

ATTACHMENT 11 - SOLICITATION 12363N23Q4006

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.: 1995-0221
Revision No.: 59
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., workers an option is exercised) on or after applicable January 30, 2022: determination,</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered at least \$16.20 per hour (or the 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 workers or extended on or after January 30, applicable 2022: determination,</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered at least \$12.15 per hour (or the 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.

NATIONWIDE: Applicable in the continental U.S., Hawaii, Alaska, and American Samoa.

Alaska: Entire state.

American Samoa: Entire state

Hawaii: Entire state.

Midwestern Region: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Northeast Region: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

Southern Region: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia

Western Region: Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming

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

Employed on contracts for Fire Safety services only.

OCCUPATION CODE - TITLE
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations
01613 - Word Processor III

Alaska
22.47
Continental U.S.
22.47
Hawaii and American Samoa
22.21

05000 - Automotive Service Occupations

05190 - Motor Vehicle Mechanic

Alaska

31.73

Hawaii and American Samoa

21.07

Midwestern Region

25.04

Northeast Region

23.50

Southern Region

21.90

Western Region

25.34

05220 - Motor Vehicle Mechanic Helper

Alaska

22.95

Hawaii and American Samoa

16.22

Midwestern Region

16.23

Northeast Region

18.31

Southern Region

14.12***

Western Region

17.17

07000 - Food Preparation And Service Occupations

07010 - Baker

Alaska

19.06

Hawaii and American Samoa

19.03

Midwestern Region

15.98***

Northeast Region

18.12

Southern Region

13.04***

Western Region

19.89

07041 - Cook I

Alaska

16.43

Hawaii and American Samoa

16.02***

Midwestern Region

11.74***

Northeast Region

14.66***

Southern Region

11.17***

Western Region

13.38***

07042 - Cook II

Alaska

18.92

Hawaii and American Samoa

17.89

Midwestern Region

13.24***

Northeast Region

16.51

Southern Region

12.60***

Western Region

15.10***

07070 - Dishwasher

Alaska

14.06***

Hawaii and American Samoa

15.39***

Midwestern Region

9.50***

Northeast Region

10.19***

Southern Region

9.88***

Western Region

10.25***

07130 - Food Service Worker

Alaska

14.35***

Hawaii and American Samoa

14.26***

Midwestern Region

11.21***

Northeast Region

13.44***

Southern Region

10.62***

Western Region

11.66***

07210 - Meat Cutter

Alaska

23.39

Hawaii and American Samoa

22.71

Midwestern Region

19.71

Northeast Region

22.95

Southern Region

16.45

Western Region

21.53

12000 - Health Occupations

12040 - Emergency Medical Technician

Alaska

27.43

Continental U.S.

19.98

Hawaii and American Samoa

22.46

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator

Alaska

26.34

Hawaii and American Samoa

20.52

Midwestern Region

18.94

Northeast Region

18.50

Southern Region

15.66***

Western Region

20.25

21150 - Stock Clerk

Alaska

17.01

Hawaii and American Samoa

13.42***

Midwestern Region

15.04***

Northeast Region

14.84***

Southern Region

14.41***

Western Region

15.24***

23000 - Mechanics And Maintenance And Repair Occupations

23021 - Aircraft Mechanic I

Alaska

33.41

Continental U.S.

34.36

Hawaii and American Samoa

34.53

23022 - Aircraft Mechanic II

Alaska

34.68

Continental U.S.

35.25

Hawaii and American Samoa

35.94

23023 - Aircraft Mechanic III

Alaska

36.59

Continental U.S.

36.84

Hawaii and American Samoa

37.71

23040 - Aircraft Mechanic Helper

Alaska

26.20

Continental U.S.

25.84

Hawaii and American Samoa

24.93

23060 - Aircraft Servicer

Alaska

29.27

Continental U.S.

29.47

Hawaii and American Samoa

28.94

23160 - Electrician, Maintenance

Alaska

37.70

Hawaii and American Samoa

32.50

Midwestern Region

28.31	Northeast Region
30.36	Southern Region
24.21	Western Region
28.92	
23440	- Heavy Equipment Operator
	Alaska
30.85	Hawaii and American Samoa
21.95	Midwestern Region
25.04	Northeast Region
23.50	Southern Region
21.90	Western Region
25.33	
23470	- Laborer
	Alaska
18.72	Hawaii and American Samoa
18.17	Midwestern Region
15.24***	Northeast Region
15.35***	Southern Region
12.40***	Western Region
14.39***	
23530	- Machinery Maintenance Mechanic
	Alaska
35.20	Hawaii and American Samoa
34.73	Midwestern Region
21.71	Northeast Region
22.71	Southern Region
17.20	Western Region
21.54	
23580	- Maintenance Trades Helper

Alaska
25.73
Hawaii and American Samoa
19.84
Midwestern Region
20.44
Northeast Region
19.08
Southern Region
17.19
Western Region
17.73
27000 - Protective Service Occupations
27070 - Firefighter

Alaska
14.25***
Hawaii and American Samoa
11.62***
Midwestern Region
9.30***
Northeast Region
9.80***
Southern Region
9.30***
Western Region
9.80***
30000 - Technical Occupations
30210 - Laboratory Technician

Alaska
27.60
Hawaii and American Samoa
26.25
Mid Western Region
24.52
Northeast Region
22.70
Southern Region
24.95
Western Region
23.32
31000 - Transportation/Mobile Equipment Operation Occupations
31030 - Bus Driver

Alaska
25.88
Hawaii and American Samoa
16.81

21.33 Midwestern Region: 1 1/2 to 4 tons
22.31 Midwestern Region: over 4 tons
15.97*** Midwestern Region: under 1 1/2 tons
21.86 Northeast Region: 1 1/2 to 4 tons
22.81 Northeast Region: over 4 tons
16.96 Northeast Region: under 1 1/2 tons
19.47 Southern Region: 1 1/2 to 4 tons
20.21 Southern Region: over 4 tons
10.86*** Southern Region: under 1 1/2 tons
20.08 Western Region: 1 1/2 to 4 tons
20.65 Western Region: over 4 tons
12.63*** Western Region: under 1 1/2 tons
31361 - Truckdriver, Light

24.23 Alaska
13.27*** Hawaii and American Samoa
15.97*** Midwestern Region
16.96 Northeast Region
10.86*** Southern Region
12.63*** Western Region
31362 - Truckdriver, Medium

26.23 Alaska
16.79 Hawaii and American Samoa
21.33 Midwestern Region
21.90 Northeast Region
19.42 Southern Region

Western Region
 20.08
 31363 - Truckdriver, Heavy

 Alaska
 27.72
 Hawaii and American Samoa
 18.33
 Midwestern Region
 22.31
 Northeast Region
 22.81
 Southern Region
 20.21
 Western Region
 21.40
 31364 - Truckdriver, Tractor-Trailer

 Alaska
 29.21
 Hawaii and American Samoa
 18.56
 Midwestern Region
 26.51
 Northeast Region
 22.97
 Southern Region
 21.22
 Western Region
 21.84
 47000 - Water Transportation Occupations
 47021 - Cook-Baker/Second Cook/Second Cook-

 Baker/Assistant Cook
 Alaska
 18.85
 Hawaii and American Samoa
 17.89
 Midwestern Region
 13.24***
 Northeast Region
 16.51
 Southern Region
 12.59***
 Western Region
 15.10***
 92000 - Non Standard Occupations
 (not set) - Quality Assurance Representative I

 Alaska

23.42
Hawaii and American Samoa
24.06
Midwestern Region
21.08
Northeast Region
22.28
Southern Region
23.09
Western Region
21.24
(not set) - Quality Assurance Representative II

Alaska
30.64
Hawaii and American Samoa
28.60
Midwestern Region
26.00
Northeast Region
27.65
Southern Region
24.42
Western Region
25.75
(not set) - Quality Assurance Representative III

Alaska
32.60
Hawaii and American Samoa
31.14
Midwestern Region
30.61
Northeast Region
32.53
Southern Region
28.88
Western Region
30.88
(not set) - Chief Cook

Alaska
25.04
Hawaii and American Samoa
30.01
Midwestern Region
22.07
Northeast Region
26.72
Southern Region

20.23
Western Region

24.59
(not set) - Environmental Protection Specialist

Alaska

39.49
Hawaii and American Samoa

36.52
Midwestern Region

33.22
Northeast Region

39.85
Southern Region

33.83
Western Region

34.98
(not set) - Fire Safety Professional

Alaska

39.47
Hawaii and American Samoa

36.56
Midwestern Region

33.22
Northeast Region

39.85
Southern Region

33.83
Western Region

34.98
(not set) - Aircraft Quality Control Inspector

Alaska

34.94
Continental U.S.

35.93
Hawaii and American Samoa

36.13
99000 - Miscellaneous Occupations
99730 - Refuse Collector

Alaska

13.84***
Hawaii and American Samoa

12.80***
Midwestern Region

11.82***
Northeast Region

13.49***

Southern Region

9.30***

Western Region

11.51***

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

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which

the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections

under the EO is available at www.dol.gov/whd/govcontracts.



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal

Contractors. A contractor may not receive credit toward its SCA obligations for any

paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 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)

VACATION (Hawaii): 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 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)

HEALTH & WELFARE (Hawaii): \$2.04 per hour, up to 40 hours per week, or \$81.60 per week, or \$353.60 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.80 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii EO 13706): \$1.65 per hour, up to 40 hours per week, or \$66.00 per week, or \$286.00 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.41 per hour, up to 40 hours per week. *

*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.

**** 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of

the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

**** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS ****

Aircraft Quality Control Inspector

Develops and implements quality control and ground safety programs to ensure compliance with contract specifications. Inspects and verifies proper completion and documentation of safety and flight discrepancies. Briefs and debriefs pilots and crew members assigned to functional check flights. Evaluates personnel,

including verification of skills, training and experience. Performs audits and inspections of work centers and ongoing maintenance actions, procedures, equipment and facilities. Monitors timeliness and applicability of aircraft maintenance technical data and technical library. Reviews maintenance source documents, aircraft inspection records, notes recurring discrepancies or trends and initiates appropriate action. Manages the material deficiency and technical order improvement program. Reviews engineering investigation requests. Initiates and reviews quality deficiency reports, technical deficiency reports and hazardous material reports, ensuring that they are accurate, clear, concise and comprehensive. Receives aircraft and explosive mishap reports and studies them for applicability. Oversees aircraft weight and balance program. Conducts safety inspections, training and drills.

Chief Cook

Directs and participates in the preparation and serving of meals; determines timing and sequence of operations required to meet serving times; inspects galley/kitchen unit and equipment for cleanliness and proper storage and preparation of food. Many plan or assist in planning meals and taking inventory of stores and equipment.

Environmental Protection Specialist

Environmental protection specialist positions require specialized knowledge of the principles, practices, and methods of program or administrative work relating to environmental protection programs. This entails (1) an understanding of the philosophy underlying environmental regulation; (2) knowledge of environmental laws

and regulations; (3) knowledge of the planning, funding, organization, administration, and evaluation of environmental programmes; (4) practical knowledge of environmental sciences and related disciplines, the effects of actions and technology on the environment, the means of preventing or reducing pollution, and the relationship between environmental factors and human health and well-being; and

(5) practical knowledge of important historic, cultural, and natural resources (including land, vegetation, fish, wildlife, endangered species, forests) and the relationship between the preservation and management of these resources and environmental protection. Environmental protection specialists apply specialized knowledge of one or more program or functional areas of environmental protection work, but do not require full professional competence in environmental engineering or science.

Fire Safety Professional

The Fire Safety Professional works to control and extinguish fires, rescue persons endangered by fire, and reduce or eliminate potential fire hazards. It also controls hazardous materials incidents, provides emergency medical services, trains

personnel in fire protection and prevention, operates fire communications

equipment,
develops and implements fire protection and prevention plans, procedures, and standards and, advises on improvements to structures for better fire prevention.

Quality Assurance Representative I

A Quality Assurance Representative I independently inspects a few standardized procedures, items or operations of limited difficulty. A Quality Assurance Representative I's assignments involve independent record keeping and preparation of reports, inspection and testing, interpretation of plans and specifications and observation of construction activities to check adherence to safety practices and requirements. Quality Assurance Representative I's maintain work relationships with contractor supervisory personnel. Contacts involve obtaining information on sequence of operations and work methods, explaining standard requirements of plans and specifications, and informing the contractor of inspection results.

Quality Assurance Representative II

A Quality Assurance Representative II independently inspects a wide variety of standardized items or operations requiring a substantial knowledge of the method and techniques of construction inspection and of construction methods, equipment, materials, practices and the ability to interpret varied requirements in drawings and specifications. Quality Assurance Representative II's obtain information on schedules and work methods and explain requirements of plans and specifications. They make suggestions to the contractor concerning well-established acceptable methods and practices to assist the contractor in meeting standard requirements. Quality Assurance Representative II's are typically not authorized to approve deviations in construction plans, methods and practices even of a minor nature.

Quality Assurance Representative III

A Quality Assurance Representative III is expected to interpret plans and specifications relating to construction problems of normal difficulty, that is, those for which there are precedents and those without unusual complications. Quality Assurance Representative III's resolve differences between plans and specifications when such differences do not involve questions of cost or engineering design. Engineering and supervisory assistance is readily available and is provided as needed to assist in interpreting plans and specifications and in resolving differences involving complex problems. Technical assistance is also available on unusual specialized trade, crafts or materials problems. Inspection reports are reviewed for accuracy, completeness and adequacy. Unusually difficult and novel problems are discussed with the supervisor. Quality Assurance Representative III's are typically authorized to approve minor deviations in construction methods and practices which conform to established precedents, do not involve added costs, and are consistent with contract plans and specifications. Decisions by Quality Assurance Representative III's on the acceptability of construction methods and practices, workmanship, materials, and the finished product are considered to be final.