Proctor	17.77
15120 - Tutor	17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.92***
16030 - Counter Attendant	11.92***
16040 - Dry Cleaner	13.63***
16070 - Finisher, Flatwork, Machine	11.92***
16090 - Presser, Hand	11.92***
16110 - Presser, Machine, Drycleaning	11.92***
16130 - Presser, Machine, Shirts	11.92***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.92***
16190 - Sewing Machine Operator	14.19***

16220 - Tailor	14.76***
16250 - Washer, Machine	12.49***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.99
19040 - Tool And Die Maker	26.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.70
21030 - Material Coordinator	22.82
21040 - Material Expediter	22.82
21050 - Material Handling Laborer	13.04***
21071 - Order Filler	13.48***
21080 - Production Line Worker (Food Processing)	16.70
21110 - Shipping Packer	14.96***
21130 - Shipping/Receiving Clerk	14.96***
21140 - Store Worker I	11.98***
21150 - Stock Clerk	15.34***
21210 - Tools And Parts Attendant	16.70
21410 - Warehouse Specialist	16.70
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.64
23019 - Aircraft Logs and Records Technician	20.59
23021 - Aircraft Mechanic I	26.08
23022 - Aircraft Mechanic II	27.64
23023 - Aircraft Mechanic III	29.18
23040 - Aircraft Mechanic Helper	18.38
23050 - Aircraft, Painter	23.74
23060 - Aircraft Servicer	20.59
23070 - Aircraft Survival Flight Equipment Technician	23.74
23080 - Aircraft Worker	22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.08
23110 - Appliance Mechanic	20.99
23120 - Bicycle Repairer	16.91
23125 - Cable Splicer	27.43
23130 - Carpenter, Maintenance	18.51
23140 - Carpet Layer	19.60
23160 - Electrician, Maintenance	22.89
23181 - Electronics Technician Maintenance I	20.54
23182 - Electronics Technician Maintenance II	21.99
23183 - Electronics Technician Maintenance III	23.51
23260 - Fabric Worker	18.20
23290 - Fire Alarm System Mechanic	21.18
23310 - Fire Extinguisher Repairer	16.91
23311 - Fuel Distribution System Mechanic	22.44
23312 - Fuel Distribution System Operator	17.37
23370 - General Maintenance Worker	15.84***
23380 - Ground Support Equipment Mechanic	26.08
23381 - Ground Support Equipment Servicer	20.59

23382 - Ground Support Equipment Worker	22.07
23391 - Gunsmith I	16.91
23392 - Gunsmith II	19.60
23393 - Gunsmith III	22.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.46
23430 - Heavy Equipment Mechanic	25.83
23440 - Heavy Equipment Operator	20.38
23460 - Instrument Mechanic	22.44
23465 - Laboratory/Shelter Mechanic	20.99
23470 - Laborer	13.04***
23510 - Locksmith	20.99
23530 - Machinery Maintenance Mechanic	22.11
23550 - Machinist, Maintenance	21.06
23580 - Maintenance Trades Helper	14.25***
23591 - Metrology Technician I	22.44
23592 - Metrology Technician II	23.86
23593 - Metrology Technician III	25.23
23640 - Millwright	22.44
23710 - Office Appliance Repairer	20.99
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	24.85
23810 - Plumber, Maintenance	23.24
23820 - Pneudraulic Systems Mechanic	22.44
23850 - Rigger	22.44
23870 - Scale Mechanic	19.60
23890 - Sheet-Metal Worker, Maintenance	22.44
23910 - Small Engine Mechanic	19.60
23931 - Telecommunications Mechanic I	23.74
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	23.45
23960 - Welder, Combination, Maintenance	23.09
23965 - Well Driller	22.44
23970 - Woodcraft Worker	22.44
23980 - Woodworker	16.91
24000 - Personal Needs Occupations	
24550 - Case Manager	16.20
24570 - Child Care Attendant	9.49***
24580 - Child Care Center Clerk	12.97***
24610 - Chore Aide	10.47***
24620 - Family Readiness And Support Services Coordinator	16.20
24630 - Homemaker	16.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.91
25040 - Sewage Plant Operator	18.82
25070 - Stationary Engineer	20.91
25190 - Ventilation Equipment Tender	14.54***

25210 - Water Treatment Plant Operator	18.82
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.54
27007 - Baggage Inspector	13.79***
27008 - Corrections Officer	22.04
27010 - Court Security Officer	22.85
27030 - Detection Dog Handler	15.74***
27040 - Detention Officer	22.04
27070 - Firefighter	22.85
27101 - Guard I	13.79***
27102 - Guard II	15.74***
27131 - Police Officer I	26.09
27132 - Police Officer II	29.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.25***
28042 - Carnival Equipment Repairer	13.27***
28043 - Carnival Worker	9.01***
28210 - Gate Attendant/Gate Tender	15.62***
28310 - Lifeguard	12.65***
28350 - Park Attendant (Aide)	17.48
28510 - Recreation Aide/Health Facility Attendant	12.75***
28515 - Recreation Specialist	21.53
28630 - Sports Official	13.92***
28690 - Swimming Pool Operator	15.39***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.60
29020 - Hatch Tender	19.60
29030 - Line Handler	19.60
29041 - Stevedore I	18.20
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	16.73
30022 - Archeological Technician II	18.72
30023 - Archeological Technician III	23.18
30030 - Cartographic Technician	23.18
30040 - Civil Engineering Technician	22.74
30051 - Cryogenic Technician I	25.68
30052 - Cryogenic Technician II	28.36
30061 - Drafter/CAD Operator I	16.73
30062 - Drafter/CAD Operator II	18.72
30063 - Drafter/CAD Operator III	20.86
30064 - Drafter/CAD Operator IV	25.68
30081 - Engineering Technician I	15.07***
30082 - Engineering Technician II	16.90
30083 - Engineering Technician III	18.91
30084 - Engineering Technician IV	23.43
30085 - Engineering Technician V	28.66

30086 - Engineering Technician VI	34.67
30090 - Environmental Technician	23.18
30095 - Evidence Control Specialist	23.18
30210 - Laboratory Technician	20.86
30221 - Latent Fingerprint Technician I	25.68
30222 - Latent Fingerprint Technician II	28.36
30240 - Mathematical Technician	23.18
30361 - Paralegal/Legal Assistant I	19.46
30362 - Paralegal/Legal Assistant II	24.10
30363 - Paralegal/Legal Assistant III	29.48
30364 - Paralegal/Legal Assistant IV	35.67
30375 - Petroleum Supply Specialist	28.36
30390 - Photo-Optics Technician	23.18
30395 - Radiation Control Technician	28.36
30461 - Technical Writer I	23.18
30462 - Technical Writer II	28.36
30463 - Technical Writer III	34.31
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	25.68
30502 - Weather Forecaster II	31.23
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.86
30621 - Weather Observer, Senior	(see 2) 23.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.11***
31030 - Bus Driver	19.99
31043 - Driver Courier	16.82
31260 - Parking and Lot Attendant	12.61***
31290 - Shuttle Bus Driver	16.03***
31310 - Taxi Driver	13.18***
31361 - Truckdriver, Light	18.22
31362 - Truckdriver, Medium	19.62
31363 - Truckdriver, Heavy	20.27
31364 - Truckdriver, Tractor-Trailer	20.27
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.66***
99050 - Desk Clerk	12.60***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.82
99252 - Laboratory Animal Caretaker II	18.22
99260 - Marketing Analyst	25.50
99310 - Mortician	26.22
99410 - Pest Controller	19.42

99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	14.23***
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73***
99810 - Sales Clerk	11.55***
99820 - School Crossing Guard	12.58***
99830 - Survey Party Chief	18.12
99831 - Surveying Aide	12.62***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	16.82
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	16.82

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage

determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."