

"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.: 2015-5629 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: California

Area: California Counties of Riverside, San Bernardino

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.78
01012 - Accounting Clerk II		19.95
01013 - Accounting Clerk III		22.32
01020 - Administrative Assistant		31.57
01035 - Court Reporter		38.83
01041 - Customer Service Representative I		14.82***
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		18.17
01051 - Data Entry Operator I		15.95***
01052 - Data Entry Operator II		17.40
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		18.83
01090 - Duplicating Machine Operator		18.83
01111 - General Clerk I		14.77***
01112 - General Clerk II		16.12***
01113 - General Clerk III		18.09

01120 - Housing Referral Assistant	24.35
01141 - Messenger Courier	16.98
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	18.10
01262 - Personnel Assistant (Employment) II	20.25
01263 - Personnel Assistant (Employment) III	22.58
01270 - Production Control Clerk	23.51
01290 - Rental Clerk	16.82
01300 - Scheduler, Maintenance	19.52
01311 - Secretary I	19.52
01312 - Secretary II	21.84
01313 - Secretary III	24.35
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	31.57
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	14.94***
01531 - Travel Clerk I	18.00
01532 - Travel Clerk II	18.61
01533 - Travel Clerk III	19.77
01611 - Word Processor I	18.02
01612 - Word Processor II	20.23
01613 - Word Processor III	22.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.91
05010 - Automotive Electrician	24.40
05040 - Automotive Glass Installer	22.92
05070 - Automotive Worker	22.92
05110 - Mobile Equipment Servicer	21.08
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	22.92
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	20.22
05250 - Motor Vehicle Upholstery Worker	22.44
05280 - Motor Vehicle Wrecker	22.92
05310 - Painter, Automotive	24.40
05340 - Radiator Repair Specialist	22.92
05370 - Tire Repairer	14.70***
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.80***
07041 - Cook I	17.92
07042 - Cook II	20.98
07070 - Dishwasher	14.23***
07130 - Food Service Worker	14.68***
07210 - Meat Cutter	18.88
07260 - Waiter/Waitress	14.29***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46***
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86***
09110 - Furniture Repairer, Minor	17.40
09130 - Upholsterer	19.98
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.16***
11060 - Elevator Operator	16.32
11090 - Gardener	22.09
11122 - Housekeeping Aide	16.32
11150 - Janitor	16.32
11210 - Laborer, Grounds Maintenance	16.58
11240 - Maid or Houseman	14.43***
11260 - Pruner	15.82***
11270 - Tractor Operator	20.13
11330 - Trail Maintenance Worker	16.58

11360 - Window Cleaner	17.10
12000 - Health Occupations	
12010 - Ambulance Driver	18.83
12011 - Breath Alcohol Technician	25.82
12012 - Certified Occupational Therapist Assistant	35.19
12015 - Certified Physical Therapist Assistant	35.82
12020 - Dental Assistant	18.69
12025 - Dental Hygienist	47.81
12030 - EKG Technician	33.50
12035 - Electroneurodiagnostic Technologist	33.50
12040 - Emergency Medical Technician	18.83
12071 - Licensed Practical Nurse I	23.09
12072 - Licensed Practical Nurse II	25.82
12073 - Licensed Practical Nurse III	28.78
12100 - Medical Assistant	17.87
12130 - Medical Laboratory Technician	28.06
12160 - Medical Record Clerk	20.20
12190 - Medical Record Technician	22.60
12195 - Medical Transcriptionist	22.89
12210 - Nuclear Medicine Technologist	54.73
12221 - Nursing Assistant I	14.12***
12222 - Nursing Assistant II	15.87***
12223 - Nursing Assistant III	17.32
12224 - Nursing Assistant IV	19.44
12235 - Optical Dispenser	20.28
12236 - Optical Technician	20.25
12250 - Pharmacy Technician	20.58
12280 - Phlebotomist	22.04
12305 - Radiologic Technologist	43.93
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	31.99
12320 - Substance Abuse Treatment Counselor	25.61
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.89
13012 - Exhibits Specialist II	29.60
13013 - Exhibits Specialist III	36.38
13041 - Illustrator I	28.69
13042 - Illustrator II	35.54
13043 - Illustrator III	43.47
13047 - Librarian	36.32
13050 - Library Aide/Clerk	17.48
13054 - Library Information Technology Systems Administrator	32.80
13058 - Library Technician	23.00
13061 - Media Specialist I	23.67
13062 - Media Specialist II	26.48
13063 - Media Specialist III	29.52
13071 - Photographer I	19.15
13072 - Photographer II	21.42
13073 - Photographer III	26.55
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13090 - Technical Order Library Clerk	21.95
13110 - Video Teleconference Technician	24.43
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.60
14042 - Computer Operator II	21.92
14043 - Computer Operator III	25.04
14044 - Computer Operator IV	27.83
14045 - Computer Operator V	30.82

14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.60
14160 - Personal Computer Support Technician		27.83
14170 - System Support Specialist		30.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		53.91
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		23.53
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.15
15086 - Maintenance Test Pilot, Rotary Wing		50.15
15088 - Non-Maintenance Test/Co-Pilot		50.15
15090 - Technical Instructor		25.33
15095 - Technical Instructor/Course Developer		30.98
15110 - Test Proctor		20.44
15120 - Tutor		20.44
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.41
16030 - Counter Attendant		16.41
16040 - Dry Cleaner		18.75
16070 - Finisher, Flatwork, Machine		16.41
16090 - Presser, Hand		16.41
16110 - Presser, Machine, Drycleaning		16.41
16130 - Presser, Machine, Shirts		16.41
16160 - Presser, Machine, Wearing Apparel, Laundry		16.41
16190 - Sewing Machine Operator		19.53
16220 - Tailor		20.31
16250 - Washer, Machine		17.19
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.71
19040 - Tool And Die Maker		28.30
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.60
21030 - Material Coordinator		23.03
21040 - Material Expediter		23.03
21050 - Material Handling Laborer		17.68
21071 - Order Filler		16.89
21080 - Production Line Worker (Food Processing)		18.60
21110 - Shipping Packer		17.93
21130 - Shipping/Receiving Clerk		17.93
21140 - Store Worker I		16.41
21150 - Stock Clerk		19.03
21210 - Tools And Parts Attendant		18.60
21410 - Warehouse Specialist		18.60
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		37.55
23019 - Aircraft Logs and Records Technician		29.36
23021 - Aircraft Mechanic I		35.77
23022 - Aircraft Mechanic II		37.55
23023 - Aircraft Mechanic III		38.99
23040 - Aircraft Mechanic Helper		24.60
23050 - Aircraft, Painter		33.84
23060 - Aircraft Servicer		29.36
23070 - Aircraft Survival Flight Equipment Technician		33.84
23080 - Aircraft Worker		31.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		31.61

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	35.77
II	
23110 - Appliance Mechanic	25.14
23120 - Bicycle Repairer	16.37
23125 - Cable Splicer	46.02
23130 - Carpenter, Maintenance	28.21
23140 - Carpet Layer	25.73
23160 - Electrician, Maintenance	29.81
23181 - Electronics Technician Maintenance I	30.02
23182 - Electronics Technician Maintenance II	32.13
23183 - Electronics Technician Maintenance III	33.97
23260 - Fabric Worker	24.09
23290 - Fire Alarm System Mechanic	27.76
23310 - Fire Extinguisher Repairer	22.39
23311 - Fuel Distribution System Mechanic	36.56
23312 - Fuel Distribution System Operator	27.59
23370 - General Maintenance Worker	22.42
23380 - Ground Support Equipment Mechanic	35.77
23381 - Ground Support Equipment Servicer	29.36
23382 - Ground Support Equipment Worker	31.61
23391 - Gunsmith I	22.39
23392 - Gunsmith II	26.33
23393 - Gunsmith III	29.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.42
23430 - Heavy Equipment Mechanic	30.73
23440 - Heavy Equipment Operator	39.51
23460 - Instrument Mechanic	34.22
23465 - Laboratory/Shelter Mechanic	28.19
23470 - Laborer	17.06
23510 - Locksmith	27.12
23530 - Machinery Maintenance Mechanic	30.92
23550 - Machinist, Maintenance	24.78
23580 - Maintenance Trades Helper	17.12
23591 - Metrology Technician I	34.22
23592 - Metrology Technician II	35.92
23593 - Metrology Technician III	37.29
23640 - Millwright	32.96
23710 - Office Appliance Repairer	21.98
23760 - Painter, Maintenance	22.24
23790 - Pipefitter, Maintenance	30.55
23810 - Plumber, Maintenance	28.90
23820 - Pneudraulic Systems Mechanic	29.35
23850 - Rigger	28.69
23870 - Scale Mechanic	26.33
23890 - Sheet-Metal Worker, Maintenance	28.42
23910 - Small Engine Mechanic	21.38
23931 - Telecommunications Mechanic I	28.65
23932 - Telecommunications Mechanic II	31.30
23950 - Telephone Lineman	30.26
23960 - Welder, Combination, Maintenance	21.51
23965 - Well Driller	37.50
23970 - Woodcraft Worker	29.35
23980 - Woodworker	22.15
24000 - Personal Needs Occupations	
24550 - Case Manager	19.09
24570 - Child Care Attendant	15.80***
24580 - Child Care Center Clerk	19.84
24610 - Chore Aide	14.24***
24620 - Family Readiness And Support Services Coordinator	19.09
24630 - Homemaker	19.09

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.90
25040 - Sewage Plant Operator	36.08
25070 - Stationary Engineer	37.90
25190 - Ventilation Equipment Tender	26.06
25210 - Water Treatment Plant Operator	36.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.26
27007 - Baggage Inspector	16.54
27008 - Corrections Officer	41.01
27010 - Court Security Officer	36.68
27030 - Detection Dog Handler	18.50
27040 - Detention Officer	41.01
27070 - Firefighter	32.35
27101 - Guard I	16.54
27102 - Guard II	18.50
27131 - Police Officer I	45.27
27132 - Police Officer II	50.31
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.63
28042 - Carnival Equipment Repairer	19.35
28043 - Carnival Worker	14.00***
28210 - Gate Attendant/Gate Tender	17.57
28310 - Lifeguard	14.47***
28350 - Park Attendant (Aide)	19.66
28510 - Recreation Aide/Health Facility Attendant	14.35***
28515 - Recreation Specialist	24.36
28630 - Sports Official	15.66***
28690 - Swimming Pool Operator	22.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.44
29020 - Hatch Tender	28.44
29030 - Line Handler	28.44
29041 - Stevedore I	26.41
29042 - Stevedore II	30.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	47.44
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	36.03
30021 - Archeological Technician I	24.64
30022 - Archeological Technician II	27.72
30023 - Archeological Technician III	34.21
30030 - Cartographic Technician	34.35
30040 - Civil Engineering Technician	32.86
30051 - Cryogenic Technician I	31.09
30052 - Cryogenic Technician II	34.34
30061 - Drafter/CAD Operator I	24.64
30062 - Drafter/CAD Operator II	27.72
30063 - Drafter/CAD Operator III	30.79
30064 - Drafter/CAD Operator IV	37.88
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	26.89
30095 - Evidence Control Specialist	28.08
30210 - Laboratory Technician	23.86
30221 - Latent Fingerprint Technician I	33.77
30222 - Latent Fingerprint Technician II	37.31
30240 - Mathematical Technician	41.04
30361 - Paralegal/Legal Assistant I	23.69
30362 - Paralegal/Legal Assistant II	29.36
30363 - Paralegal/Legal Assistant III	35.92

30364 - Paralegal/Legal Assistant IV	43.44
30375 - Petroleum Supply Specialist	34.34
30390 - Photo-Optics Technician	33.63
30395 - Radiation Control Technician	34.34
30461 - Technical Writer I	26.69
30462 - Technical Writer II	32.64
30463 - Technical Writer III	39.50
30491 - Unexploded Ordnance (UXO) Technician I	30.15
30492 - Unexploded Ordnance (UXO) Technician II	36.48
30493 - Unexploded Ordnance (UXO) Technician III	43.72
30494 - Unexploded (UXO) Safety Escort	30.15
30495 - Unexploded (UXO) Sweep Personnel	30.15
30501 - Weather Forecaster I	31.09
30502 - Weather Forecaster II	37.83
30620 - Weather Observer, Combined Upper Air Or	(see 2) 30.79
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 32.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.48
31020 - Bus Aide	16.52
31030 - Bus Driver	24.06
31043 - Driver Courier	18.78
31260 - Parking and Lot Attendant	14.00***
31290 - Shuttle Bus Driver	18.74
31310 - Taxi Driver	14.93***
31361 - Truckdriver, Light	20.61
31362 - Truckdriver, Medium	23.07
31363 - Truckdriver, Heavy	24.22
31364 - Truckdriver, Tractor-Trailer	24.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.79
99030 - Cashier	14.18***
99050 - Desk Clerk	14.29***
99095 - Embalmer	33.96
99130 - Flight Follower	30.15
99251 - Laboratory Animal Caretaker I	16.89
99252 - Laboratory Animal Caretaker II	18.54
99260 - Marketing Analyst	29.59
99310 - Mortician	33.96
99410 - Pest Controller	22.07
99510 - Photofinishing Worker	18.27
99710 - Recycling Laborer	29.73
99711 - Recycling Specialist	36.94
99730 - Refuse Collector	26.30
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	16.11***
99830 - Survey Party Chief	42.35
99831 - Surveying Aide	22.38
99832 - Surveying Technician	30.61
99840 - Vending Machine Attendant	14.42***
99841 - Vending Machine Repairer	18.52
99842 - Vending Machine Repairer Helper	14.42***

***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.: 2015-4695 Revision No.: 25 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: Kentucky

Area: Kentucky Counties of Casey, Green, Knox, Laurel, Marion, McCreary, Pulaski, Taylor, Wayne, Whitley

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.03***
01012 - Accounting Clerk II		15.74***
01013 - Accounting Clerk III		17.61
01020 - Administrative Assistant		20.37
01035 - Court Reporter		16.20
01041 - Customer Service Representative I		13.05***
01042 - Customer Service Representative II		14.66***
01043 - Customer Service Representative III		15.99***
01051 - Data Entry Operator I		13.30***
01052 - Data Entry Operator II		14.51***
01060 - Dispatcher, Motor Vehicle		17.28
01070 - Document Preparation Clerk		12.90***
01090 - Duplicating Machine Operator		12.90***
01111 - General Clerk I		13.12***
01112 - General Clerk II		14.32***

01113 - General Clerk III	16.07***
01120 - Housing Referral Assistant	18.06
01141 - Messenger Courier	13.81***
01191 - Order Clerk I	12.76***
01192 - Order Clerk II	13.92***
01261 - Personnel Assistant (Employment) I	16.78
01262 - Personnel Assistant (Employment) II	18.76
01263 - Personnel Assistant (Employment) III	20.91
01270 - Production Control Clerk	21.46
01290 - Rental Clerk	13.24***
01300 - Scheduler, Maintenance	14.49***
01311 - Secretary I	14.49***
01312 - Secretary II	16.20
01313 - Secretary III	18.06
01320 - Service Order Dispatcher	15.52***
01410 - Supply Technician	20.37
01420 - Survey Worker	13.72***
01460 - Switchboard Operator/Receptionist	12.98***
01531 - Travel Clerk I	14.71***
01532 - Travel Clerk II	15.35***
01533 - Travel Clerk III	16.10***
01611 - Word Processor I	12.90***
01612 - Word Processor II	14.49***
01613 - Word Processor III	16.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.75
05010 - Automotive Electrician	17.29
05040 - Automotive Glass Installer	16.40
05070 - Automotive Worker	16.40
05110 - Mobile Equipment Servicer	14.46***
05130 - Motor Equipment Metal Mechanic	18.22
05160 - Motor Equipment Metal Worker	16.40
05190 - Motor Vehicle Mechanic	18.22
05220 - Motor Vehicle Mechanic Helper	13.49***
05250 - Motor Vehicle Upholstery Worker	15.44***
05280 - Motor Vehicle Wrecker	16.40
05310 - Painter, Automotive	17.29
05340 - Radiator Repair Specialist	16.40
05370 - Tire Repairer	13.71***
05400 - Transmission Repair Specialist	18.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10***
07041 - Cook I	11.42***
07042 - Cook II	12.96***
07070 - Dishwasher	10.72***
07130 - Food Service Worker	11.07***
07210 - Meat Cutter	13.26***
07260 - Waiter/Waitress	8.90***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.79
09040 - Furniture Handler	11.90***
09080 - Furniture Refinisher	16.79
09090 - Furniture Refinisher Helper	13.79***
09110 - Furniture Repairer, Minor	15.38***
09130 - Upholsterer	16.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.72***
11060 - Elevator Operator	11.67***
11090 - Gardener	16.58
11122 - Housekeeping Aide	11.67***
11150 - Janitor	11.67***
11210 - Laborer, Grounds Maintenance	13.20***
11240 - Maid or Houseman	10.65***
11260 - Pruner	12.02***
11270 - Tractor Operator	15.47***

11330 - Trail Maintenance Worker	13.20***
11360 - Window Cleaner	12.82***
12000 - Health Occupations	
12010 - Ambulance Driver	15.96***
12011 - Breath Alcohol Technician	20.00
12012 - Certified Occupational Therapist Assistant	29.09
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	39.73
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	15.96***
12071 - Licensed Practical Nurse I	17.88
12072 - Licensed Practical Nurse II	20.00
12073 - Licensed Practical Nurse III	22.30
12100 - Medical Assistant	14.52***
12130 - Medical Laboratory Technician	24.10
12160 - Medical Record Clerk	15.70***
12190 - Medical Record Technician	17.56
12195 - Medical Transcriptionist	17.83
12210 - Nuclear Medicine Technologist	42.67
12221 - Nursing Assistant I	12.05***
12222 - Nursing Assistant II	13.55***
12223 - Nursing Assistant III	14.78***
12224 - Nursing Assistant IV	16.60
12235 - Optical Dispenser	17.06
12236 - Optical Technician	17.88
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	14.97***
12305 - Radiologic Technologist	24.68
12311 - Registered Nurse I	23.85
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II, Specialist	29.18
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III, Anesthetist	35.30
12316 - Registered Nurse IV	42.32
12317 - Scheduler (Drug and Alcohol Testing)	24.79
12320 - Substance Abuse Treatment Counselor	21.25
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	13.17***
13054 - Library Information Technology Systems Administrator	25.88
13058 - Library Technician	16.11***
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	16.53
13110 - Video Teleconference Technician	18.67
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.45
14042 - Computer Operator II	19.52
14043 - Computer Operator III	21.76
14044 - Computer Operator IV	24.18

14045 - Computer Operator V	26.78
14071 - Computer Programmer I	(see 1) 22.36
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	17.45
14160 - Personal Computer Support Technician	24.18
14170 - System Support Specialist	26.78
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.98
15020 - Aircrew Training Devices Instructor (Rated)	36.28
15030 - Air Crew Training Devices Instructor (Pilot)	43.29
15050 - Computer Based Training Specialist / Instructor	29.98
15060 - Educational Technologist	31.00
15070 - Flight Instructor (Pilot)	43.29
15080 - Graphic Artist	22.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.48
15086 - Maintenance Test Pilot, Rotary Wing	43.48
15088 - Non-Maintenance Test/Co-Pilot	43.48
15090 - Technical Instructor	19.54
15095 - Technical Instructor/Course Developer	23.90
15110 - Test Proctor	15.79***
15120 - Tutor	15.79***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.23***
16030 - Counter Attendant	11.23***
16040 - Dry Cleaner	14.15***
16070 - Finisher, Flatwork, Machine	11.23***
16090 - Presser, Hand	11.23***
16110 - Presser, Machine, Drycleaning	11.23***
16130 - Presser, Machine, Shirts	11.23***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.23***
16190 - Sewing Machine Operator	15.02***
16220 - Tailor	15.84***
16250 - Washer, Machine	12.28***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.81
19040 - Tool And Die Maker	23.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.84
21030 - Material Coordinator	21.46
21040 - Material Expediter	21.46
21050 - Material Handling Laborer	14.33***
21071 - Order Filler	15.08***
21080 - Production Line Worker (Food Processing)	17.84
21110 - Shipping Packer	16.13***
21130 - Shipping/Receiving Clerk	16.13***
21140 - Store Worker I	14.35***
21150 - Stock Clerk	19.04
21210 - Tools And Parts Attendant	17.84
21410 - Warehouse Specialist	17.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.71
23019 - Aircraft Logs and Records Technician	20.10
23021 - Aircraft Mechanic I	23.53
23022 - Aircraft Mechanic II	24.71
23023 - Aircraft Mechanic III	25.94
23040 - Aircraft Mechanic Helper	18.37
23050 - Aircraft, Painter	21.24
23060 - Aircraft Servicer	20.10
23070 - Aircraft Survival Flight Equipment Technician	21.24
23080 - Aircraft Worker	21.24

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.53
23110 - Appliance Mechanic	21.14
23120 - Bicycle Repairer	17.66
23125 - Cable Splicer	32.27
23130 - Carpenter, Maintenance	18.99
23140 - Carpet Layer	20.05
23160 - Electrician, Maintenance	22.68
23181 - Electronics Technician Maintenance I	25.64
23182 - Electronics Technician Maintenance II	27.04
23183 - Electronics Technician Maintenance III	28.34
23260 - Fabric Worker	18.87
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	17.66
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	18.29
23370 - General Maintenance Worker	17.76
23380 - Ground Support Equipment Mechanic	23.53
23381 - Ground Support Equipment Servicer	20.10
23382 - Ground Support Equipment Worker	21.24
23391 - Gunsmith I	17.66
23392 - Gunsmith II	20.05
23393 - Gunsmith III	22.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.68
23430 - Heavy Equipment Mechanic	21.85
23440 - Heavy Equipment Operator	22.58
23460 - Instrument Mechanic	22.15
23465 - Laboratory/Shelter Mechanic	21.14
23470 - Laborer	14.33***
23510 - Locksmith	21.14
23530 - Machinery Maintenance Mechanic	28.14
23550 - Machinist, Maintenance	19.91
23580 - Maintenance Trades Helper	16.70
23591 - Metrology Technician I	22.15
23592 - Metrology Technician II	23.19
23593 - Metrology Technician III	24.26
23640 - Millwright	25.30
23710 - Office Appliance Repairer	21.14
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	23.69
23810 - Plumber, Maintenance	22.61
23820 - Pneudraulic Systems Mechanic	22.15
23850 - Rigger	22.15
23870 - Scale Mechanic	20.05
23890 - Sheet-Metal Worker, Maintenance	22.51
23910 - Small Engine Mechanic	18.09
23931 - Telecommunications Mechanic I	27.54
23932 - Telecommunications Mechanic II	28.83
23950 - Telephone Lineman	22.62
23960 - Welder, Combination, Maintenance	19.91
23965 - Well Driller	22.15
23970 - Woodcraft Worker	22.15
23980 - Woodworker	17.66
24000 - Personal Needs Occupations	
24550 - Case Manager	14.38***
24570 - Child Care Attendant	12.09***
24580 - Child Care Center Clerk	15.29***
24610 - Chore Aide	13.36***
24620 - Family Readiness And Support Services Coordinator	14.38***

24630 - Homemaker	18.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.02
25040 - Sewage Plant Operator	18.07
25070 - Stationary Engineer	22.02
25190 - Ventilation Equipment Tender	15.64***
25210 - Water Treatment Plant Operator	18.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	11.57***
27008 - Corrections Officer	17.96
27010 - Court Security Officer	16.65
27030 - Detection Dog Handler	15.17***
27040 - Detention Officer	17.96
27070 - Firefighter	16.64
27101 - Guard I	11.57***
27102 - Guard II	15.17***
27131 - Police Officer I	18.16
27132 - Police Officer II	20.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.23***
28042 - Carnival Equipment Repairer	14.17***
28043 - Carnival Worker	10.28***
28210 - Gate Attendant/Gate Tender	14.75***
28310 - Lifeguard	11.14***
28350 - Park Attendant (Aide)	16.51
28510 - Recreation Aide/Health Facility Attendant	12.05***
28515 - Recreation Specialist	20.45
28630 - Sports Official	13.15***
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.40
29020 - Hatch Tender	24.40
29030 - Line Handler	24.40
29041 - Stevedore I	22.59
29042 - Stevedore II	25.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.25
30022 - Archeological Technician II	20.42
30023 - Archeological Technician III	25.30
30030 - Cartographic Technician	25.30
30040 - Civil Engineering Technician	22.31
30051 - Cryogenic Technician I	28.01
30052 - Cryogenic Technician II	30.95
30061 - Drafter/CAD Operator I	18.25
30062 - Drafter/CAD Operator II	20.42
30063 - Drafter/CAD Operator III	22.76
30064 - Drafter/CAD Operator IV	28.01
30081 - Engineering Technician I	15.91***
30082 - Engineering Technician II	17.49
30083 - Engineering Technician III	20.67
30084 - Engineering Technician IV	24.23
30085 - Engineering Technician V	31.34
30086 - Engineering Technician VI	35.87
30090 - Environmental Technician	25.30
30095 - Evidence Control Specialist	25.30
30210 - Laboratory Technician	22.76
30221 - Latent Fingerprint Technician I	28.01
30222 - Latent Fingerprint Technician II	30.95
30240 - Mathematical Technician	25.30
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	26.11

30363 - Paralegal/Legal Assistant III	31.92
30364 - Paralegal/Legal Assistant IV	38.63
30375 - Petroleum Supply Specialist	30.95
30390 - Photo-Optics Technician	25.30
30395 - Radiation Control Technician	30.95
30461 - Technical Writer I	25.30
30462 - Technical Writer II	30.95
30463 - Technical Writer III	37.43
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	28.01
30502 - Weather Forecaster II	34.07
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.76
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.12***
31030 - Bus Driver	19.14
31043 - Driver Courier	15.07***
31260 - Parking and Lot Attendant	12.98***
31290 - Shuttle Bus Driver	15.64***
31310 - Taxi Driver	12.24***
31361 - Truckdriver, Light	16.15***
31362 - Truckdriver, Medium	18.91
31363 - Truckdriver, Heavy	22.35
31364 - Truckdriver, Tractor-Trailer	22.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.46***
99050 - Desk Clerk	10.39***
99095 - Embalmer	26.14
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.27***
99252 - Laboratory Animal Caretaker II	15.29***
99260 - Marketing Analyst	20.96
99310 - Mortician	26.14
99410 - Pest Controller	14.43***
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	15.81***
99711 - Recycling Specialist	18.52
99730 - Refuse Collector	14.40***
99810 - Sales Clerk	11.59***
99820 - School Crossing Guard	15.92***
99830 - Survey Party Chief	21.90
99831 - Surveying Aide	12.91***
99832 - Surveying Technician	19.45
99840 - Vending Machine Attendant	20.48
99841 - Vending Machine Repairer	24.92
99842 - Vending Machine Repairer Helper	20.48

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or

modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4137 Revision No.: 26 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.

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Ferrisburg, Lincoln, Monkton, Starksboro, Vergennes

CHITTENDEN COUNTY: Bolton, Burlington, Charlotte, Colchester, Essex, Hinesburg, Huntington, Jericho, Milton, Richmond, Shelburne, South Burlington, St. George, Underhill, Westford, Williston, Winooski

FRANKLIN COUNTY: Fairfax, Fletcher, Georgia, St. Albans city, St. Albans town, Swanton

GRAND ISLE COUNTY: Grand Isle, North Hero, South Hero

LAMOILLE COUNTY: Cambridge

WASHINGTON COUNTY: Duxbury

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73

01013 - Accounting Clerk III	23.19
01020 - Administrative Assistant	25.94
01035 - Court Reporter	20.83
01041 - Customer Service Representative I	15.67***
01042 - Customer Service Representative II	17.24
01043 - Customer Service Representative III	19.21
01051 - Data Entry Operator I	16.51
01052 - Data Entry Operator II	18.01
01060 - Dispatcher, Motor Vehicle	22.85
01070 - Document Preparation Clerk	16.59
01090 - Duplicating Machine Operator	16.59
01111 - General Clerk I	15.48***
01112 - General Clerk II	17.21
01113 - General Clerk III	19.27
01120 - Housing Referral Assistant	23.22
01141 - Messenger Courier	13.52***
01191 - Order Clerk I	18.11
01192 - Order Clerk II	19.77
01261 - Personnel Assistant (Employment) I	17.82
01262 - Personnel Assistant (Employment) II	19.93
01263 - Personnel Assistant (Employment) III	22.22
01270 - Production Control Clerk	24.04
01290 - Rental Clerk	18.53
01300 - Scheduler, Maintenance	18.62
01311 - Secretary I	18.62
01312 - Secretary II	20.83
01313 - Secretary III	23.22
01320 - Service Order Dispatcher	20.43
01410 - Supply Technician	25.94
01420 - Survey Worker	22.41
01460 - Switchboard Operator/Receptionist	17.57
01531 - Travel Clerk I	14.66***
01532 - Travel Clerk II	15.85***
01533 - Travel Clerk III	17.17
01611 - Word Processor I	16.59
01612 - Word Processor II	18.62
01613 - Word Processor III	20.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.32
05010 - Automotive Electrician	21.86
05040 - Automotive Glass Installer	20.81
05070 - Automotive Worker	20.81
05110 - Mobile Equipment Servicer	18.77
05130 - Motor Equipment Metal Mechanic	22.93
05160 - Motor Equipment Metal Worker	20.81
05190 - Motor Vehicle Mechanic	22.93
05220 - Motor Vehicle Mechanic Helper	17.79
05250 - Motor Vehicle Upholstery Worker	19.74
05280 - Motor Vehicle Wrecker	20.81
05310 - Painter, Automotive	21.86
05340 - Radiator Repair Specialist	20.81
05370 - Tire Repairer	17.34
05400 - Transmission Repair Specialist	22.93
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.98
07041 - Cook I	18.16
07042 - Cook II	20.12
07070 - Dishwasher	13.60***
07130 - Food Service Worker	13.79***
07210 - Meat Cutter	18.05
07260 - Waiter/Waitress	15.19***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	27.38
09040 - Furniture Handler	19.96
09080 - Furniture Refinisher	27.24

09090 - Furniture Refinisher Helper	22.18
09110 - Furniture Repairer, Minor	24.62
09130 - Upholsterer	27.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.59***
11060 - Elevator Operator	14.99***
11090 - Gardener	21.76
11122 - Housekeeping Aide	14.99***
11150 - Janitor	14.99***
11210 - Laborer, Grounds Maintenance	18.38
11240 - Maid or Houseman	14.65***
11260 - Pruner	17.24
11270 - Tractor Operator	20.62
11330 - Trail Maintenance Worker	18.38
11360 - Window Cleaner	15.99***
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	25.48
12012 - Certified Occupational Therapist Assistant	34.96
12015 - Certified Physical Therapist Assistant	31.83
12020 - Dental Assistant	23.41
12025 - Dental Hygienist	37.75
12030 - EKG Technician	38.63
12035 - Electroneurodiagnostic Technologist	38.63
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	22.78
12072 - Licensed Practical Nurse II	25.48
12073 - Licensed Practical Nurse III	28.41
12100 - Medical Assistant	18.00
12130 - Medical Laboratory Technician	28.61
12160 - Medical Record Clerk	19.83
12190 - Medical Record Technician	22.41
12195 - Medical Transcriptionist	22.78
12210 - Nuclear Medicine Technologist	56.02
12221 - Nursing Assistant I	12.78***
12222 - Nursing Assistant II	14.37***
12223 - Nursing Assistant III	15.67***
12224 - Nursing Assistant IV	17.59
12235 - Optical Dispenser	23.60
12236 - Optical Technician	22.28
12250 - Pharmacy Technician	17.70
12280 - Phlebotomist	18.51
12305 - Radiologic Technologist	34.76
12311 - Registered Nurse I	24.49
12312 - Registered Nurse II	29.96
12313 - Registered Nurse II, Specialist	29.96
12314 - Registered Nurse III	36.24
12315 - Registered Nurse III, Anesthetist	36.24
12316 - Registered Nurse IV	43.45
12317 - Scheduler (Drug and Alcohol Testing)	31.58
12320 - Substance Abuse Treatment Counselor	23.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.04
13012 - Exhibits Specialist II	26.07
13013 - Exhibits Specialist III	31.89
13041 - Illustrator I	21.04
13042 - Illustrator II	26.07
13043 - Illustrator III	31.89
13047 - Librarian	28.87
13050 - Library Aide/Clerk	16.91
13054 - Library Information Technology Systems Administrator	26.07
13058 - Library Technician	18.54
13061 - Media Specialist I	18.81
13062 - Media Specialist II	21.04

13063 - Media Specialist III	23.46
13071 - Photographer I	17.95
13072 - Photographer II	19.16
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13090 - Technical Order Library Clerk	21.24
13110 - Video Teleconference Technician	18.55
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.24
14042 - Computer Operator II	20.41
14043 - Computer Operator III	22.76
14044 - Computer Operator IV	25.83
14045 - Computer Operator V	28.67
14071 - Computer Programmer I	(see 1) 24.21
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	18.24
14160 - Personal Computer Support Technician	26.06
14170 - System Support Specialist	28.67
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.03
15020 - Aircrew Training Devices Instructor (Rated)	38.76
15030 - Air Crew Training Devices Instructor (Pilot)	46.45
15050 - Computer Based Training Specialist / Instructor	32.03
15060 - Educational Technologist	30.59
15070 - Flight Instructor (Pilot)	48.21
15080 - Graphic Artist	22.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.45
15086 - Maintenance Test Pilot, Rotary Wing	46.45
15088 - Non-Maintenance Test/Co-Pilot	46.45
15090 - Technical Instructor	24.34
15095 - Technical Instructor/Course Developer	29.77
15110 - Test Proctor	19.64
15120 - Tutor	19.64
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.44***
16030 - Counter Attendant	14.44***
16040 - Dry Cleaner	16.51
16070 - Finisher, Flatwork, Machine	14.44***
16090 - Presser, Hand	14.44***
16110 - Presser, Machine, Drycleaning	14.44***
16130 - Presser, Machine, Shirts	14.44***
16160 - Presser, Machine, Wearing Apparel, Laundry	14.44***
16190 - Sewing Machine Operator	17.20
16220 - Tailor	17.89
16250 - Washer, Machine	15.13***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.17
19040 - Tool And Die Maker	31.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.35
21030 - Material Coordinator	24.04
21040 - Material Expediter	24.04
21050 - Material Handling Laborer	17.59
21071 - Order Filler	14.53***
21080 - Production Line Worker (Food Processing)	20.35
21110 - Shipping Packer	18.23
21130 - Shipping/Receiving Clerk	18.23
21140 - Store Worker I	14.91***
21150 - Stock Clerk	18.06

21210 - Tools And Parts Attendant	20.35
21410 - Warehouse Specialist	20.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.60
23019 - Aircraft Logs and Records Technician	27.64
23021 - Aircraft Mechanic I	32.09
23022 - Aircraft Mechanic II	33.60
23023 - Aircraft Mechanic III	34.99
23040 - Aircraft Mechanic Helper	24.90
23050 - Aircraft, Painter	30.59
23060 - Aircraft Servicer	27.64
23070 - Aircraft Survival Flight Equipment Technician	30.59
23080 - Aircraft Worker	29.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.09
23110 - Appliance Mechanic	27.51
23120 - Bicycle Repairer	18.04
23125 - Cable Splicer	47.70
23130 - Carpenter, Maintenance	23.33
23140 - Carpet Layer	25.93
23160 - Electrician, Maintenance	26.27
23181 - Electronics Technician Maintenance I	30.30
23182 - Electronics Technician Maintenance II	31.84
23183 - Electronics Technician Maintenance III	33.40
23260 - Fabric Worker	24.89
23290 - Fire Alarm System Mechanic	28.57
23310 - Fire Extinguisher Repairer	23.68
23311 - Fuel Distribution System Mechanic	36.26
23312 - Fuel Distribution System Operator	29.69
23370 - General Maintenance Worker	22.64
23380 - Ground Support Equipment Mechanic	32.09
23381 - Ground Support Equipment Servicer	27.64
23382 - Ground Support Equipment Worker	29.11
23391 - Gunsmith I	23.68
23392 - Gunsmith II	26.19
23393 - Gunsmith III	28.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.98
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.35
23430 - Heavy Equipment Mechanic	25.87
23440 - Heavy Equipment Operator	23.06
23460 - Instrument Mechanic	28.05
23465 - Laboratory/Shelter Mechanic	27.51
23470 - Laborer	17.59
23510 - Locksmith	27.51
23530 - Machinery Maintenance Mechanic	28.97
23550 - Machinist, Maintenance	24.33
23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	28.05
23592 - Metrology Technician II	29.37
23593 - Metrology Technician III	30.58
23640 - Millwright	28.86
23710 - Office Appliance Repairer	27.47
23760 - Painter, Maintenance	21.39
23790 - Pipefitter, Maintenance	27.21
23810 - Plumber, Maintenance	25.93
23820 - Pneudraulic Systems Mechanic	28.86
23850 - Rigger	28.86
23870 - Scale Mechanic	26.19
23890 - Sheet-Metal Worker, Maintenance	24.06
23910 - Small Engine Mechanic	21.24
23931 - Telecommunications Mechanic I	28.11

23932 - Telecommunications Mechanic II	29.43
23950 - Telephone Lineman	29.35
23960 - Welder, Combination, Maintenance	23.18
23965 - Well Driller	28.86
23970 - Woodcraft Worker	28.86
23980 - Woodworker	23.64
24000 - Personal Needs Occupations	
24550 - Case Manager	18.86
24570 - Child Care Attendant	14.85***
24580 - Child Care Center Clerk	18.52
24610 - Chore Aide	14.39***
24620 - Family Readiness And Support Services Coordinator	18.86
24630 - Homemaker	18.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.86
25040 - Sewage Plant Operator	28.50
25070 - Stationary Engineer	28.86
25190 - Ventilation Equipment Tender	22.44
25210 - Water Treatment Plant Operator	28.50
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.15
27007 - Baggage Inspector	16.31
27008 - Corrections Officer	23.04
27010 - Court Security Officer	23.04
27030 - Detection Dog Handler	18.24
27040 - Detention Officer	23.04
27070 - Firefighter	23.04
27101 - Guard I	16.31
27102 - Guard II	18.24
27131 - Police Officer I	26.64
27132 - Police Officer II	29.61
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.39
28042 - Carnival Equipment Repairer	17.30
28043 - Carnival Worker	13.70***
28210 - Gate Attendant/Gate Tender	18.09
28310 - Lifeguard	16.12***
28350 - Park Attendant (Aide)	20.23
28510 - Recreation Aide/Health Facility Attendant	14.77***
28515 - Recreation Specialist	25.07
28630 - Sports Official	16.12***
28690 - Swimming Pool Operator	19.17
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.19
29020 - Hatch Tender	26.19
29030 - Line Handler	26.19
29041 - Stevedore I	24.89
29042 - Stevedore II	27.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.80
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.71
30021 - Archeological Technician I	19.43
30022 - Archeological Technician II	21.85
30023 - Archeological Technician III	26.93
30030 - Cartographic Technician	26.93
30040 - Civil Engineering Technician	25.16
30051 - Cryogenic Technician I	29.82
30052 - Cryogenic Technician II	32.94
30061 - Drafter/CAD Operator I	19.43
30062 - Drafter/CAD Operator II	21.85
30063 - Drafter/CAD Operator III	24.37
30064 - Drafter/CAD Operator IV	29.82
30081 - Engineering Technician I	18.44

30082 - Engineering Technician II	20.70
30083 - Engineering Technician III	23.17
30084 - Engineering Technician IV	28.69
30085 - Engineering Technician V	35.10
30086 - Engineering Technician VI	42.47
30090 - Environmental Technician	26.93
30095 - Evidence Control Specialist	26.93
30210 - Laboratory Technician	26.01
30221 - Latent Fingerprint Technician I	29.82
30222 - Latent Fingerprint Technician II	32.94
30240 - Mathematical Technician	26.93
30361 - Paralegal/Legal Assistant I	19.11
30362 - Paralegal/Legal Assistant II	24.39
30363 - Paralegal/Legal Assistant III	28.97
30364 - Paralegal/Legal Assistant IV	36.09
30375 - Petroleum Supply Specialist	32.94
30390 - Photo-Optics Technician	27.08
30395 - Radiation Control Technician	32.94
30461 - Technical Writer I	26.22
30462 - Technical Writer II	32.08
30463 - Technical Writer III	38.80
30491 - Unexploded Ordnance (UXO) Technician I	26.54
30492 - Unexploded Ordnance (UXO) Technician II	32.11
30493 - Unexploded Ordnance (UXO) Technician III	38.49
30494 - Unexploded (UXO) Safety Escort	26.54
30495 - Unexploded (UXO) Sweep Personnel	26.54
30501 - Weather Forecaster I	29.82
30502 - Weather Forecaster II	36.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.37
30621 - Weather Observer, Senior	(see 2) 26.93
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.11
31020 - Bus Aide	17.65
31030 - Bus Driver	21.97
31043 - Driver Courier	17.57
31260 - Parking and Lot Attendant	14.69***
31290 - Shuttle Bus Driver	18.04
31310 - Taxi Driver	14.88***
31361 - Truckdriver, Light	18.55
31362 - Truckdriver, Medium	19.51
31363 - Truckdriver, Heavy	24.56
31364 - Truckdriver, Tractor-Trailer	24.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.66***
99030 - Cashier	13.52***
99050 - Desk Clerk	14.13***
99095 - Embalmer	27.42
99130 - Flight Follower	26.54
99251 - Laboratory Animal Caretaker I	16.52
99252 - Laboratory Animal Caretaker II	17.53
99260 - Marketing Analyst	30.10
99310 - Mortician	27.42
99410 - Pest Controller	21.19
99510 - Photofinishing Worker	13.95***
99710 - Recycling Laborer	19.63
99711 - Recycling Specialist	22.02
99730 - Refuse Collector	18.41
99810 - Sales Clerk	14.31***
99820 - School Crossing Guard	15.80***
99830 - Survey Party Chief	21.58
99831 - Surveying Aide	14.29***
99832 - Surveying Technician	19.61
99840 - Vending Machine Attendant	19.09
99841 - Vending Machine Repairer	22.33

***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, 4 after 15 years, and 5 after 25 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))."