

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 2
2. AMENDMENT/MODIFICATION NO. 000378	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY NASA/Shared Services Center (NSSC) Building 1111, Jerry Hlass Road Stennis Space Center MS 39529-0001	CODE NSSC	7. ADMINISTERED BY (If other than Item 6) NASA/Shared Services Center (NSSC) Building 1111, Jerry Hlass Road Stennis Space Center MS 39529-0001	CODE NSSC
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) ENTERPRISE SERVICES LLC 13600 EDS Dr A3S-B53 Herndon VA 20171-3299		(x)	9A. AMENDMENT OF SOLICITATION NO.
CODE 1U305 FACILITY CODE		x	9B. DATED (SEE ITEM 11)
			10A. MODIFICATION OF CONTRACT/ORDER NO. NNX11AA01C
			10B. DATED (SEE ITEM 13) 12/27/2010

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

See Schedule

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: FAR 52.212-4 Contract Terms and Conditions - Commercial Items, (c) Changes
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not. is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

Reason for Modification:

- 1) Update Attachment I-5 - Wage Determinations
- 2) Recognize Vendor Name Change

Payment Terms:

Net 30 days

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Adam D. Kiefer, Contracts Manager	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) William R. Horton
15B. CONTRACTOR/OFFEROR Adam Kiefer <small>Digitally signed by Adam Kiefer DN: cn=Adam Kiefer, o=EP Enterprise, LLC, ou, serial=adam.kiefer@ep.com, c=US Date: 2017.03.08 08:44:27 -0800</small>	15C. DATE SIGNED 3/3/2017
(Signature of person authorized to sign)	(Signature of Contracting Officer)
16B. UNITED STATES OF AMERICA	16C. DATE SIGNED

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Reason for Modification:

- 1) Update Attachment I-5 - Wage Determinations
- 2) Recognize Vendor Name Change

Payment Terms:

Net 30 days

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) William R. Horton
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED 16C. DATE SIGNED 03/03/2017

The purpose of this modification is to perform the following actions:

1.) Update *Attachment I-5, Wage Determinations* to include Wage Determinations for the following counties:

- Charleston County, South Carolina – WD 15-4427 Rev 2
- Lane County, Oregon - WD 15-2439 Rev 2

2.) Reflect the Vendor Name change in accordance with the “Change-of-Name Agreement” executed between HP Enterprise Services, LLC and the Corporate Administrative Contracting Officer at DCMA, effective January 1, 2017; and the “Certificate of Amendment to the Certificate of Formation of HP Enterprise Service, LLC” executed between HP Enterprise Services, LLC and the Secretary of State of the State of Delaware, effective January 1, 2017. As a result, the following changes will be made in Block 8 of the SF30:

From: HP ENTERPRISE SERVICES, LLC
13600 EDS DR
HERNDON VA 20171-3225

To: ENTERPRISE SERVICES LLC
13600 EDS Dr A3S-B53
Herndon, VA 20171-3299

NOTE:

- A. *Attachment I-5, Wage Determinations*, is hereby incorporated into this contract and replaces any previous version in its entirety.
- B. “Change-of-Name Agreement” and “Certificate of Amendment to the Certificate of Formation of HP Enterprise Service, LLC” provided for reference.
- C. All other terms and conditions of this contract remain unchanged.

Change-of-Name Agreement

Enterprise Services LLC (Contractor), a limited liability company duly organized and existing under the laws of Delaware, and the United States of America (Government), enter into this Agreement as of January 1, 2017.

(a) The parties agree to the following facts:

(1) The Government, represented by various Contracting Officers has entered into certain contracts and purchase orders with HP Enterprise Services, LLC, as shown in the attached list marked "Attachment A" and incorporated in this Agreement by reference. The term "the contracts," as used in this Agreement, means the above contracts and purchase orders and all other contracts and purchase orders, including all modifications, made by the Government and the Contractor before the effective date of this Agreement (whether or not performance and payment have been completed and releases executed if the Government or the Contractor has any remaining rights, duties, or obligations under these contracts and purchase orders).

(2) HP Enterprise Services, LLC, by an amendment to its certificate of formation, dated January 1, 2017 has changed its company name to Enterprise Services LLC.

(3) This amendment accomplishes a change of company name only and all rights and obligations of the Government and of the Contractor under the contracts are unaffected by this change.

(4) Documentary evidence of this change of company name has been filed with the Government.

(b) In consideration of these facts, the parties agree that—

(1) The contracts covered by this Agreement are amended by substituting the name "Enterprise Services LLC for the name "HP Enterprise Services, LLC" wherever it appears in the contracts; and

(2) Each party has executed this Agreement as of the day and year first above written.

United States of America,

By John R Braud

Title CORPORATE ADMINISTRATIVE CONTRACTING OFFICER

Enterprise Services LLC

By Marilyn C Cronther

Title President

Certificate

I, William A. Van Blarcum, certify that I am the Secretary of Enterprise Services LLC; that Marilyn Crouther, who signed this Agreement for this limited liability company, was then President of this limited liability company; and that this Agreement was duly signed for and on behalf of this limited liability company by authority of its governing body and within the scope of its limited liability company powers. Witness my hand and the seal of this limited liability company this 6th day of January 2017.

By 

[Corporate Seal]



Delaware

The First State

Page 1

I, JEFFREY W. BULLOCK, SECRETARY OF STATE OF THE STATE OF DELAWARE, DO HEREBY CERTIFY THE ATTACHED IS A TRUE AND CORRECT COPY OF THE CERTIFICATE OF AMENDMENT OF "HP ENTERPRISE SERVICES, LLC", CHANGING ITS NAME FROM "HP ENTERPRISE SERVICES, LLC" TO "ENTERPRISE SERVICES LLC", FILED IN THIS OFFICE ON THE TWENTY-FIRST DAY OF DECEMBER, A.D. 2016, AT 7:05 O`CLOCK P.M.

AND I DO HEREBY FURTHER CERTIFY THAT THE EFFECTIVE DATE OF THE AFORESAID CERTIFICATE OF AMENDMENT IS THE FIRST DAY OF JANUARY, A.D. 2017.




Jeffrey W. Bullock, Secretary of State

2387022 8100
SR# 20167210289

Authentication: 203593272
Date: 12-28-16

You may verify this certificate online at corp.delaware.gov/authver.shtml

State of Delaware
Secretary of State
Division of Corporations
Delivered 07:05 PM 12/21/2016
FILED 07:05 PM 12/21/2016
SR 20167210289 - File Number 2387022

**CERTIFICATE OF AMENDMENT
TO THE
CERTIFICATE OF FORMATION
OF
HP ENTERPRISE SERVICE, LLC**

HP Enterprise Services, LLC, a Delaware limited liability company (the "Limited Liability Company"), does hereby certify as follows:

FIRST: The Certificate of Formation of the Limited Liability Company is hereby amended as follows:

The name of the Limited Liability Company is Enterprise Services LLC.

SECOND: The foregoing amendment was duly adopted in accordance with Section 18-202 of the Delaware Limited Liability Company Act.

THIRD: The effective date will be January 1, 2017.

IN WITNESS WHEREOF, the undersigned has executed this Certificate of Amendment on December 19, 2016.

HP ENTERPRISE SERVICES, LLC

By: *Rishi Varma*

Rishi Varma, Secretary

Attachment I-5
Wage Determinations

WD 15-5603 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5603
Director	Wage Determinations	Revision No.: 2
		Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Kern

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.60
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.50
01020 - Administrative Assistant		23.25
01035 - Court Reporter		24.94
01041 - Customer Service Representative I		11.89
01042 - Customer Service Representative II		13.38
01043 - Customer Service Representative III		14.59
01051 - Data Entry Operator I		12.78
01052 - Data Entry Operator II		14.48
01060 - Dispatcher, Motor Vehicle		18.64
01070 - Document Preparation Clerk		14.35
01090 - Duplicating Machine Operator		14.35
01111 - General Clerk I		13.04
01112 - General Clerk II		14.83
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		20.00
01141 - Messenger Courier		12.69
01191 - Order Clerk I		14.03
01192 - Order Clerk II		15.30
01261 - Personnel Assistant (Employment) I		15.87
01262 - Personnel Assistant (Employment) II		17.77
01263 - Personnel Assistant (Employment) III		19.79
01270 - Production Control Clerk		25.45
01290 - Rental Clerk		12.72
01300 - Scheduler, Maintenance		16.03
01311 - Secretary I		16.03
01312 - Secretary II		17.93
01313 - Secretary III		20.00

01320	- Service Order Dispatcher	16.67
01410	- Supply Technician	23.25
01420	- Survey Worker	16.68
01460	- Switchboard Operator/Receptionist	11.59
01531	- Travel Clerk I	13.02
01532	- Travel Clerk II	13.70
01533	- Travel Clerk III	14.84
01611	- Word Processor I	14.72
01612	- Word Processor II	16.51
01613	- Word Processor III	18.47
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	18.07
05010	- Automotive Electrician	18.24
05040	- Automotive Glass Installer	17.52
05070	- Automotive Worker	17.52
05110	- Mobile Equipment Servicer	15.83
05130	- Motor Equipment Metal Mechanic	19.16
05160	- Motor Equipment Metal Worker	17.52
05190	- Motor Vehicle Mechanic	19.16
05220	- Motor Vehicle Mechanic Helper	14.66
05250	- Motor Vehicle Upholstery Worker	17.00
05280	- Motor Vehicle Wrecker	17.52
05310	- Painter, Automotive	18.23
05340	- Radiator Repair Specialist	17.52
05370	- Tire Repairer	13.87
05400	- Transmission Repair Specialist	19.16
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.06
07041	- Cook I	14.14
07042	- Cook II	16.30
07070	- Dishwasher	9.15
07130	- Food Service Worker	9.32
07210	- Meat Cutter	14.15
07260	- Waiter/Waitress	9.26
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.54
09040	- Furniture Handler	12.87
09080	- Furniture Refinisher	16.54
09090	- Furniture Refinisher Helper	13.30
09110	- Furniture Repairer, Minor	15.21
09130	- Upholsterer	16.54
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.66
11060	- Elevator Operator	12.40
11090	- Gardener	14.92
11122	- Housekeeping Aide	12.40
11150	- Janitor	12.40
11210	- Laborer, Grounds Maintenance	13.32
11240	- Maid or Houseman	9.88
11260	- Pruner	11.95
11270	- Tractor Operator	16.06
11330	- Trail Maintenance Worker	13.32
11360	- Window Cleaner	13.12
12000	- Health Occupations	
12010	- Ambulance Driver	18.87
12011	- Breath Alcohol Technician	18.87
12012	- Certified Occupational Therapist Assistant	27.89
12015	- Certified Physical Therapist Assistant	28.24
12020	- Dental Assistant	16.35
12025	- Dental Hygienist	41.60
12030	- EKG Technician	26.51

12035 - Electroneurodiagnostic Technologist	26.51
12040 - Emergency Medical Technician	18.87
12071 - Licensed Practical Nurse I	18.17
12072 - Licensed Practical Nurse II	20.33
12073 - Licensed Practical Nurse III	22.67
12100 - Medical Assistant	14.04
12130 - Medical Laboratory Technician	17.06
12160 - Medical Record Clerk	14.85
12190 - Medical Record Technician	16.61
12195 - Medical Transcriptionist	19.00
12210 - Nuclear Medicine Technologist	44.68
12221 - Nursing Assistant I	10.26
12222 - Nursing Assistant II	11.54
12223 - Nursing Assistant III	12.58
12224 - Nursing Assistant IV	14.12
12235 - Optical Dispenser	14.88
12236 - Optical Technician	18.17
12250 - Pharmacy Technician	17.14
12280 - Phlebotomist	16.64
12305 - Radiologic Technologist	29.13
12311 - Registered Nurse I	24.30
12312 - Registered Nurse II	29.72
12313 - Registered Nurse II, Specialist	29.72
12314 - Registered Nurse III	35.96
12315 - Registered Nurse III, Anesthetist	35.96
12316 - Registered Nurse IV	43.10
12317 - Scheduler (Drug and Alcohol Testing)	22.89
12320 - Substance Abuse Treatment Counselor	20.03
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.14
13012 - Exhibits Specialist II	27.45
13013 - Exhibits Specialist III	33.57
13041 - Illustrator I	22.14
13042 - Illustrator II	27.45
13043 - Illustrator III	33.57
13047 - Librarian	30.38
13050 - Library Aide/Clerk	15.10
13054 - Library Information Technology Systems Administrator	27.45
13058 - Library Technician	19.47
13061 - Media Specialist I	19.80
13062 - Media Specialist II	22.14
13063 - Media Specialist III	24.70
13071 - Photographer I	18.00
13072 - Photographer II	20.14
13073 - Photographer III	24.95
13074 - Photographer IV	30.52
13075 - Photographer V	36.92
13090 - Technical Order Library Clerk	18.97
13110 - Video Teleconference Technician	18.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.85
14042 - Computer Operator II	20.61
14043 - Computer Operator III	22.98
14044 - Computer Operator IV	25.55
14045 - Computer Operator V	28.28
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		17.85
14160 - Personal Computer Support Technician		25.55
14170 - System Support Specialist		28.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		30.78
15060 - Educational Technologist		29.79
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		21.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.49
15086 - Maintenance Test Pilot, Rotary Wing		39.49
15088 - Non-Maintenance Test/Co-Pilot		39.49
15090 - Technical Instructor		19.96
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		17.86
15120 - Tutor		17.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.95
16030 - Counter Attendant		9.95
16040 - Dry Cleaner		11.95
16070 - Finisher, Flatwork, Machine		9.95
16090 - Presser, Hand		9.95
16110 - Presser, Machine, Drycleaning		9.95
16130 - Presser, Machine, Shirts		9.95
16160 - Presser, Machine, Wearing Apparel, Laundry		9.95
16190 - Sewing Machine Operator		12.31
16220 - Tailor		12.97
16250 - Washer, Machine		10.43
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.73
19040 - Tool And Die Maker		30.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.04
21030 - Material Coordinator		25.45
21040 - Material Expediter		25.45
21050 - Material Handling Laborer		11.54
21071 - Order Filler		12.17
21080 - Production Line Worker (Food Processing)		13.04
21110 - Shipping Packer		15.32
21130 - Shipping/Receiving Clerk		15.32
21140 - Store Worker I		11.60
21150 - Stock Clerk		16.10
21210 - Tools And Parts Attendant		13.04
21410 - Warehouse Specialist		13.04
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.05
23019 - Aircraft Logs and Records Technician		25.59
23021 - Aircraft Mechanic I		29.47
23022 - Aircraft Mechanic II		31.05
23023 - Aircraft Mechanic III		32.63
23040 - Aircraft Mechanic Helper		21.89
23050 - Aircraft, Painter		24.54
23060 - Aircraft Servicer		25.59
23070 - Aircraft Survival Flight Equipment Technician		24.54
23080 - Aircraft Worker		27.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.39

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.47
23110 - Appliance Mechanic	24.88
23120 - Bicycle Repairer	16.79
23125 - Cable Splicer	34.51
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	29.17
23181 - Electronics Technician Maintenance I	27.41
23182 - Electronics Technician Maintenance II	29.24
23183 - Electronics Technician Maintenance III	31.11
23260 - Fabric Worker	22.36
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	20.91
23311 - Fuel Distribution System Mechanic	26.97
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	18.26
23380 - Ground Support Equipment Mechanic	29.47
23381 - Ground Support Equipment Servicer	25.59
23382 - Ground Support Equipment Worker	27.39
23391 - Gunsmith I	20.91
23392 - Gunsmith II	23.78
23393 - Gunsmith III	26.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.37
23430 - Heavy Equipment Mechanic	23.26
23440 - Heavy Equipment Operator	24.53
23460 - Instrument Mechanic	31.08
23465 - Laboratory/Shelter Mechanic	25.22
23470 - Laborer	11.54
23510 - Locksmith	21.52
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	13.36
23591 - Metrology Technician I	31.08
23592 - Metrology Technician II	32.71
23593 - Metrology Technician III	34.39
23640 - Millwright	25.55
23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	20.87
23790 - Pipefitter, Maintenance	23.98
23810 - Plumber, Maintenance	22.52
23820 - Pneudraulic Systems Mechanic	26.64
23850 - Rigger	26.64
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	23.18
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	26.66
23932 - Telecommunications Mechanic II	28.18
23950 - Telephone Lineman	23.30
23960 - Welder, Combination, Maintenance	25.56
23965 - Well Driller	26.64
23970 - Woodcraft Worker	26.64
23980 - Woodworker	20.91
24000 - Personal Needs Occupations	
24550 - Case Manager	15.18
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	12.29
24610 - Chore Aide	13.07

24620 - Family Readiness And Support Services Coordinator	15.18
24630 - Homemaker	17.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	32.09
25040 - Sewage Plant Operator	23.18
25070 - Stationary Engineer	32.09
25190 - Ventilation Equipment Tender	19.30
25210 - Water Treatment Plant Operator	23.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.06
27007 - Baggage Inspector	11.00
27008 - Corrections Officer	34.42
27010 - Court Security Officer	32.26
27030 - Detection Dog Handler	12.30
27040 - Detention Officer	34.42
27070 - Firefighter	30.20
27101 - Guard I	11.00
27102 - Guard II	12.30
27131 - Police Officer I	31.37
27132 - Police Officer II	34.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	13.62
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.04
28630 - Sports Official	12.14
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	24.04
29042 - Stevedore II	27.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.71
30021 - Archeological Technician I	19.91
30022 - Archeological Technician II	25.44
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.50
30040 - Civil Engineering Technician	28.72
30051 - Cryogenic Technician I	21.20
30052 - Cryogenic Technician II	23.41
30061 - Drafter/CAD Operator I	19.91
30062 - Drafter/CAD Operator II	26.44
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	17.68
30082 - Engineering Technician II	20.62
30083 - Engineering Technician III	23.07
30084 - Engineering Technician IV	28.59
30085 - Engineering Technician V	34.97
30086 - Engineering Technician VI	42.20
30090 - Environmental Technician	24.34
30095 - Evidence Control Specialist	19.14

30210 - Laboratory Technician	24.11
30221 - Latent Fingerprint Technician I	21.20
30222 - Latent Fingerprint Technician II	23.41
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	20.79
30362 - Paralegal/Legal Assistant II	25.77
30363 - Paralegal/Legal Assistant III	31.52
30364 - Paralegal/Legal Assistant IV	38.14
30375 - Petroleum Supply Specialist	23.41
30390 - Photo-Optics Technician	27.58
30395 - Radiation Control Technician	23.41
30461 - Technical Writer I	29.04
30462 - Technical Writer II	35.52
30463 - Technical Writer III	42.97
30491 - Unexploded Ordnance (UXO) Technician I	23.19
30492 - Unexploded Ordnance (UXO) Technician II	28.06
30493 - Unexploded Ordnance (UXO) Technician III	33.63
30494 - Unexploded (UXO) Safety Escort	23.19
30495 - Unexploded (UXO) Sweep Personnel	23.19
30501 - Weather Forecaster I	21.20
30502 - Weather Forecaster II	25.78
30620 - Weather Observer, Combined Upper Air Or	(see 2) 26.80
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.06
31020 - Bus Aide	11.36
31030 - Bus Driver	16.67
31043 - Driver Courier	13.85
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	10.82
31361 - Truckdriver, Light	14.87
31362 - Truckdriver, Medium	17.64
31363 - Truckdriver, Heavy	19.07
31364 - Truckdriver, Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.68
99030 - Cashier	10.75
99050 - Desk Clerk	9.85
99095 - Embalmer	23.59
99130 - Flight Follower	23.19
99251 - Laboratory Animal Caretaker I	9.88
99252 - Laboratory Animal Caretaker II	10.73
99260 - Marketing Analyst	29.95
99310 - Mortician	23.59
99410 - Pest Controller	15.29
99510 - Photofinishing Worker	12.19
99710 - Recycling Laborer	21.19
99711 - Recycling Specialist	24.79
99730 - Refuse Collector	19.33
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.81
99830 - Survey Party Chief	28.28
99831 - Surveying Aide	18.77
99832 - Surveying Technician	25.72
99840 - Vending Machine Attendant	16.13
99841 - Vending Machine Repairer	20.20
99842 - Vending Machine Repairer Helper	17.37

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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.

** 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)).

** 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.

WD 05-2061 (Rev.-17) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2005-2061
Director	Wage Determinations	Revision No.: 17
		Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Santa Clara, Santa Cruz

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01040 - Court Reporter		26.02
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.93
01090 - Duplicating Machine Operator		15.93
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01280 - Receptionist		17.21
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72

01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.32
05010 - Automotive Electrician	22.49
05040 - Automotive Glass Installer	19.58
05070 - Automotive Worker	21.48
05110 - Mobile Equipment Servicer	19.56
05130 - Motor Equipment Metal Mechanic	23.48
05160 - Motor Equipment Metal Worker	21.48
05190 - Motor Vehicle Mechanic	23.46
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.48
05310 - Painter, Automotive	22.49
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	23.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	16.43
07042 - Cook II	18.65
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	19.49
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.67
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	12.54
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	25.46
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	35.90
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - Licensed Practical Nurse II	25.96
12073 - Licensed Practical Nurse III	29.04

12100 - Medical Assistant	20.98
12130 - Medical Laboratory Technician	23.05
12160 - Medical Record Clerk	21.00
12190 - Medical Record Technician	23.48
12195 - Medical Transcriptionist	20.55
12210 - Nuclear Medicine Technologist	42.96
12221 - Nursing Assistant I	13.66
12222 - Nursing Assistant II	15.35
12223 - Nursing Assistant III	16.75
12224 - Nursing Assistant IV	18.81
12235 - Optical Dispenser	19.51
12236 - Optical Technician	18.22
12250 - Pharmacy Technician	21.25
12280 - Phlebotomist	18.81
12305 - Radiologic Technologist	33.12
12311 - Registered Nurse I	38.63
12312 - Registered Nurse II	47.23
12313 - Registered Nurse II, Specialist	47.23
12314 - Registered Nurse III	57.12
12315 - Registered Nurse III, Anesthetist	57.12
12316 - Registered Nurse IV	68.53
12317 - Scheduler (Drug and Alcohol Testing)	34.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.87
13012 - Exhibits Specialist II	28.33
13013 - Exhibits Specialist III	34.65
13041 - Illustrator I	25.34
13042 - Illustrator II	31.15
13043 - Illustrator III	38.11
13047 - Librarian	34.41
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	31.06
13058 - Library Technician	26.04
13061 - Media Specialist I	22.42
13062 - Media Specialist II	25.08
13063 - Media Specialist III	27.96
13071 - Photographer I	19.48
13072 - Photographer II	21.80
13073 - Photographer III	27.00
13074 - Photographer IV	33.02
13075 - Photographer V	38.43
13110 - Video Teleconference Technician	22.90
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.80
14042 - Computer Operator II	22.18
14043 - Computer Operator III	24.69
14044 - Computer Operator IV	27.43
14045 - Computer Operator V	30.39
14071 - Computer Programmer I	(see 1) 27.62
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	19.80
14160 - Personal Computer Support Technician	27.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.80
15020 - Aircrew Training Devices Instructor (Rated)	44.51
15030 - Air Crew Training Devices Instructor (Pilot)	53.36

15050 - Computer Based Training Specialist / Instructor	36.97
15060 - Educational Technologist	33.44
15070 - Flight Instructor (Pilot)	53.36
15080 - Graphic Artist	26.67
15090 - Technical Instructor	26.13
15095 - Technical Instructor/Course Developer	32.10
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.25
16030 - Counter Attendant	11.25
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	11.25
16090 - Presser, Hand	11.25
16110 - Presser, Machine, Drycleaning	11.25
16130 - Presser, Machine, Shirts	11.25
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.86
16220 - Tailor	17.13
16250 - Washer, Machine	12.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.96
19040 - Tool And Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.76
21030 - Material Coordinator	26.06
21040 - Material Expediter	26.06
21050 - Material Handling Laborer	15.36
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	16.76
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	16.76
21410 - Warehouse Specialist	16.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.62
23021 - Aircraft Mechanic I	27.23
23022 - Aircraft Mechanic II	28.62
23023 - Aircraft Mechanic III	29.83
23040 - Aircraft Mechanic Helper	20.28
23050 - Aircraft, Painter	26.49
23060 - Aircraft Servicer	23.02
23080 - Aircraft Worker	24.52
23110 - Appliance Mechanic	23.84
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	26.60
23130 - Carpenter, Maintenance	24.84
23140 - Carpet Layer	24.72
23160 - Electrician, Maintenance	35.53
23181 - Electronics Technician Maintenance I	24.83
23182 - Electronics Technician Maintenance II	26.38
23183 - Electronics Technician Maintenance III	29.21
23260 - Fabric Worker	21.26
23290 - Fire Alarm System Mechanic	25.14
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	25.99
23312 - Fuel Distribution System Operator	20.56
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	27.23
23381 - Ground Support Equipment Servicer	23.02

23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.87
23430 - Heavy Equipment Mechanic	27.12
23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	26.65
23465 - Laboratory/Shelter Mechanic	25.23
23470 - Laborer	14.73
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	26.65
23592 - Metrology Technician II	28.02
23593 - Metrology Technician III	30.29
23640 - Millwright	26.60
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	26.98
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.58
23932 - Telecommunications Mechanic II	28.99
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.30
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services Coordinator	16.95
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	27.78
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equipment Worker	10.58
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	18.24
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	19.21
28630 - Sports Official	14.34
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.66
29020 - Hatch Tender	26.66
29030 - Line Handler	26.66
29041 - Stevedore I	25.14
29042 - Stevedore II	28.18
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.16
30021 - Archeological Technician I	20.43
30022 - Archeological Technician II	23.52
30023 - Archeological Technician III	32.49
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	30.55
30061 - Drafter/CAD Operator I	25.69
30062 - Drafter/CAD Operator II	28.74
30063 - Drafter/CAD Operator III	32.03
30064 - Drafter/CAD Operator IV	38.48
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	27.74
30210 - Laboratory Technician	22.20
30240 - Mathematical Technician	35.89
30361 - Paralegal/Legal Assistant I	23.18
30362 - Paralegal/Legal Assistant II	28.66
30363 - Paralegal/Legal Assistant III	35.07
30364 - Paralegal/Legal Assistant IV	42.42
30390 - Photo-Optics Technician	35.89
30461 - Technical Writer I	25.38
30462 - Technical Writer II	31.05
30463 - Technical Writer III	37.57
30491 - Unexploded Ordnance (UXO) Technician I	26.92
30492 - Unexploded Ordnance (UXO) Technician II	32.56
30493 - Unexploded Ordnance (UXO) Technician III	39.03
30494 - Unexploded (UXO) Safety Escort	26.92
30495 - Unexploded (UXO) Sweep Personnel	26.92
30620 - Weather Observer, Combined Upper Air Or (see 2)	30.99
Surface Programs	
30621 - Weather Observer, Senior (see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.55
31030 - Bus Driver	18.83
31043 - Driver Courier	17.76
31260 - Parking and Lot Attendant	10.94
31290 - Shuttle Bus Driver	19.22
31310 - Taxi Driver	13.45

31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	11.89
99050 - Desk Clerk	11.13
99095 - Embalmer	26.92
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.15
99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 ordinance, 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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 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 insure 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.

WD 05-2415 (Rev.-16) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2005-2415
Director	Wage Determinations	Revision No.: 16
		Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		21.22
01040 - Court Reporter		16.99
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.76
01070 - Document Preparation Clerk		13.72
01090 - Duplicating Machine Operator		13.72
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.13
01191 - Order Clerk I		13.18
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		18.96
01280 - Receptionist		13.97
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		14.72
01311 - Secretary I		14.72
01312 - Secretary II		17.05
01313 - Secretary III		18.69
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		21.22

01420 - Survey Worker	15.10
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	14.47
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67
05040 - Automotive Glass Installer	18.92
05070 - Automotive Worker	18.92
05110 - Mobile Equipment Servicer	17.27
05130 - Motor Equipment Metal Mechanic	20.33
05160 - Motor Equipment Metal Worker	18.92
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	10.72
07042 - Cook II	12.08
07070 - Dishwasher	9.28
07130 - Food Service Worker	9.28
07210 - Meat Cutter	14.34
07260 - Waiter/Waitress	9.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.78
11060 - Elevator Operator	11.78
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.32
11240 - Maid or Houseman	9.56
11260 - Pruner	11.52
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	16.87
12012 - Certified Occupational Therapist Assistant	23.89
12015 - Certified Physical Therapist Assistant	23.10
12020 - Dental Assistant	15.34
12025 - Dental Hygienist	33.67
12030 - EKG Technician	22.15
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	19.68

12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	13.82
12130 - Medical Laboratory Technician	18.30
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.13
12195 - Medical Transcriptionist	14.86
12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	9.81
12222 - Nursing Assistant II	10.88
12223 - Nursing Assistant III	12.04
12224 - Nursing Assistant IV	13.51
12235 - Optical Dispenser	16.65
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	13.71
12305 - Radiologic Technologist	25.11
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	27.71
12313 - Registered Nurse II, Specialist	27.71
12314 - Registered Nurse III	33.52
12315 - Registered Nurse III, Anesthetist	33.52
12316 - Registered Nurse IV	40.18
12317 - Scheduler (Drug and Alcohol Testing)	22.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	28.55
13041 - Illustrator I	20.35
13042 - Illustrator II	25.21
13043 - Illustrator III	30.83
13047 - Librarian	29.41
13050 - Library Aide/Clerk	13.28
13054 - Library Information Technology Systems Administrator	22.30
13058 - Library Technician	17.17
13061 - Media Specialist I	16.09
13062 - Media Specialist II	18.01
13063 - Media Specialist III	20.07
13071 - Photographer I	15.90
13072 - Photographer II	18.01
13073 - Photographer III	22.30
13074 - Photographer IV	26.94
13075 - Photographer V	32.59
13110 - Video Teleconference Technician	17.41
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.12
14042 - Computer Operator II	16.92
14043 - Computer Operator III	18.89
14044 - Computer Operator IV	22.64
14045 - Computer Operator V	25.06
14071 - Computer Programmer I	22.13
14072 - Computer Programmer II	27.20
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.12
14160 - Personal Computer Support Technician	22.64
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.53
15020 - Aircrew Training Devices Instructor (Rated)	35.35

15030 - Air Crew Training Devices Instructor (Pilot)	41.38
15050 - Computer Based Training Specialist / Instructor	30.23
15060 - Educational Technologist	29.57
15070 - Flight Instructor (Pilot)	41.38
15080 - Graphic Artist	22.54
15090 - Technical Instructor	19.91
15095 - Technical Instructor/Course Developer	24.36
15110 - Test Proctor	16.98
15120 - Tutor	16.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.28
16030 - Counter Attendant	9.28
16040 - Dry Cleaner	11.56
16070 - Finisher, Flatwork, Machine	9.28
16090 - Presser, Hand	9.28
16110 - Presser, Machine, Drycleaning	9.28
16130 - Presser, Machine, Shirts	9.28
16160 - Presser, Machine, Wearing Apparel, Laundry	9.28
16190 - Sewing Machine Operator	12.33
16220 - Tailor	13.09
16250 - Washer, Machine	10.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.02
19040 - Tool And Die Maker	26.69
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.71
21030 - Material Coordinator	18.96
21040 - Material Expediter	18.96
21050 - Material Handling Laborer	13.50
21071 - Order Filler	13.69
21080 - Production Line Worker (Food Processing)	16.71
21110 - Shipping Packer	16.72
21130 - Shipping/Receiving Clerk	16.72
21140 - Store Worker I	14.39
21150 - Stock Clerk	18.87
21210 - Tools And Parts Attendant	16.71
21410 - Warehouse Specialist	16.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.00
23021 - Aircraft Mechanic I	22.86
23022 - Aircraft Mechanic II	24.00
23023 - Aircraft Mechanic III	24.93
23040 - Aircraft Mechanic Helper	18.55
23050 - Aircraft, Painter	22.10
23060 - Aircraft Servicer	20.32
23080 - Aircraft Worker	21.27
23110 - Appliance Mechanic	20.40
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	24.13
23130 - Carpenter, Maintenance	22.39
23140 - Carpet Layer	21.36
23160 - Electrician, Maintenance	28.34
23181 - Electronics Technician Maintenance I	20.25
23182 - Electronics Technician Maintenance II	21.21
23183 - Electronics Technician Maintenance III	26.65
23260 - Fabric Worker	18.97
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	17.84
23311 - Fuel Distribution System Mechanic	27.55
23312 - Fuel Distribution System Operator	22.57
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	22.86

23381 - Ground Support Equipment Servicer	20.32
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	17.84
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.50
23430 - Heavy Equipment Mechanic	20.38
23440 - Heavy Equipment Operator	23.85
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	13.23
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	22.73
23550 - Machinist, Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.59
23640 - Millwright	28.82
23710 - Office Appliance Repairer	21.04
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	26.96
23810 - Plumber, Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.78
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	23.09
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	24.70
23932 - Telecommunications Mechanic II	25.58
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services Coordinator	12.91
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	18.06
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	21.73
27070 - Firefighter	22.60
27101 - Guard I	11.28
27102 - Guard II	16.31
27131 - Police Officer I	25.03

27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.12
28042 - Carnival Equipment Repairer	11.63
28043 - Carnival Equipment Worker	9.17
28210 - Gate Attendant/Gate Tender	13.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.75
28515 - Recreation Specialist	16.98
28630 - Sports Official	11.73
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85
29042 - Stevedore II	21.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.64
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.25
30021 - Archeological Technician I	15.04
30022 - Archeological Technician II	15.03
30023 - Archeological Technician III	20.85
30030 - Cartographic Technician	25.34
30040 - Civil Engineering Technician	21.36
30061 - Drafter/CAD Operator I	18.14
30062 - Drafter/CAD Operator II	20.46
30063 - Drafter/CAD Operator III	22.81
30064 - Drafter/CAD Operator IV	28.07
30081 - Engineering Technician I	16.70
30082 - Engineering Technician II	18.75
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	25.99
30085 - Engineering Technician V	31.78
30086 - Engineering Technician VI	38.46
30090 - Environmental Technician	23.34
30210 - Laboratory Technician	22.81
30240 - Mathematical Technician	25.32
30361 - Paralegal/Legal Assistant I	18.72
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31030 - Bus Driver	18.42
31043 - Driver Courier	15.37
31260 - Parking and Lot Attendant	8.74
31290 - Shuttle Bus Driver	16.42

31310 - Taxi Driver	10.32
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99252 - Laboratory Animal Caretaker II	12.33
99310 - Mortician	33.31
99410 - Pest Controller	14.95
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.63
99711 - Recycling Specialist	18.60
99730 - Refuse Collector	15.22
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	11.56
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.39
99842 - Vending Machine Repairer Helper	13.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 ordinance, 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 regrading 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.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 insure 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.

WD 15-4281 (Rev.-3) was first posted on www.wdol.gov on 04/19/2016

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON D.C. 20210

Daniel W. Simms | Division of | Wage Determination No.: 2015-4281
 Director | Wage Determinations | Revision No.: 3
 | | Date Of Revision: 04/08/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
 Maryland Counties of Calvert, Charles, Prince George's
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.59
01012 - Accounting Clerk II		18.61
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.40
01042 - Customer Service Representative II		16.18
01043 - Customer Service Representative III		17.66
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		18.42
01070 - Document Preparation Clerk		14.70
01090 - Duplicating Machine Operator		14.70
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		14.98
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		24.23
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07

NNX11AA01C

01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.98
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.46
01532 - Travel Clerk II	14.46
01533 - Travel Clerk III	15.53
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.70
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.14
07041 - Cook I	13.81
07042 - Cook II	16.06
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	19.19
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	11.59
11090 - Gardener	17.52
11122 - Housekeeping Aide	12.23
11150 - Janitor	12.23
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.40
11260 - Pruner	11.58
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	13.80
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	21.35
12012 - Certified Occupational Therapist Assistant	25.42
12015 - Certified Physical Therapist Assistant	23.57

12020 - Dental Assistant	17.98
12025 - Dental Hygienist	44.75
12030 - EKG Technician	30.44
12035 - Electroneurodiagnostic Technologist	30.44
12040 - Emergency Medical Technician	21.63
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	16.36
12130 - Medical Laboratory Technician	18.08
12160 - Medical Record Clerk	18.80
12190 - Medical Record Technician	21.04
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.16
12235 - Optical Dispenser	20.17
12236 - Optical Technician	17.38
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	32.31
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	23.90
12320 - Substance Abuse Treatment Counselor	27.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.37
13012 - Exhibits Specialist II	26.46
13013 - Exhibits Specialist III	32.37
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	36.09
13050 - Library Aide/Clerk	14.86
13054 - Library Information Technology Systems Administrator	32.58
13058 - Library Technician	20.09
13061 - Media Specialist I	20.60
13062 - Media Specialist II	23.05
13063 - Media Specialist III	25.70
13071 - Photographer I	16.65
13072 - Photographer II	18.90
13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	33.76
13090 - Technical Order Library Clerk	18.67
13110 - Video Teleconference Technician	21.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92
14042 - Computer Operator II	21.18
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.05
14071 - Computer Programmer I	(see 1) 26.36
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		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		36.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		29.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.72
15086 - Maintenance Test Pilot, Rotary Wing		48.72
15088 - Non-Maintenance Test/Co-Pilot		48.72
15090 - Technical Instructor		27.59
15095 - Technical Instructor/Course Developer		33.74
15110 - Test Proctor		22.22
15120 - Tutor		22.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.33
16070 - Finisher, Flatwork, Machine		10.37
16090 - Presser, Hand		10.37
16110 - Presser, Machine, Drycleaning		10.37
16130 - Presser, Machine, Shirts		10.37
16160 - Presser, Machine, Wearing Apparel, Laundry		10.37
16190 - Sewing Machine Operator		14.28
16220 - Tailor		15.13
16250 - Washer, Machine		11.37
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.25
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		24.23
21040 - Material Expediter		24.23
21050 - Material Handling Laborer		13.83
21071 - Order Filler		15.09
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		16.20
21130 - Shipping/Receiving Clerk		16.20
21140 - Store Worker I		11.96
21150 - Stock Clerk		17.21
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.93
23019 - Aircraft Logs and Records Technician		21.74
23021 - Aircraft Mechanic I		28.41
23022 - Aircraft Mechanic II		29.93
23023 - Aircraft Mechanic III		31.38
23040 - Aircraft Mechanic Helper		19.29
23050 - Aircraft, Painter		27.20
23060 - Aircraft Servicer		21.74
23070 - Aircraft Survival Flight Equipment Technician		27.20

23080 - Aircraft Worker	23.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.41
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	28.62
23130 - Carpenter, Maintenance	21.66
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	27.43
23182 - Electronics Technician Maintenance II	29.12
23183 - Electronics Technician Maintenance III	30.68
23260 - Fabric Worker	21.04
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Operator	21.32
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	28.41
23381 - Ground Support Equipment Servicer	21.74
23382 - Ground Support Equipment Worker	23.11
23391 - Gunsmith I	19.38
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.28
23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	27.69
23430 - Heavy Equipment Mechanic	24.16
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.93
23470 - Laborer	14.98
23510 - Locksmith	23.21
23530 - Machinery Maintenance Mechanic	25.43
23550 - Machinist, Maintenance	24.69
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	26.18
23593 - Metrology Technician III	27.46
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	25.89
23810 - Plumber, Maintenance	24.52
23820 - Pneudraulic Systems Mechanic	25.20
23850 - Rigger	25.20
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	30.15
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	25.20
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.64

24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	17.64
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.03
25040 - Sewage Plant Operator	22.92
25070 - Stationary Engineer	30.03
25190 - Ventilation Equipment Tender	21.44
25210 - Water Treatment Plant Operator	22.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.91
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	25.08
27010 - Court Security Officer	26.37
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	25.08
27070 - Firefighter	26.52
27101 - Guard I	13.98
27102 - Guard II	20.57
27131 - Police Officer I	28.19
27132 - Police Officer II	31.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	14.31
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	16.02
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.84
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.44
29020 - Hatch Tender	25.44
29030 - Line Handler	25.44
29041 - Stevedore I	23.44
29042 - Stevedore II	26.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.38
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.16
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30051 - Cryogenic Technician I	24.48
30052 - Cryogenic Technician II	27.04
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61

30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	27.41
30095 - Evidence Control Specialist	22.10
30210 - Laboratory Technician	23.38
30221 - Latent Fingerprint Technician I	31.51
30222 - Latent Fingerprint Technician II	34.81
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.36
30364 - Paralegal/Legal Assistant IV	39.16
30375 - Petroleum Supply Specialist	27.04
30390 - Photo-Optics Technician	27.98
30395 - Radiation Control Technician	27.04
30461 - Technical Writer I	24.12
30462 - Technical Writer II	29.52
30463 - Technical Writer III	35.72
30491 - Unexploded Ordnance (UXO) Technician I	25.24
30492 - Unexploded Ordnance (UXO) Technician II	30.53
30493 - Unexploded Ordnance (UXO) Technician III	36.60
30494 - Unexploded (UXO) Safety Escort	25.24
30495 - Unexploded (UXO) Sweep Personnel	25.24
30501 - Weather Forecaster I	24.48
30502 - Weather Forecaster II	29.77
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.19
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.53
31020 - Bus Aide	14.32
31030 - Bus Driver	20.85
31043 - Driver Courier	15.38
31260 - Parking and Lot Attendant	10.07
31290 - Shuttle Bus Driver	16.83
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	16.83
31362 - Truckdriver, Medium	18.28
31363 - Truckdriver, Heavy	19.96
31364 - Truckdriver, Tractor-Trailer	19.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.89
99030 - Cashier	10.03
99050 - Desk Clerk	12.08
99095 - Embalmer	25.36
99130 - Flight Follower	25.24
99251 - Laboratory Animal Caretaker I	12.43
99252 - Laboratory Animal Caretaker II	13.59
99260 - Marketing Analyst	33.51
99310 - Mortician	34.10
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	19.20
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.01
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.77
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	14.38
99832 - Surveying Technician	21.99
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 15-4281 (Rev.-3) was first posted on www.wdol.gov on 04/19/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4281
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 04/08/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
 Maryland Counties of Calvert, Charles, Prince George's
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.59
01012 - Accounting Clerk II		18.61
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.40
01042 - Customer Service Representative II		16.18
01043 - Customer Service Representative III		17.66
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		18.42
01070 - Document Preparation Clerk		14.70
01090 - Duplicating Machine Operator		14.70
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		14.98
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		24.23
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07

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01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.98
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.46
01532 - Travel Clerk II	14.46
01533 - Travel Clerk III	15.53
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.70
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.14
07041 - Cook I	13.81
07042 - Cook II	16.06
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	19.19
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	11.59
11090 - Gardener	17.52
11122 - Housekeeping Aide	12.23
11150 - Janitor	12.23
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.40
11260 - Pruner	11.58
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	13.80
12000 - Health Occupations	
12010 - Ambulance Driver	21.63
12011 - Breath Alcohol Technician	21.35
12012 - Certified Occupational Therapist Assistant	25.42
12015 - Certified Physical Therapist Assistant	23.57

12020 - Dental Assistant	17.98
12025 - Dental Hygienist	44.75
12030 - EKG Technician	30.44
12035 - Electroneurodiagnostic Technologist	30.44
12040 - Emergency Medical Technician	21.63
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	16.36
12130 - Medical Laboratory Technician	18.08
12160 - Medical Record Clerk	18.80
12190 - Medical Record Technician	21.04
12195 - Medical Transcriptionist	20.12
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.16
12235 - Optical Dispenser	20.17
12236 - Optical Technician	17.38
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	32.31
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	23.90
12320 - Substance Abuse Treatment Counselor	27.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.37
13012 - Exhibits Specialist II	26.46
13013 - Exhibits Specialist III	32.37
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	36.09
13050 - Library Aide/Clerk	14.86
13054 - Library Information Technology Systems Administrator	32.58
13058 - Library Technician	20.09
13061 - Media Specialist I	20.60
13062 - Media Specialist II	23.05
13063 - Media Specialist III	25.70
13071 - Photographer I	16.65
13072 - Photographer II	18.90
13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	33.76
13090 - Technical Order Library Clerk	18.67
13110 - Video Teleconference Technician	21.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92
14042 - Computer Operator II	21.18
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.05
14071 - Computer Programmer I	(see 1) 26.36
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		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		36.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		29.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.72
15086 - Maintenance Test Pilot, Rotary Wing		48.72
15088 - Non-Maintenance Test/Co-Pilot		48.72
15090 - Technical Instructor		27.59
15095 - Technical Instructor/Course Developer		33.74
15110 - Test Proctor		22.22
15120 - Tutor		22.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.33
16070 - Finisher, Flatwork, Machine		10.37
16090 - Presser, Hand		10.37
16110 - Presser, Machine, Drycleaning		10.37
16130 - Presser, Machine, Shirts		10.37
16160 - Presser, Machine, Wearing Apparel, Laundry		10.37
16190 - Sewing Machine Operator		14.28
16220 - Tailor		15.13
16250 - Washer, Machine		11.37
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.25
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		24.23
21040 - Material Expediter		24.23
21050 - Material Handling Laborer		13.83
21071 - Order Filler		15.09
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		16.20
21130 - Shipping/Receiving Clerk		16.20
21140 - Store Worker I		11.96
21150 - Stock Clerk		17.21
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.93
23019 - Aircraft Logs and Records Technician		21.74
23021 - Aircraft Mechanic I		28.41
23022 - Aircraft Mechanic II		29.93
23023 - Aircraft Mechanic III		31.38
23040 - Aircraft Mechanic Helper		19.29
23050 - Aircraft, Painter		27.20
23060 - Aircraft Servicer		21.74
23070 - Aircraft Survival Flight Equipment Technician		27.20

23080 - Aircraft Worker	23.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.41
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	28.62
23130 - Carpenter, Maintenance	21.66
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	27.43
23182 - Electronics Technician Maintenance II	29.12
23183 - Electronics Technician Maintenance III	30.68
23260 - Fabric Worker	21.04
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Operator	21.32
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	28.41
23381 - Ground Support Equipment Servicer	21.74
23382 - Ground Support Equipment Worker	23.11
23391 - Gunsmith I	19.38
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.28
23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	27.69
23430 - Heavy Equipment Mechanic	24.16
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	24.85
23465 - Laboratory/Shelter Mechanic	23.93
23470 - Laborer	14.98
23510 - Locksmith	23.21
23530 - Machinery Maintenance Mechanic	25.43
23550 - Machinist, Maintenance	24.69
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	26.18
23593 - Metrology Technician III	27.46
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	25.89
23810 - Plumber, Maintenance	24.52
23820 - Pneudraulic Systems Mechanic	25.20
23850 - Rigger	25.20
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	30.15
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	25.20
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.64

24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	17.64
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.03
25040 - Sewage Plant Operator	22.92
25070 - Stationary Engineer	30.03
25190 - Ventilation Equipment Tender	21.44
25210 - Water Treatment Plant Operator	22.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.91
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	25.08
27010 - Court Security Officer	26.37
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	25.08
27070 - Firefighter	26.52
27101 - Guard I	13.98
27102 - Guard II	20.57
27131 - Police Officer I	28.19
27132 - Police Officer II	31.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	14.31
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	16.02
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.84
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.44
29020 - Hatch Tender	25.44
29030 - Line Handler	25.44
29041 - Stevedore I	23.44
29042 - Stevedore II	26.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.38
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.16
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30051 - Cryogenic Technician I	24.48
30052 - Cryogenic Technician II	27.04
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61

30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	27.41
30095 - Evidence Control Specialist	22.10
30210 - Laboratory Technician	23.38
30221 - Latent Fingerprint Technician I	31.51
30222 - Latent Fingerprint Technician II	34.81
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.36
30364 - Paralegal/Legal Assistant IV	39.16
30375 - Petroleum Supply Specialist	27.04
30390 - Photo-Optics Technician	27.98
30395 - Radiation Control Technician	27.04
30461 - Technical Writer I	24.12
30462 - Technical Writer II	29.52
30463 - Technical Writer III	35.72
30491 - Unexploded Ordnance (UXO) Technician I	25.24
30492 - Unexploded Ordnance (UXO) Technician II	30.53
30493 - Unexploded Ordnance (UXO) Technician III	36.60
30494 - Unexploded (UXO) Safety Escort	25.24
30495 - Unexploded (UXO) Sweep Personnel	25.24
30501 - Weather Forecaster I	24.48
30502 - Weather Forecaster II	29.77
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.19
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.53
31020 - Bus Aide	14.32
31030 - Bus Driver	20.85
31043 - Driver Courier	15.38
31260 - Parking and Lot Attendant	10.07
31290 - Shuttle Bus Driver	16.83
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	16.83
31362 - Truckdriver, Medium	18.28
31363 - Truckdriver, Heavy	19.96
31364 - Truckdriver, Tractor-Trailer	19.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.89
99030 - Cashier	10.03
99050 - Desk Clerk	12.08
99095 - Embalmer	25.36
99130 - Flight Follower	25.24
99251 - Laboratory Animal Caretaker I	12.43
99252 - Laboratory Animal Caretaker II	13.59
99260 - Marketing Analyst	33.51
99310 - Mortician	34.10
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	19.20
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.01
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.77
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	14.38
99832 - Surveying Technician	21.99
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.67

99842 - Vending Machine Repairer Helper

15.48

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 15-5233 (Rev.-3) was first posted on www.wdol.gov on 01/19/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5233
Director	Wage Determinations	Revision No.: 3
		Date Of Revision: 01/13/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, San Jacinto, Waller

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.82
01013 - Accounting Clerk III		18.82
01020 - Administrative Assistant		25.91
01035 - Court Reporter		23.97
01041 - Customer Service Representative I		11.62
01042 - Customer Service Representative II		13.07
01043 - Customer Service Representative III		14.26
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.87
01060 - Dispatcher, Motor Vehicle		17.56
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		13.07
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		13.54
01191 - Order Clerk I		14.87
01192 - Order Clerk II		16.76
01261 - Personnel Assistant (Employment) I		16.42
01262 - Personnel Assistant (Employment) II		18.37
01263 - Personnel Assistant (Employment) III		20.48
01270 - Production Control Clerk		21.01
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57

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01313	- Secretary III	20.69
01320	- Service Order Dispatcher	16.15
01410	- Supply Technician	25.91
01420	- Survey Worker	17.79
01460	- Switchboard Operator/Receptionist	12.59
01531	- Travel Clerk I	13.92
01532	- Travel Clerk II	15.00
01533	- Travel Clerk III	16.05
01611	- Word Processor I	14.71
01612	- Word Processor II	16.52
01613	- Word Processor III	18.48
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	25.76
05010	- Automotive Electrician	23.79
05040	- Automotive Glass Installer	21.96
05070	- Automotive Worker	21.96
05110	- Mobile Equipment Servicer	20.23
05130	- Motor Equipment Metal Mechanic	25.96
05160	- Motor Equipment Metal Worker	21.96
05190	- Motor Vehicle Mechanic	25.76
05220	- Motor Vehicle Mechanic Helper	19.40
05250	- Motor Vehicle Upholstery Worker	20.83
05280	- Motor Vehicle Wrecker	21.96
05310	- Painter, Automotive	23.79
05340	- Radiator Repair Specialist	22.88
05370	- Tire Repairer	14.40
05400	- Transmission Repair Specialist	25.76
07000	- Food Preparation And Service Occupations	
07010	- Baker	10.06
07041	- Cook I	10.47
07042	- Cook II	11.97
07070	- Dishwasher	8.86
07130	- Food Service Worker	9.31
07210	- Meat Cutter	12.91
07260	- Waiter/Waitress	8.99
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.32
09040	- Furniture Handler	11.95
09080	- Furniture Refinisher	17.70
09090	- Furniture Refinisher Helper	14.58
09110	- Furniture Repairer, Minor	16.82
09130	- Upholsterer	18.32
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.90
11060	- Elevator Operator	9.24
11090	- Gardener	14.52
11122	- Housekeeping Aide	9.24
11150	- Janitor	9.24
11210	- Laborer, Grounds Maintenance	10.93
11240	- Maid or Houseman	8.76
11260	- Pruner	9.63
11270	- Tractor Operator	13.15
11330	- Trail Maintenance Worker	10.93
11360	- Window Cleaner	10.34
12000	- Health Occupations	
12010	- Ambulance Driver	15.90
12011	- Breath Alcohol Technician	15.90
12012	- Certified Occupational Therapist Assistant	26.06
12015	- Certified Physical Therapist Assistant	26.97
12020	- Dental Assistant	16.49
12025	- Dental Hygienist	35.17

12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	18.29
12160 - Medical Record Clerk	15.98
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	35.13
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.44
12224 - Nursing Assistant IV	13.96
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.29
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	26.70
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	21.85
12320 - Substance Abuse Treatment Counselor	20.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	27.23
13050 - Library Aide/Clerk	11.52
13054 - Library Information Technology Systems Administrator	24.60
13058 - Library Technician	16.04
13061 - Media Specialist I	17.75
13062 - Media Specialist II	19.86
13063 - Media Specialist III	22.13
13071 - Photographer I	15.84
13072 - Photographer II	18.15
13073 - Photographer III	22.56
13074 - Photographer IV	27.49
13075 - Photographer V	33.07
13090 - Technical Order Library Clerk	14.47
13110 - Video Teleconference Technician	16.73
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.31
14042 - Computer Operator II	19.37
14043 - Computer Operator III	21.59
14044 - Computer Operator IV	24.00
14045 - Computer Operator V	26.57
14071 - Computer Programmer I	(see 1) 26.04
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		17.31
14160 - Personal Computer Support Technician		24.00
14170 - System Support Specialist		32.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		30.39
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.62
15086 - Maintenance Test Pilot, Rotary Wing		43.62
15088 - Non-Maintenance Test/Co-Pilot		43.62
15090 - Technical Instructor		24.67
15095 - Technical Instructor/Course Developer		30.17
15110 - Test Proctor		20.27
15120 - Tutor		20.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.80
16030 - Counter Attendant		9.80
16040 - Dry Cleaner		12.58
16070 - Finisher, Flatwork, Machine		9.80
16090 - Presser, Hand		9.80
16110 - Presser, Machine, Drycleaning		9.80
16130 - Presser, Machine, Shirts		9.80
16160 - Presser, Machine, Wearing Apparel, Laundry		9.80
16190 - Sewing Machine Operator		13.34
16220 - Tailor		14.35
16250 - Washer, Machine		10.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.71
19040 - Tool And Die Maker		23.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.10
21030 - Material Coordinator		21.41
21040 - Material Expediter		21.41
21050 - Material Handling Laborer		12.26
21071 - Order Filler		11.47
21080 - Production Line Worker (Food Processing)		14.10
21110 - Shipping Packer		14.60
21130 - Shipping/Receiving Clerk		14.60
21140 - Store Worker I		11.79
21150 - Stock Clerk		16.70
21210 - Tools And Parts Attendant		14.10
21410 - Warehouse Specialist		14.10
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.26
23019 - Aircraft Logs and Records Technician		24.66
23021 - Aircraft Mechanic I		29.95
23022 - Aircraft Mechanic II		31.26
23023 - Aircraft Mechanic III		32.60
23040 - Aircraft Mechanic Helper		21.98
23050 - Aircraft, Painter		28.17
23060 - Aircraft Servicer		24.66
23070 - Aircraft Survival Flight Equipment Technician		28.17
23080 - Aircraft Worker		26.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.49

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	29.95
II		
23110	- Appliance Mechanic	18.61
23120	- Bicycle Repairer	15.30
23125	- Cable Splicer	27.87
23130	- Carpenter, Maintenance	19.71
23140	- Carpet Layer	19.83
23160	- Electrician, Maintenance	26.51
23181	- Electronics Technician Maintenance I	23.36
23182	- Electronics Technician Maintenance II	24.98
23183	- Electronics Technician Maintenance III	26.41
23260	- Fabric Worker	17.17
23290	- Fire Alarm System Mechanic	21.30
23310	- Fire Extinguisher Repairer	17.08
23311	- Fuel Distribution System Mechanic	20.96
23312	- Fuel Distribution System Operator	16.99
23370	- General Maintenance Worker	18.08
23380	- Ground Support Equipment Mechanic	29.95
23381	- Ground Support Equipment Servicer	24.66
23382	- Ground Support Equipment Worker	26.49
23391	- Gunsmith I	17.08
23392	- Gunsmith II	19.83
23393	- Gunsmith III	22.42
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.84
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.80
23430	- Heavy Equipment Mechanic	21.77
23440	- Heavy Equipment Operator	19.26
23460	- Instrument Mechanic	25.87
23465	- Laboratory/Shelter Mechanic	21.21
23470	- Laborer	11.87
23510	- Locksmith	18.99
23530	- Machinery Maintenance Mechanic	24.33
23550	- Machinist, Maintenance	20.81
23580	- Maintenance Trades Helper	14.94
23591	- Metrology Technician I	25.87
23592	- Metrology Technician II	27.00
23593	- Metrology Technician III	28.16
23640	- Millwright	22.43
23710	- Office Appliance Repairer	18.99
23760	- Painter, Maintenance	18.99
23790	- Pipefitter, Maintenance	23.52
23810	- Plumber, Maintenance	22.97
23820	- Pneudraulic Systems Mechanic	22.42
23850	- Rigger	22.83
23870	- Scale Mechanic	19.83
23890	- Sheet-Metal Worker, Maintenance	19.95
23910	- Small Engine Mechanic	18.08
23931	- Telecommunications Mechanic I	23.89
23932	- Telecommunications Mechanic II	24.95
23950	- Telephone Lineman	25.52
23960	- Welder, Combination, Maintenance	20.27
23965	- Well Driller	22.76
23970	- Woodcraft Worker	22.42
23980	- Woodworker	16.54
24000	- Personal Needs Occupations	
24550	- Case Manager	14.98
24570	- Child Care Attendant	10.65
24580	- Child Care Center Clerk	13.48

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24610 - Chore Aide	8.09
24620 - Family Readiness And Support Services Coordinator	14.98
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.50
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	22.45
27101 - Guard I	11.56
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.77
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	8.62
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.13
29020 - Hatch Tender	22.13
29030 - Line Handler	22.13
29041 - Stevedore I	20.59
29042 - Stevedore II	23.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.14
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.37
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.25
30021 - Archeological Technician I	21.56
30022 - Archeological Technician II	25.47
30023 - Archeological Technician III	30.62
30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	30.03
30051 - Cryogenic Technician I	24.49
30052 - Cryogenic Technician II	27.06
30061 - Drafter/CAD Operator I	21.56
30062 - Drafter/CAD Operator II	24.71
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.10
30081 - Engineering Technician I	20.02
30082 - Engineering Technician II	22.48
30083 - Engineering Technician III	25.15
30084 - Engineering Technician IV	31.09
30085 - Engineering Technician V	38.65
30086 - Engineering Technician VI	46.10
30090 - Environmental Technician	29.96

30095 - Evidence Control Specialist	22.12
30210 - Laboratory Technician	25.92
30221 - Latent Fingerprint Technician I	23.96
30222 - Latent Fingerprint Technician II	26.47
30240 - Mathematical Technician	30.62
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.12
30364 - Paralegal/Legal Assistant IV	41.27
30375 - Petroleum Supply Specialist	27.06
30390 - Photo-Optics Technician	30.62
30395 - Radiation Control Technician	27.06
30461 - Technical Writer I	23.41
30462 - Technical Writer II	28.64
30463 - Technical Writer III	34.93
30491 - Unexploded Ordnance (UXO) Technician I	26.15
30492 - Unexploded Ordnance (UXO) Technician II	31.64
30493 - Unexploded Ordnance (UXO) Technician III	37.92
30494 - Unexploded (UXO) Safety Escort	26.15
30495 - Unexploded (UXO) Sweep Personnel	26.15
30501 - Weather Forecaster I	24.49
30502 - Weather Forecaster II	29.80
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 26.35
30621 - Weather Observer, Senior	(see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.64
31020 - Bus Aide	13.07
31030 - Bus Driver	18.77
31043 - Driver Courier	14.03
31260 - Parking and Lot Attendant	9.17
31290 - Shuttle Bus Driver	15.28
31310 - Taxi Driver	12.40
31361 - Truckdriver, Light	15.28
31362 - Truckdriver, Medium	18.98
31363 - Truckdriver, Heavy	20.32
31364 - Truckdriver, Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.43
99030 - Cashier	10.01
99050 - Desk Clerk	11.72
99095 - Embalmer	26.08
99130 - Flight Follower	26.15
99251 - Laboratory Animal Caretaker I	10.81
99252 - Laboratory Animal Caretaker II	11.78
99260 - Marketing Analyst	28.96
99310 - Mortician	29.08
99410 - Pest Controller	15.80
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	20.06
99730 - Refuse Collector	14.67
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	10.96
99830 - Survey Party Chief	22.05
99831 - Surveying Aide	15.09
99832 - Surveying Technician	19.07
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 05-2117 (Rev.-18) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2005-2117
Director	Wage Determinations		Revision No.: 18
			Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Brevard, Indian River

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.22
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		19.20
01040 - Court Reporter		16.31
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		13.31
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.38
01112 - General Clerk II		13.39
01113 - General Clerk III		14.93
01120 - Housing Referral Assistant		17.64
01141 - Messenger Courier		12.16
01191 - Order Clerk I		11.55
01192 - Order Clerk II		13.60
01261 - Personnel Assistant (Employment) I		14.66
01262 - Personnel Assistant (Employment) II		16.40
01263 - Personnel Assistant (Employment) III		18.29
01270 - Production Control Clerk		19.41
01280 - Receptionist		11.39
01290 - Rental Clerk		12.83
01300 - Scheduler, Maintenance		14.20
01311 - Secretary I		14.20
01312 - Secretary II		15.82
01313 - Secretary III		17.64
01320 - Service Order Dispatcher		14.82
01410 - Supply Technician		19.60
01420 - Survey Worker		16.31

01531 - Travel Clerk I	11.33
01532 - Travel Clerk II	12.24
01533 - Travel Clerk III	13.11
01611 - Word Processor I	12.21
01612 - Word Processor II	13.16
01613 - Word Processor III	16.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.32
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.17
05110 - Mobile Equipment Servicer	15.50
05130 - Motor Equipment Metal Mechanic	18.88
05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.80
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	16.58
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	18.04
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	8.13
07130 - Food Service Worker	10.11
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.93
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	16.55
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	16.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	9.03
11260 - Pruner	10.31
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.51
12011 - Breath Alcohol Technician	17.75
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	24.67
12020 - Dental Assistant	15.36
12025 - Dental Hygienist	28.81
12030 - EKG Technician	17.76
12035 - Electroneurodiagnostic Technologist	17.76
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	16.45
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.52

12100 - Medical Assistant	12.83
12130 - Medical Laboratory Technician	18.67
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	15.17
12195 - Medical Transcriptionist	14.93
12210 - Nuclear Medicine Technologist	30.91
12221 - Nursing Assistant I	11.00
12222 - Nursing Assistant II	12.37
12223 - Nursing Assistant III	13.50
12224 - Nursing Assistant IV	15.14
12235 - Optical Dispenser	17.68
12236 - Optical Technician	13.58
12250 - Pharmacy Technician	12.47
12280 - Phlebotomist	15.14
12305 - Radiologic Technologist	24.10
12311 - Registered Nurse I	22.67
12312 - Registered Nurse II	27.73
12313 - Registered Nurse II, Specialist	27.73
12314 - Registered Nurse III	33.55
12315 - Registered Nurse III, Anesthetist	33.55
12316 - Registered Nurse IV	40.22
12317 - Scheduler (Drug and Alcohol Testing)	22.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.52
13012 - Exhibits Specialist II	20.85
13013 - Exhibits Specialist III	23.88
13041 - Illustrator I	16.29
13042 - Illustrator II	19.52
13043 - Illustrator III	23.31
13047 - Librarian	22.41
13050 - Library Aide/Clerk	11.99
13054 - Library Information Technology Systems Administrator	20.85
13058 - Library Technician	15.75
13061 - Media Specialist I	15.05
13062 - Media Specialist II	16.55
13063 - Media Specialist III	17.57
13071 - Photographer I	15.22
13072 - Photographer II	17.02
13073 - Photographer III	21.09
13074 - Photographer IV	24.68
13075 - Photographer V	27.29
13110 - Video Teleconference Technician	15.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.15
14042 - Computer Operator II	18.06
14043 - Computer Operator III	20.14
14044 - Computer Operator IV	22.37
14045 - Computer Operator V	24.79
14071 - Computer Programmer I	(see 1) 23.18
14072 - Computer Programmer II	(see 1) 27.62
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.15
14160 - Personal Computer Support Technician	22.37
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.98
15020 - Aircrew Training Devices Instructor (Rated)	33.63
15030 - Air Crew Training Devices Instructor (Pilot)	35.42

15050 - Computer Based Training Specialist / Instructor	29.98
15060 - Educational Technologist	25.26
15070 - Flight Instructor (Pilot)	35.42
15080 - Graphic Artist	20.58
15090 - Technical Instructor	21.82
15095 - Technical Instructor/Course Developer	25.91
15110 - Test Proctor	17.90
15120 - Tutor	17.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.37
16030 - Counter Attendant	8.37
16040 - Dry Cleaner	10.44
16070 - Finisher, Flatwork, Machine	8.37
16090 - Presser, Hand	8.37
16110 - Presser, Machine, Drycleaning	8.37
16130 - Presser, Machine, Shirts	8.37
16160 - Presser, Machine, Wearing Apparel, Laundry	8.37
16190 - Sewing Machine Operator	11.12
16220 - Tailor	11.82
16250 - Washer, Machine	9.06
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.55
19040 - Tool And Die Maker	20.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.08
21030 - Material Coordinator	19.41
21040 - Material Expediter	19.41
21050 - Material Handling Laborer	11.56
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.84
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.66
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.29
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.29
23023 - Aircraft Mechanic III	24.46
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.47
23080 - Aircraft Worker	18.35
23110 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	18.77
23140 - Carpet Layer	17.82
23160 - Electrician, Maintenance	22.10
23181 - Electronics Technician Maintenance I	22.65
23182 - Electronics Technician Maintenance II	24.25
23183 - Electronics Technician Maintenance III	25.73
23260 - Fabric Worker	16.67
23290 - Fire Alarm System Mechanic	17.54
23310 - Fire Extinguisher Repairer	15.49
23311 - Fuel Distribution System Mechanic	20.11
23312 - Fuel Distribution System Operator	16.75
23370 - General Maintenance Worker	17.61
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	17.47

23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.49
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.59
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services Coordinator	13.26
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.87
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.77
27010 - Court Security Officer	18.77
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	18.77
27070 - Firefighter	19.22
27101 - Guard I	12.42
27102 - Guard II	17.09
27131 - Police Officer I	20.43
27132 - Police Officer II	22.70

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	13.43
28043 - Carnival Equipment Worker	9.04
28210 - Gate Attendant/Gate Tender	13.56
28310 - Lifeguard	12.08
28350 - Park Attendant (Aide)	15.16
28510 - Recreation Aide/Health Facility Attendant	11.07
28515 - Recreation Specialist	18.79
28630 - Sports Official	12.08
28690 - Swimming Pool Operator	14.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.91
29020 - Hatch Tender	17.91
29030 - Line Handler	17.91
29041 - Stevedore I	17.02
29042 - Stevedore II	20.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.80
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.56
30022 - Archeological Technician II	16.54
30023 - Archeological Technician III	20.23
30030 - Cartographic Technician	19.71
30040 - Civil Engineering Technician	20.89
30061 - Drafter/CAD Operator I	13.92
30062 - Drafter/CAD Operator II	15.57
30063 - Drafter/CAD Operator III	18.21
30064 - Drafter/CAD Operator IV	21.36
30081 - Engineering Technician I	15.41
30082 - Engineering Technician II	17.30
30083 - Engineering Technician III	19.35
30084 - Engineering Technician IV	23.98
30085 - Engineering Technician V	29.33
30086 - Engineering Technician VI	35.49
30090 - Environmental Technician	18.78
30210 - Laboratory Technician	22.77
30240 - Mathematical Technician	19.29
30361 - Paralegal/Legal Assistant I	15.19
30362 - Paralegal/Legal Assistant II	20.55
30363 - Paralegal/Legal Assistant III	25.12
30364 - Paralegal/Legal Assistant IV	30.43
30390 - Photo-Optics Technician	19.71
30461 - Technical Writer I	19.86
30462 - Technical Writer II	24.29
30463 - Technical Writer III	29.39
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 18.21
30621 - Weather Observer, Senior	(see 2) 19.59
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.22
31030 - Bus Driver	12.82
31043 - Driver Courier	15.56
31260 - Parking and Lot Attendant	11.35
31290 - Shuttle Bus Driver	13.22
31310 - Taxi Driver	13.42

31361 - Truckdriver, Light	14.77
31362 - Truckdriver, Medium	15.11
31363 - Truckdriver, Heavy	15.38
31364 - Truckdriver, Tractor-Trailer	15.38
99000 - Miscellaneous Occupations	
99030 - Cashier	9.59
99050 - Desk Clerk	10.15
99095 - Embalmer	23.84
99251 - Laboratory Animal Caretaker I	10.25
99252 - Laboratory Animal Caretaker II	11.13
99310 - Mortician	23.84
99410 - Pest Controller	14.24
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	13.25
99711 - Recycling Specialist	15.71
99730 - Refuse Collector	12.05
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	13.23
99841 - Vending Machine Repairer	15.49
99842 - Vending Machine Repairer Helper	13.23

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

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 insure 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.

WD 15-4341 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4341
Director	Wage Determinations	Revision No.: 2
		Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: North Carolina, Virginia

Area: North Carolina County of Currituck
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Surry, Virginia Beach, Williamsburg, York

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		23.48
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.29
01042 - Customer Service Representative II		12.70
01043 - Customer Service Representative III		13.86
01051 - Data Entry Operator I		12.41
01052 - Data Entry Operator II		13.90
01060 - Dispatcher, Motor Vehicle		17.23
01070 - Document Preparation Clerk		13.21
01090 - Duplicating Machine Operator		13.21
01111 - General Clerk I		12.20
01112 - General Clerk II		13.78
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		19.11
01141 - Messenger Courier		13.44
01191 - Order Clerk I		13.46
01192 - Order Clerk II		17.61
01261 - Personnel Assistant (Employment) I		16.22
01262 - Personnel Assistant (Employment) II		18.14
01263 - Personnel Assistant (Employment) III		20.23
01270 - Production Control Clerk		25.93
01290 - Rental Clerk		14.15
01300 - Scheduler, Maintenance		15.32

01311 - Secretary I	15.32
01312 - Secretary II	17.15
01313 - Secretary III	19.11
01320 - Service Order Dispatcher	15.40
01410 - Supply Technician	23.48
01420 - Survey Worker	13.82
01460 - Switchboard Operator/Receptionist	12.28
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.51
01533 - Travel Clerk III	13.36
01611 - Word Processor I	14.13
01612 - Word Processor II	15.86
01613 - Word Processor III	17.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.82
05010 - Automotive Electrician	21.03
05040 - Automotive Glass Installer	20.09
05070 - Automotive Worker	20.09
05110 - Mobile Equipment Servicer	18.15
05130 - Motor Equipment Metal Mechanic	22.02
05160 - Motor Equipment Metal Worker	20.09
05190 - Motor Vehicle Mechanic	22.02
05220 - Motor Vehicle Mechanic Helper	17.13
05250 - Motor Vehicle Upholstery Worker	19.10
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	21.03
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	13.65
05400 - Transmission Repair Specialist	22.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	11.12
07042 - Cook II	12.33
07070 - Dishwasher	8.73
07130 - Food Service Worker	9.89
07210 - Meat Cutter	15.35
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	14.67
09080 - Furniture Refinisher	19.39
09090 - Furniture Refinisher Helper	15.80
09110 - Furniture Repairer, Minor	17.62
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.41
11060 - Elevator Operator	11.41
11090 - Gardener	13.67
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	9.30
11260 - Pruner	11.63
11270 - Tractor Operator	12.88
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.42
12012 - Certified Occupational Therapist Assistant	26.23
12015 - Certified Physical Therapist Assistant	25.05

12020 - Dental Assistant	15.56
12025 - Dental Hygienist	34.44
12030 - EKG Technician	26.10
12035 - Electroneurodiagnostic Technologist	26.10
12040 - Emergency Medical Technician	16.84
12071 - Licensed Practical Nurse I	14.67
12072 - Licensed Practical Nurse II	16.42
12073 - Licensed Practical Nurse III	18.30
12100 - Medical Assistant	13.69
12130 - Medical Laboratory Technician	18.70
12160 - Medical Record Clerk	15.13
12190 - Medical Record Technician	16.93
12195 - Medical Transcriptionist	14.13
12210 - Nuclear Medicine Technologist	31.32
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.17
12223 - Nursing Assistant III	12.19
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	19.99
12236 - Optical Technician	16.59
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	13.84
12305 - Radiologic Technologist	25.67
12311 - Registered Nurse I	24.37
12312 - Registered Nurse II	29.81
12313 - Registered Nurse II, Specialist	29.81
12314 - Registered Nurse III	36.07
12315 - Registered Nurse III, Anesthetist	36.07
12316 - Registered Nurse IV	43.23
12317 - Scheduler (Drug and Alcohol Testing)	20.34
12320 - Substance Abuse Treatment Counselor	17.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.46
13012 - Exhibits Specialist II	25.36
13013 - Exhibits Specialist III	29.19
13041 - Illustrator I	20.00
13042 - Illustrator II	24.56
13043 - Illustrator III	29.80
13047 - Librarian	32.67
13050 - Library Aide/Clerk	11.45
13054 - Library Information Technology Systems Administrator	23.82
13058 - Library Technician	16.78
13061 - Media Specialist I	17.17
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.41
13071 - Photographer I	13.93
13072 - Photographer II	18.46
13073 - Photographer III	22.43
13074 - Photographer IV	24.90
13075 - Photographer V	30.14
13090 - Technical Order Library Clerk	14.93
13110 - Video Teleconference Technician	15.93
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.56
14042 - Computer Operator II	17.40
14043 - Computer Operator III	19.41
14044 - Computer Operator IV	21.57
14045 - Computer Operator V	23.88
14071 - Computer Programmer I	(see 1) 20.07
14072 - Computer Programmer II	(see 1) 24.57

14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57
14170 - System Support Specialist		26.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.24
15020 - Aircrew Training Devices Instructor (Rated)		40.21
15030 - Air Crew Training Devices Instructor (Pilot)		48.04
15050 - Computer Based Training Specialist / Instructor		33.24
15060 - Educational Technologist		30.26
15070 - Flight Instructor (Pilot)		48.04
15080 - Graphic Artist		24.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		36.50
15086 - Maintenance Test Pilot, Rotary Wing		36.50
15088 - Non-Maintenance Test/Co-Pilot		36.50
15090 - Technical Instructor		23.03
15095 - Technical Instructor/Course Developer		28.17
15110 - Test Proctor		19.29
15120 - Tutor		19.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.83
16030 - Counter Attendant		8.83
16040 - Dry Cleaner		11.08
16070 - Finisher, Flatwork, Machine		8.83
16090 - Presser, Hand		8.83
16110 - Presser, Machine, Drycleaning		8.83
16130 - Presser, Machine, Shirts		8.83
16160 - Presser, Machine, Wearing Apparel, Laundry		8.83
16190 - Sewing Machine Operator		11.84
16220 - Tailor		12.65
16250 - Washer, Machine		9.59
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.51
19040 - Tool And Die Maker		26.83
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.59
21030 - Material Coordinator		25.93
21040 - Material Expediter		25.93
21050 - Material Handling Laborer		11.27
21071 - Order Filler		11.49
21080 - Production Line Worker (Food Processing)		16.59
21110 - Shipping Packer		15.21
21130 - Shipping/Receiving Clerk		15.21
21140 - Store Worker I		12.76
21150 - Stock Clerk		15.96
21210 - Tools And Parts Attendant		16.59
21410 - Warehouse Specialist		16.59
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.62
23019 - Aircraft Logs and Records Technician		20.04
23021 - Aircraft Mechanic I		24.40
23022 - Aircraft Mechanic II		25.62
23023 - Aircraft Mechanic III		26.81
23040 - Aircraft Mechanic Helper		17.99
23050 - Aircraft, Painter		22.22
23060 - Aircraft Servicer		20.04
23070 - Aircraft Survival Flight Equipment Technician		22.22

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23080 - Aircraft Worker	21.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.40
23110 - Appliance Mechanic	19.24
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	25.69
23130 - Carpenter, Maintenance	19.24
23140 - Carpet Layer	18.79
23160 - Electrician, Maintenance	22.27
23181 - Electronics Technician Maintenance I	23.07
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.53
23260 - Fabric Worker	19.59
23290 - Fire Alarm System Mechanic	20.20
23310 - Fire Extinguisher Repairer	18.15
23311 - Fuel Distribution System Mechanic	21.94
23312 - Fuel Distribution System Operator	17.87
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	24.40
23381 - Ground Support Equipment Servicer	20.04
23382 - Ground Support Equipment Worker	21.09
23391 - Gunsmith I	18.15
23392 - Gunsmith II	20.16
23393 - Gunsmith III	22.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.45
23411 - Heating, Ventilation And Air Contditiioning Mechanic (Research Facility)	21.48
23430 - Heavy Equipment Mechanic	22.03
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	21.16
23465 - Laboratory/Shelter Mechanic	12.40
23470 - Laborer	11.27
23510 - Locksmith	20.65
23530 - Machinery Maintenance Mechanic	22.31
23550 - Machinist, Maintenance	21.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	25.26
23640 - Millwright	26.52
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	22.09
23810 - Plumber, Maintenance	21.04
23820 - Pneudraulic Systems Mechanic	22.22
23850 - Rigger	22.57
23870 - Scale Mechanic	20.13
23890 - Sheet-Metal Worker, Maintenance	21.52
23910 - Small Engine Mechanic	20.11
23931 - Telecommunications Mechanic I	25.35
23932 - Telecommunications Mechanic II	26.62
23950 - Telephone Lineman	25.17
23960 - Welder, Combination, Maintenance	20.98
23965 - Well Driller	21.92
23970 - Woodcraft Worker	22.22
23980 - Woodworker	18.15
24000 - Personal Needs Occupations	
24550 - Case Manager	13.31

24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	8.43
24620 - Family Readiness And Support Services Coordinator	13.31
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.88
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	22.88
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.03
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65
27101 - Guard I	12.52
27102 - Guard II	15.31
27131 - Police Officer I	22.07
27132 - Police Officer II	24.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.47
28042 - Carnival Equipment Repairer	11.10
28043 - Carnival Worker	8.54
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.80
29020 - Hatch Tender	22.80
29030 - Line Handler	22.80
29041 - Stevedore I	21.68
29042 - Stevedore II	23.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.71
30021 - Archeological Technician I	18.85
30022 - Archeological Technician II	20.93
30023 - Archeological Technician III	25.14
30030 - Cartographic Technician	26.68
30040 - Civil Engineering Technician	25.15
30051 - Cryogenic Technician I	23.15
30052 - Cryogenic Technician II	25.56
30061 - Drafter/CAD Operator I	18.85
30062 - Drafter/CAD Operator II	21.09
30063 - Drafter/CAD Operator III	23.52
30064 - Drafter/CAD Operator IV	28.93
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	19.79
30083 - Engineering Technician III	22.59
30084 - Engineering Technician IV	27.42
30085 - Engineering Technician V	33.54

30086 - Engineering Technician VI	40.58
30090 - Environmental Technician	24.06
30095 - Evidence Control Specialist	20.90
30210 - Laboratory Technician	21.99
30221 - Latent Fingerprint Technician I	22.97
30222 - Latent Fingerprint Technician II	25.37
30240 - Mathematical Technician	26.68
30361 - Paralegal/Legal Assistant I	16.04
30362 - Paralegal/Legal Assistant II	19.88
30363 - Paralegal/Legal Assistant III	24.32
30364 - Paralegal/Legal Assistant IV	29.42
30375 - Petroleum Supply Specialist	25.56
30390 - Photo-Optics Technician	26.68
30395 - Radiation Control Technician	25.56
30461 - Technical Writer I	23.10
30462 - Technical Writer II	28.24
30463 - Technical Writer III	34.17
30491 - Unexploded Ordnance (UXO) Technician I	23.19
30492 - Unexploded Ordnance (UXO) Technician II	28.06
30493 - Unexploded Ordnance (UXO) Technician III	33.63
30494 - Unexploded (UXO) Safety Escort	23.19
30495 - Unexploded (UXO) Sweep Personnel	23.19
30501 - Weather Forecaster I	23.15
30502 - Weather Forecaster II	28.15
30620 - Weather Observer, Combined Upper Air Or	(see 2,3) 23.52
Surface Programs	
30621 - Weather Observer, Senior	(see 2,3) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.06
31020 - Bus Aide	12.77
31030 - Bus Driver	16.13
31043 - Driver Courier	13.40
31260 - Parking and Lot Attendant	9.25
31290 - Shuttle Bus Driver	14.22
31310 - Taxi Driver	11.50
31361 - Truckdriver, Light	14.22
31362 - Truckdriver, Medium	15.59
31363 - Truckdriver, Heavy	17.75
31364 - Truckdriver, Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.68
99030 - Cashier	8.95
99050 - Desk Clerk	9.22
99095 - Embalmer	25.97
99130 - Flight Follower	23.19
99251 - Laboratory Animal Caretaker I	10.85
99252 - Laboratory Animal Caretaker II	11.52
99260 - Marketing Analyst	23.81
99310 - Mortician	30.76
99410 - Pest Controller	15.66
99510 - Photofinishing Worker	11.61
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.57
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	11.74
99830 - Survey Party Chief	19.82
99831 - Surveying Aide	12.37
99832 - Surveying Technician	18.02
99840 - Vending Machine Attendant	14.21
99841 - Vending Machine Repairer	16.64

99842 - Vending Machine Repairer Helper

14.21

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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).

3) 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)).

WD 05-2007 (Rev.-21) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2005-2007
Director	Wage Determinations		Revision No.: 21
			Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston
Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.47
01012 - Accounting Clerk II		14.65
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		21.27
01040 - Court Reporter		17.16
01051 - Data Entry Operator I		11.95
01052 - Data Entry Operator II		13.89
01060 - Dispatcher, Motor Vehicle		16.31
01070 - Document Preparation Clerk		12.47
01090 - Duplicating Machine Operator		12.47
01111 - General Clerk I		10.88
01112 - General Clerk II		11.87
01113 - General Clerk III		13.86
01120 - Housing Referral Assistant		19.14
01141 - Messenger Courier		10.07
01191 - Order Clerk I		12.66
01192 - Order Clerk II		15.27
01261 - Personnel Assistant (Employment) I		14.18
01262 - Personnel Assistant (Employment) II		15.86
01263 - Personnel Assistant (Employment) III		17.70
01270 - Production Control Clerk		19.18
01280 - Receptionist		11.86
01290 - Rental Clerk		12.97
01300 - Scheduler, Maintenance		15.32
01311 - Secretary I		15.32
01312 - Secretary II		17.16
01313 - Secretary III		19.14
01320 - Service Order Dispatcher		13.83

NNX11AA01C

01410 - Supply Technician	21.27
01420 - Survey Worker	16.81
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	13.12
01612 - Word Processor II	14.73
01613 - Word Processor III	16.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.25
05010 - Automotive Electrician	18.61
05040 - Automotive Glass Installer	17.74
05070 - Automotive Worker	17.74
05110 - Mobile Equipment Servicer	16.08
05130 - Motor Equipment Metal Mechanic	19.47
05160 - Motor Equipment Metal Worker	17.74
05190 - Motor Vehicle Mechanic	17.78
05220 - Motor Vehicle Mechanic Helper	13.93
05250 - Motor Vehicle Upholstery Worker	16.93
05280 - Motor Vehicle Wrecker	17.74
05310 - Painter, Automotive	17.00
05340 - Radiator Repair Specialist	17.74
05370 - Tire Repairer	12.75
05400 - Transmission Repair Specialist	19.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.24
07041 - Cook I	9.14
07042 - Cook II	10.27
07070 - Dishwasher	7.82
07130 - Food Service Worker	8.09
07210 - Meat Cutter	14.21
07260 - Waiter/Waitress	7.90
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.98
09130 - Upholsterer	17.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.02
11090 - Gardener	12.11
11122 - Housekeeping Aide	10.02
11150 - Janitor	10.02
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	8.67
11260 - Pruner	9.28
11270 - Tractor Operator	12.08
11330 - Trail Maintenance Worker	10.00
11360 - Window Cleaner	10.97
12000 - Health Occupations	
12010 - Ambulance Driver	15.85
12011 - Breath Alcohol Technician	16.00
12012 - Certified Occupational Therapist Assistant	21.95
12015 - Certified Physical Therapist Assistant	21.95
12020 - Dental Assistant	16.00
12025 - Dental Hygienist	22.48
12030 - EKG Technician	23.45
12035 - Electroneurodiagnostic Technologist	23.45
12040 - Emergency Medical Technician	15.85
12071 - Licensed Practical Nurse I	14.30

12072 - Licensed Practical Nurse II	16.00
12073 - Licensed Practical Nurse III	17.84
12100 - Medical Assistant	11.87
12130 - Medical Laboratory Technician	14.07
12160 - Medical Record Clerk	12.41
12190 - Medical Record Technician	14.96
12195 - Medical Transcriptionist	13.59
12210 - Nuclear Medicine Technologist	30.65
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	15.05
12236 - Optical Technician	12.56
12250 - Pharmacy Technician	13.36
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	23.95
12311 - Registered Nurse I	22.94
12312 - Registered Nurse II	28.08
12313 - Registered Nurse II, Specialist	28.08
12314 - Registered Nurse III	33.97
12315 - Registered Nurse III, Anesthetist	33.97
12316 - Registered Nurse IV	40.70
12317 - Scheduler (Drug and Alcohol Testing)	19.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.09
13012 - Exhibits Specialist II	24.89
13013 - Exhibits Specialist III	30.45
13041 - Illustrator I	20.09
13042 - Illustrator II	24.89
13043 - Illustrator III	30.45
13047 - Librarian	27.56
13050 - Library Aide/Clerk	15.94
13054 - Library Information Technology Systems Administrator	24.89
13058 - Library Technician	16.14
13061 - Media Specialist I	17.96
13062 - Media Specialist II	20.09
13063 - Media Specialist III	22.40
13071 - Photographer I	16.19
13072 - Photographer II	18.70
13073 - Photographer III	22.40
13074 - Photographer IV	27.38
13075 - Photographer V	33.23
13110 - Video Teleconference Technician	17.96
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.55
14042 - Computer Operator II	19.13
14043 - Computer Operator III	20.49
14044 - Computer Operator IV	26.16
14045 - Computer Operator V	27.62
14071 - Computer Programmer I	25.00
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.55
14160 - Personal Computer Support Technician	26.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.35

15020 - Aircrew Training Devices Instructor (Rated)	35.52
15030 - Air Crew Training Devices Instructor (Pilot)	36.76
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	30.52
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	22.01
15090 - Technical Instructor	18.91
15095 - Technical Instructor/Course Developer	23.11
15110 - Test Proctor	17.16
15120 - Tutor	17.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.30
16030 - Counter Attendant	8.30
16040 - Dry Cleaner	10.44
16070 - Finisher, Flatwork, Machine	8.30
16090 - Presser, Hand	8.30
16110 - Presser, Machine, Drycleaning	8.30
16130 - Presser, Machine, Shirts	8.30
16160 - Presser, Machine, Wearing Apparel, Laundry	8.30
16190 - Sewing Machine Operator	11.03
16220 - Tailor	11.64
16250 - Washer, Machine	9.00
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.44
19040 - Tool And Die Maker	29.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.82
21030 - Material Coordinator	19.18
21040 - Material Expediter	19.18
21050 - Material Handling Laborer	10.48
21071 - Order Filler	10.87
21080 - Production Line Worker (Food Processing)	14.82
21110 - Shipping Packer	12.98
21130 - Shipping/Receiving Clerk	12.98
21140 - Store Worker I	12.06
21150 - Stock Clerk	16.35
21210 - Tools And Parts Attendant	14.82
21410 - Warehouse Specialist	14.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.61
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft, Painter	19.32
23060 - Aircraft Servicer	19.34
23080 - Aircraft Worker	20.27
23110 - Appliance Mechanic	18.04
23120 - Bicycle Repairer	14.66
23125 - Cable Splicer	19.76
23130 - Carpenter, Maintenance	17.56
23140 - Carpet Layer	17.29
23160 - Electrician, Maintenance	23.21
23181 - Electronics Technician Maintenance I	19.44
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	26.62
23260 - Fabric Worker	16.54
23290 - Fire Alarm System Mechanic	18.79
23310 - Fire Extinguisher Repairer	15.72
23311 - Fuel Distribution System Mechanic	18.79
23312 - Fuel Distribution System Operator	16.80
23370 - General Maintenance Worker	16.43

23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.06
23393 - Gunsmith III	18.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.30
23430 - Heavy Equipment Mechanic	20.43
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	17.99
23470 - Laborer	11.36
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	18.59
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.74
23640 - Millwright	20.67
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	19.29
23810 - Plumber, Maintenance	18.43
23820 - Pneudraulic Systems Mechanic	18.83
23850 - Rigger	18.83
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	17.06
23931 - Telecommunications Mechanic I	18.89
23932 - Telecommunications Mechanic II	20.87
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.83
23970 - Woodcraft Worker	18.83
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services Coordinator	12.61
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.83
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	15.28
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	13.55
27040 - Detention Officer	15.28
27070 - Firefighter	16.82
27101 - Guard I	10.85
27102 - Guard II	13.55

27131 - Police Officer I	18.64
27132 - Police Officer II	20.71
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.62
28043 - Carnival Equipment Worker	8.38
28210 - Gate Attendant/Gate Tender	14.06
28310 - Lifeguard	12.21
28350 - Park Attendant (Aide)	15.73
28510 - Recreation Aide/Health Facility Attendant	11.48
28515 - Recreation Specialist	17.94
28630 - Sports Official	12.53
28690 - Swimming Pool Operator	15.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.70
29020 - Hatch Tender	17.70
29030 - Line Handler	17.70
29041 - Stevedore I	16.90
29042 - Stevedore II	18.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	18.60
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	25.48
30030 - Cartographic Technician	25.48
30040 - Civil Engineering Technician	22.83
30061 - Drafter/CAD Operator I	18.60
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	23.21
30064 - Drafter/CAD Operator IV	28.55
30081 - Engineering Technician I	15.98
30082 - Engineering Technician II	18.00
30083 - Engineering Technician III	21.00
30084 - Engineering Technician IV	28.62
30085 - Engineering Technician V	33.81
30086 - Engineering Technician VI	40.89
30090 - Environmental Technician	25.48
30210 - Laboratory Technician	18.92
30240 - Mathematical Technician	25.48
30361 - Paralegal/Legal Assistant I	18.54
30362 - Paralegal/Legal Assistant II	22.98
30363 - Paralegal/Legal Assistant III	28.11
30364 - Paralegal/Legal Assistant IV	34.01
30390 - Photo-Optics Technician	25.48
30461 - Technical Writer I	21.30
30462 - Technical Writer II	26.06
30463 - Technical Writer III	31.52
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3) 23.21
30621 - Weather Observer, Senior	(see 3) 25.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.71
31030 - Bus Driver	13.94
31043 - Driver Courier	14.96
31260 - Parking and Lot Attendant	10.11

31290 - Shuttle Bus Driver	16.25
31310 - Taxi Driver	10.90
31361 - Truckdriver, Light	16.25
31362 - Truckdriver, Medium	16.82
31363 - Truckdriver, Heavy	17.62
31364 - Truckdriver, Tractor-Trailer	17.62
99000 - Miscellaneous Occupations	
99030 - Cashier	9.30
99050 - Desk Clerk	8.43
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	8.61
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	22.65
99410 - Pest Controller	12.76
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.30
99730 - Refuse Collector	12.79
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	12.71
99830 - Survey Party Chief	17.75
99831 - Surveying Aide	10.94
99832 - Surveying Technician	14.97
99840 - Vending Machine Attendant	13.90
99841 - Vending Machine Repairer	15.93
99842 - Vending Machine Repairer Helper	13.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 insure 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.

WD 05-2301 (Rev.-17) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2005-2301
Director	Wage Determinations	Revision No.: 17
		Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.39
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		18.76
01040 - Court Reporter		14.61
01051 - Data Entry Operator I		10.76
01052 - Data Entry Operator II		12.08
01060 - Dispatcher, Motor Vehicle		15.59
01070 - Document Preparation Clerk		11.31
01090 - Duplicating Machine Operator		11.31
01111 - General Clerk I		11.03
01112 - General Clerk II		12.04
01113 - General Clerk III		13.67
01120 - Housing Referral Assistant		16.29
01141 - Messenger Courier		9.56
01191 - Order Clerk I		12.09
01192 - Order Clerk II		14.67
01261 - Personnel Assistant (Employment) I		13.54
01262 - Personnel Assistant (Employment) II		15.14
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.74
01280 - Receptionist		11.19
01290 - Rental Clerk		10.82
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61
01313 - Secretary III		16.29
01320 - Service Order Dispatcher		12.47
01410 - Supply Technician		18.10

01420 - Survey Worker	13.80
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.29
01612 - Word Processor II	14.92
01613 - Word Processor III	16.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.73
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	16.90
05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.90
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	14.84
05250 - Motor Vehicle Upholstery Worker	16.20
05280 - Motor Vehicle Wrecker	16.90
05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	8.77
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.20
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.14
11060 - Elevator Operator	9.14
11090 - Gardener	12.62
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.96
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.99
12012 - Certified Occupational Therapist Assistant	18.30
12015 - Certified Physical Therapist Assistant	16.64
12020 - Dental Assistant	13.64
12025 - Dental Hygienist	26.82
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	14.30
12072 - Licensed Practical Nurse II	15.99

12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.63
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.85
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	9.73
12222 - Nursing Assistant II	10.94
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12235 - Optical Dispenser	15.66
12236 - Optical Technician	12.82
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.02
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	25.94
12313 - Registered Nurse II, Specialist	27.19
12314 - Registered Nurse III	32.89
12315 - Registered Nurse III, Anesthetist	32.89
12316 - Registered Nurse IV	39.42
12317 - Scheduler (Drug and Alcohol Testing)	19.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.86
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.83
13042 - Illustrator II	20.86
13043 - Illustrator III	25.61
13047 - Librarian	23.09
13050 - Library Aide/Clerk	9.77
13054 - Library Information Technology Systems Administrator	20.86
13058 - Library Technician	12.78
13061 - Media Specialist I	15.05
13062 - Media Specialist II	16.83
13063 - Media Specialist III	18.77
13071 - Photographer I	12.74
13072 - Photographer II	14.25
13073 - Photographer III	17.66
13074 - Photographer IV	21.74
13075 - Photographer V	26.13
13110 - Video Teleconference Technician	14.62
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.48
14042 - Computer Operator II	16.20
14043 - Computer Operator III	18.76
14044 - Computer Operator IV	20.07
14045 - Computer Operator V	22.22
14071 - Computer Programmer I	(see 1) 20.43
14072 - Computer Programmer II	(see 1) 25.30
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	14.48
14160 - Personal Computer Support Technician	20.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.76
15020 - Aircrew Training Devices Instructor (Rated)	33.59

15030 - Air Crew Training Devices Instructor (Pilot)	40.14
15050 - Computer Based Training Specialist / Instructor	27.76
15060 - Educational Technologist	34.22
15070 - Flight Instructor (Pilot)	40.14
15080 - Graphic Artist	19.42
15090 - Technical Instructor	19.73
15095 - Technical Instructor/Course Developer	22.52
15110 - Test Proctor	15.92
15120 - Tutor	15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.97
16030 - Counter Attendant	8.97
16040 - Dry Cleaner	10.38
16070 - Finisher, Flatwork, Machine	8.97
16090 - Presser, Hand	8.97
16110 - Presser, Machine, Drycleaning	8.97
16130 - Presser, Machine, Shirts	8.97
16160 - Presser, Machine, Wearing Apparel, Laundry	8.97
16190 - Sewing Machine Operator	11.00
16220 - Tailor	11.65
16250 - Washer, Machine	9.36
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.58
19040 - Tool And Die Maker	21.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.50
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	11.36
21071 - Order Filler	11.80
21080 - Production Line Worker (Food Processing)	15.50
21110 - Shipping Packer	12.52
21130 - Shipping/Receiving Clerk	12.52
21140 - Store Worker I	14.79
21150 - Stock Clerk	16.50
21210 - Tools And Parts Attendant	15.50
21410 - Warehouse Specialist	15.50
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.47
23021 - Aircraft Mechanic I	23.29
23022 - Aircraft Mechanic II	24.47
23023 - Aircraft Mechanic III	25.68
23040 - Aircraft Mechanic Helper	18.92
23050 - Aircraft, Painter	22.06
23060 - Aircraft Servicer	20.66
23080 - Aircraft Worker	21.56
23110 - Appliance Mechanic	18.58
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.95
23140 - Carpet Layer	14.76
23160 - Electrician, Maintenance	19.75
23181 - Electronics Technician Maintenance I	20.75
23182 - Electronics Technician Maintenance II	21.51
23183 - Electronics Technician Maintenance III	22.25
23260 - Fabric Worker	17.20
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.49
23311 - Fuel Distribution System Mechanic	21.51
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	14.91
23380 - Ground Support Equipment Mechanic	23.29

23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.90
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.16
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.58
23470 - Laborer	11.36
23510 - Locksmith	18.22
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	18.65
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.59
23593 - Metrology Technician III	21.20
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.72
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	11.23
27102 - Guard II	15.38
27131 - Police Officer I	15.75

27132 - Police Officer II	17.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Equipment Worker	9.60
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	15.97
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	17.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	19.81
29030 - Line Handler	19.81
29041 - Stevedore I	19.70
29042 - Stevedore II	21.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.91
30022 - Archeological Technician II	20.08
30023 - Archeological Technician III	24.82
30030 - Cartographic Technician	26.10
30040 - Civil Engineering Technician	18.35
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	21.06
30063 - Drafter/CAD Operator III	23.45
30064 - Drafter/CAD Operator IV	28.86
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.24
30083 - Engineering Technician III	20.44
30084 - Engineering Technician IV	25.28
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.41
30090 - Environmental Technician	23.70
30210 - Laboratory Technician	18.70
30240 - Mathematical Technician	25.12
30361 - Paralegal/Legal Assistant I	15.77
30362 - Paralegal/Legal Assistant II	19.54
30363 - Paralegal/Legal Assistant III	23.91
30364 - Paralegal/Legal Assistant IV	28.92
30390 - Photo-Optics Technician	25.12
30461 - Technical Writer I	24.33
30462 - Technical Writer II	27.26
30463 - Technical Writer III	32.98
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.45
Surface Programs	
30621 - Weather Observer, Senior (see 2)	25.12
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.59
31030 - Bus Driver	14.48
31043 - Driver Courier	12.79
31260 - Parking and Lot Attendant	8.66
31290 - Shuttle Bus Driver	13.37

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31310 - Taxi Driver	10.09
31361 - Truckdriver, Light	13.37
31362 - Truckdriver, Medium	15.35
31363 - Truckdriver, Heavy	18.33
31364 - Truckdriver, Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99030 - Cashier	8.64
99050 - Desk Clerk	9.43
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	13.95
99310 - Mortician	22.74
99410 - Pest Controller	12.79
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	16.49
99831 - Surveying Aide	10.91
99832 - Surveying Technician	14.98
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.07
99842 - Vending Machine Repairer Helper	12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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(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).

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 ordinance, 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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 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 insure 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.

WD 05-2159 (Rev.-18) was first posted on www.wdol.gov on 01/05/2016

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.: 2005-2159
Revision No.: 18
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Idaho
Area: Idaho Statewide

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.27
01012 - Accounting Clerk II		13.83
01013 - Accounting Clerk III		15.09
01020 - Administrative Assistant		17.16
01040 - Court Reporter		22.66
01051 - Data Entry Operator I		11.51
01052 - Data Entry Operator II		12.57
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		11.17
01112 - General Clerk II		12.19
01113 - General Clerk III		13.68
01120 - Housing Referral Assistant		17.37
01141 - Messenger Courier		10.69
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant (Employment) I		13.55
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.51
01280 - Receptionist		11.51
01290 - Rental Clerk		12.35
01300 - Scheduler, Maintenance		13.93
01311 - Secretary I		13.93
01312 - Secretary II		15.58
01313 - Secretary III		17.37
01320 - Service Order Dispatcher		16.49
01410 - Supply Technician		17.16
01420 - Survey Worker		11.40

01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	12.66
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.03
01612 - Word Processor II	13.92
01613 - Word Processor III	15.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.65
05010 - Automotive Electrician	14.43
05040 - Automotive Glass Installer	14.24
05070 - Automotive Worker	14.07
05110 - Mobile Equipment Servicer	11.50
05130 - Motor Equipment Metal Mechanic	15.83
05160 - Motor Equipment Metal Worker	14.07
05190 - Motor Vehicle Mechanic	15.83
05220 - Motor Vehicle Mechanic Helper	11.50
05250 - Motor Vehicle Upholstery Worker	13.30
05280 - Motor Vehicle Wrecker	14.07
05310 - Painter, Automotive	15.03
05340 - Radiator Repair Specialist	15.27
05370 - Tire Repairer	10.02
05400 - Transmission Repair Specialist	15.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	9.80
07042 - Cook II	11.37
07070 - Dishwasher	7.90
07130 - Food Service Worker	9.41
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.60
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	13.05
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer, Minor	11.54
09130 - Upholsterer	12.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.95
11060 - Elevator Operator	8.95
11090 - Gardener	14.27
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.06
11210 - Laborer, Grounds Maintenance	11.56
11240 - Maid or Houseman	8.80
11260 - Pruner	10.14
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	16.49
12011 - Breath Alcohol Technician	16.25
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	21.99
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	33.20
12030 - EKG Technician	24.91
12035 - Electroneurodiagnostic Technologist	24.91
12040 - Emergency Medical Technician	16.49
12071 - Licensed Practical Nurse I	14.53
12072 - Licensed Practical Nurse II	16.25

12073 - Licensed Practical Nurse III	18.12
12100 - Medical Assistant	14.79
12130 - Medical Laboratory Technician	17.53
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	32.30
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.99
12223 - Nursing Assistant III	13.08
12224 - Nursing Assistant IV	14.66
12235 - Optical Dispenser	14.76
12236 - Optical Technician	13.18
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	14.66
12305 - Radiologic Technologist	22.77
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II, Specialist	27.78
12314 - Registered Nurse III	33.61
12315 - Registered Nurse III, Anesthetist	33.61
12316 - Registered Nurse IV	40.02
12317 - Scheduler (Drug and Alcohol Testing)	20.13
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	20.57
13058 - Library Technician	13.31
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36
13071 - Photographer I	13.38
13072 - Photographer II	16.76
13073 - Photographer III	18.78
13074 - Photographer IV	23.09
13075 - Photographer V	28.39
13110 - Video Teleconference Technician	18.11
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.69
14042 - Computer Operator II	16.43
14043 - Computer Operator III	18.32
14044 - Computer Operator IV	20.50
14045 - Computer Operator V	22.54
14071 - Computer Programmer I	17.62
14072 - Computer Programmer II	22.88
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	14.69
14160 - Personal Computer Support Technician	20.50
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.58

15020 - Aircrew Training Devices Instructor (Rated)	33.36
15030 - Air Crew Training Devices Instructor (Pilot)	36.70
15050 - Computer Based Training Specialist / Instructor	27.58
15060 - Educational Technologist	20.74
15070 - Flight Instructor (Pilot)	36.70
15080 - Graphic Artist	18.46
15090 - Technical Instructor	18.36
15095 - Technical Instructor/Course Developer	22.46
15110 - Test Proctor	14.79
15120 - Tutor	14.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.97
16030 - Counter Attendant	8.97
16040 - Dry Cleaner	10.70
16070 - Finisher, Flatwork, Machine	8.97
16090 - Presser, Hand	8.97
16110 - Presser, Machine, Drycleaning	8.97
16130 - Presser, Machine, Shirts	8.97
16160 - Presser, Machine, Wearing Apparel, Laundry	8.97
16190 - Sewing Machine Operator	11.28
16220 - Tailor	11.90
16250 - Washer, Machine	9.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	14.91
19040 - Tool And Die Maker	22.33
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.95
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	10.85
21071 - Order Filler	11.95
21080 - Production Line Worker (Food Processing)	12.95
21110 - Shipping Packer	12.87
21130 - Shipping/Receiving Clerk	12.87
21140 - Store Worker I	10.50
21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	12.95
21410 - Warehouse Specialist	12.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.20
23021 - Aircraft Mechanic I	20.19
23022 - Aircraft Mechanic II	21.20
23023 - Aircraft Mechanic III	22.26
23040 - Aircraft Mechanic Helper	13.63
23050 - Aircraft, Painter	19.01
23060 - Aircraft Servicer	16.63
23080 - Aircraft Worker	17.60
23110 - Appliance Mechanic	17.03
23120 - Bicycle Repairer	10.23
23125 - Cable Splicer	29.76
23130 - Carpenter, Maintenance	17.46
23140 - Carpet Layer	19.20
23160 - Electrician, Maintenance	20.50
23181 - Electronics Technician Maintenance I	21.33
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	16.56
23290 - Fire Alarm System Mechanic	18.62
23310 - Fire Extinguisher Repairer	15.33
23311 - Fuel Distribution System Mechanic	21.65
23312 - Fuel Distribution System Operator	17.67

23370 - General Maintenance Worker	16.45
23380 - Ground Support Equipment Mechanic	20.19
23381 - Ground Support Equipment Servicer	16.63
23382 - Ground Support Equipment Worker	17.60
23391 - Gunsmith I	15.33
23392 - Gunsmith II	17.65
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.62
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.43
23430 - Heavy Equipment Mechanic	18.62
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	10.85
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.51
23593 - Metrology Technician III	22.53
23640 - Millwright	22.43
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 - Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	19.69
23910 - Small Engine Mechanic	14.51
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services Coordinator	12.08
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	15.28
25070 - Stationary Engineer	19.84
25190 - Ventilation Equipment Tender	13.95
25210 - Water Treatment Plant Operator	15.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98

27101 - Guard I	13.20
27102 - Guard II	15.80
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.94
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Equipment Worker	10.11
28210 - Gate Attendant/Gate Tender	14.60
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.36
28510 - Recreation Aide/Health Facility Attendant	11.92
28515 - Recreation Specialist	15.92
28630 - Sports Official	13.01
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.42
29020 - Hatch Tender	19.42
29030 - Line Handler	19.42
29041 - Stevedore I	16.97
29042 - Stevedore II	19.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.79
30022 - Archeological Technician II	20.00
30023 - Archeological Technician III	24.38
30030 - Cartographic Technician	24.39
30040 - Civil Engineering Technician	22.41
30061 - Drafter/CAD Operator I	17.59
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	21.94
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	13.93
30082 - Engineering Technician II	15.62
30083 - Engineering Technician III	18.43
30084 - Engineering Technician IV	21.66
30085 - Engineering Technician V	26.49
30086 - Engineering Technician VI	30.94
30090 - Environmental Technician	22.32
30210 - Laboratory Technician	20.26
30240 - Mathematical Technician	24.45
30361 - Paralegal/Legal Assistant I	16.96
30362 - Paralegal/Legal Assistant II	21.01
30363 - Paralegal/Legal Assistant III	25.70
30364 - Paralegal/Legal Assistant IV	31.10
30390 - Photo-Optics Technician	24.45
30461 - Technical Writer I	20.81
30462 - Technical Writer II	25.45
30463 - Technical Writer III	27.75
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	19.61
Surface Programs	
30621 - Weather Observer, Senior (see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.06

31030 - Bus Driver	12.58	NNX11AA01C
31043 - Driver Courier	12.40	
31260 - Parking and Lot Attendant	8.69	
31290 - Shuttle Bus Driver	13.52	
31310 - Taxi Driver	9.78	
31361 - Truckdriver, Light	13.52	
31362 - Truckdriver, Medium	14.62	
31363 - Truckdriver, Heavy	16.12	
31364 - Truckdriver, Tractor-Trailer	16.12	
99000 - Miscellaneous Occupations		
99030 - Cashier	9.03	
99050 - Desk Clerk	8.36	
99095 - Embalmer	25.86	
99251 - Laboratory Animal Caretaker I	9.90	
99252 - Laboratory Animal Caretaker II	10.80	
99310 - Mortician	25.86	
99410 - Pest Controller	16.64	
99510 - Photofinishing Worker	13.32	
99710 - Recycling Laborer	15.96	
99711 - Recycling Specialist	18.07	
99730 - Refuse Collector	13.99	
99810 - Sales Clerk	11.95	
99820 - School Crossing Guard	11.85	
99830 - Survey Party Chief	20.27	
99831 - Surveying Aide	13.74	
99832 - Surveying Technician	18.43	
99840 - Vending Machine Attendant	11.52	
99841 - Vending Machine Repairer	14.81	
99842 - Vending Machine Repairer Helper	11.13	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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**** 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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.

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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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 insure 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.

WD 05-2273 (Rev.-18) was first posted on www.wdol.gov on 01/05/2016

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2005-2273
Director	Wage Determinations		Revision No.: 18
			Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Michigan

Area: Michigan Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.22
01012 - Accounting Clerk II		15.96
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		26.95
01040 - Court Reporter		19.80
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.37
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.47
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.95
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		21.45
01280 - Receptionist		13.67
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04
01410 - Supply Technician		25.70

NNX11AA01C

01420 - Survey Worker	18.56
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.40
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	19.72
12012 - Certified Occupational Therapist Assistant	22.17
12015 - Certified Physical Therapist Assistant	22.17
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	17.61
12072 - Licensed Practical Nurse II	19.72

12073 - Licensed Practical Nurse III	21.34
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.25
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.40
12224 - Nursing Assistant IV	15.04
12235 - Optical Dispenser	19.36
12236 - Optical Technician	17.61
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	27.34
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13
13071 - Photographer I	19.42
13072 - Photographer II	22.83
13073 - Photographer III	29.56
13074 - Photographer IV	34.28
13075 - Photographer V	39.82
13110 - Video Teleconference Technician	19.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.16
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.40
14044 - Computer Operator IV	23.77
14045 - Computer Operator V	26.33
14071 - Computer Programmer I	(see 1) 22.60
14072 - Computer Programmer II	(see 1) 27.62
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	17.16
14160 - Personal Computer Support Technician	23.77
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.52
15020 - Aircrew Training Devices Instructor (Rated)	39.35

NNX11AA01C

15030 - Air Crew Training Devices Instructor (Pilot)	50.79
15050 - Computer Based Training Specialist / Instructor	32.52
15060 - Educational Technologist	30.30
15070 - Flight Instructor (Pilot)	50.79
15080 - Graphic Artist	30.61
15090 - Technical Instructor	26.84
15095 - Technical Instructor/Course Developer	32.69
15110 - Test Proctor	21.80
15120 - Tutor	21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.00
16030 - Counter Attendant	10.00
16040 - Dry Cleaner	13.34
16070 - Finisher, Flatwork, Machine	10.00
16090 - Presser, Hand	10.00
16110 - Presser, Machine, Drycleaning	10.00
16130 - Presser, Machine, Shirts	10.00
16160 - Presser, Machine, Wearing Apparel, Laundry	10.00
16190 - Sewing Machine Operator	14.52
16220 - Tailor	15.65
16250 - Washer, Machine	11.08
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.18
19040 - Tool And Die Maker	29.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.49
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	18.05
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	17.19
21150 - Stock Clerk	21.86
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.30
23021 - Aircraft Mechanic I	27.91
23022 - Aircraft Mechanic II	29.30
23023 - Aircraft Mechanic III	30.84
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	22.27
23080 - Aircraft Worker	23.38
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	27.79
23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91

23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	29.87
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03
24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65

27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Equipment Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	16.58
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.58
29020 - Hatch Tender	22.58
29030 - Line Handler	22.58
29041 - Stevedore I	21.82
29042 - Stevedore II	23.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.88
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.53
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	27.83
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	25.01
30210 - Laboratory Technician	21.70
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30390 - Photo-Optics Technician	27.83
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.08
30491 - Unexploded Ordnance (UXO) Technician I	24.71
30492 - Unexploded Ordnance (UXO) Technician II	29.90
30493 - Unexploded Ordnance (UXO) Technician III	35.84
30494 - Unexploded (UXO) Safety Escort	24.71
30495 - Unexploded (UXO) Sweep Personnel	24.71
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.80
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.47
31030 - Bus Driver	17.19
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08

NNX11AA01C

31310 - Taxi Driver	13.66
31361 - Truckdriver, Light	18.08
31362 - Truckdriver, Medium	19.61
31363 - Truckdriver, Heavy	21.82
31364 - Truckdriver, Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99030 - Cashier	10.62
99050 - Desk Clerk	11.40
99095 - Embalmer	26.66
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99310 - Mortician	33.88
99410 - Pest Controller	17.53
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	17.40
99711 - Recycling Specialist	19.31
99730 - Refuse Collector	15.45
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	17.14
99841 - Vending Machine Repairer	21.54
99842 - Vending Machine Repairer Helper	17.14

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

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 regrading 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.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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.

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- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
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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 insure 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.

WD 15-2573 (Rev.-2) was first posted on www.wdol.gov on 06/21/2016

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-2573
Revision No.: 2
Date Of Revision: 06/16/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Kentucky, West Virginia

Area: Kentucky Counties of Boyd, Greenup, Lewis

West Virginia - All Counties except : Berkeley, Jefferson

Note: West Virginia include all counties except Berkeley and Jefferson counties.

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		18.16
01035 - Court Reporter		21.39
01051 - Data Entry Operator I		11.63
01052 - Data Entry Operator II		12.69
01060 - Dispatcher, Motor Vehicle		14.02
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		11.33
01112 - General Clerk II		12.37
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		14.85
01141 - Messenger Courier		10.02
01191 - Order Clerk I		11.17
01192 - Order Clerk II		13.28
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		17.72
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		11.99
01311 - Secretary I		11.99
01312 - Secretary II		13.41
01313 - Secretary III		14.63
01320 - Service Order Dispatcher		13.19
01410 - Supply Technician		18.16
01420 - Survey Worker		13.41
01460 - Switchboard Operator/Receptionist		9.81

Occupation Code - Description	Rate	Code
01531 - Travel Clerk I	12.77	NNX11AA01C
01532 - Travel Clerk II	13.63	
01533 - Travel Clerk III	14.53	
01611 - Word Processor I	13.64	
01612 - Word Processor II	15.31	
01613 - Word Processor III	16.78	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	15.24	
05010 - Automotive Electrician	14.72	
05040 - Automotive Glass Installer	14.22	
05070 - Automotive Worker	14.22	
05110 - Mobile Equipment Servicer	13.17	
05130 - Motor Equipment Metal Mechanic	15.24	
05160 - Motor Equipment Metal Worker	14.22	
05190 - Motor Vehicle Mechanic	15.24	
05220 - Motor Vehicle Mechanic Helper	12.61	
05250 - Motor Vehicle Upholstery Worker	13.72	
05280 - Motor Vehicle Wrecker	14.22	
05310 - Painter, Automotive	14.72	
05340 - Radiator Repair Specialist	14.22	
05370 - Tire Repairer	12.55	
05400 - Transmission Repair Specialist	15.25	
07000 - Food Preparation And Service Occupations		
07010 - Baker	10.16	
07041 - Cook I	9.11	
07042 - Cook II	10.44	
07070 - Dishwasher	7.77	
07130 - Food Service Worker	8.57	
07210 - Meat Cutter	12.29	
07260 - Waiter/Waitress	8.10	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	14.93	
09040 - Furniture Handler	11.58	
09080 - Furniture Refinisher	14.72	
09090 - Furniture Refinisher Helper	12.62	
09110 - Furniture Repairer, Minor	13.71	
09130 - Upholsterer	14.72	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	8.68	
11060 - Elevator Operator	8.73	
11090 - Gardener	11.52	
11122 - Housekeeping Aide	9.27	
11150 - Janitor	9.38	
11210 - Laborer, Grounds Maintenance	9.31	
11240 - Maid or Houseman	8.40	
11260 - Pruner	8.73	
11270 - Tractor Operator	10.65	
11330 - Trail Maintenance Worker	9.31	
11360 - Window Cleaner	10.37	
12000 - Health Occupations		
12010 - Ambulance Driver	12.02	
12011 - Breath Alcohol Technician	14.47	
12012 - Certified Occupational Therapist Assistant	21.71	
12015 - Certified Physical Therapist Assistant	18.46	
12020 - Dental Assistant	12.57	
12025 - Dental Hygienist	22.28	
12030 - EKG Technician	18.60	
12035 - Electroneurodiagnostic Technologist	18.60	
12040 - Emergency Medical Technician	12.02	
12071 - Licensed Practical Nurse I	13.59	
12072 - Licensed Practical Nurse II	15.20	
12073 - Licensed Practical Nurse III	16.95	
12100 - Medical Assistant	10.61	
12130 - Medical Laboratory Technician	16.47	
12160 - Medical Record Clerk	11.43	

12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	12.40
12210 - Nuclear Medicine Technologist	27.32
12221 - Nursing Assistant I	9.91
12222 - Nursing Assistant II	11.14
12223 - Nursing Assistant III	12.16
12224 - Nursing Assistant IV	13.62
12235 - Optical Dispenser	14.94
12236 - Optical Technician	11.02
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.64
12305 - Radiologic Technologist	20.10
12311 - Registered Nurse I	20.57
12312 - Registered Nurse II	25.16
12313 - Registered Nurse II, Specialist	25.16
12314 - Registered Nurse III	30.44
12315 - Registered Nurse III, Anesthetist	30.44
12316 - Registered Nurse IV	36.48
12317 - Scheduler (Drug and Alcohol Testing)	17.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.85
13012 - Exhibits Specialist II	18.41
13013 - Exhibits Specialist III	22.52
13041 - Illustrator I	14.85
13042 - Illustrator II	18.41
13043 - Illustrator III	22.52
13047 - Librarian	20.38
13050 - Library Aide/Clerk	8.56
13054 - Library Information Technology Systems Administrator	18.41
13058 - Library Technician	14.75
13061 - Media Specialist I	13.28
13062 - Media Specialist II	14.85
13063 - Media Specialist III	16.57
13071 - Photographer I	13.62
13072 - Photographer II	15.23
13073 - Photographer III	18.87
13074 - Photographer IV	23.08
13075 - Photographer V	27.93
13110 - Video Teleconference Technician	13.50
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.63
14042 - Computer Operator II	16.37
14043 - Computer Operator III	18.25
14044 - Computer Operator IV	20.28
14045 - Computer Operator V	22.45
14071 - Computer Programmer I	(see 1) 18.27
14072 - Computer Programmer II	(see 1) 22.64
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	14.63
14160 - Personal Computer Support Technician	20.61
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.32
15020 - Aircrew Training Devices Instructor (Rated)	34.26
15030 - Air Crew Training Devices Instructor (Pilot)	41.00
15050 - Computer Based Training Specialist / Instructor	28.11
15060 - Educational Technologist	23.29
15070 - Flight Instructor (Pilot)	41.00
15080 - Graphic Artist	18.11
15090 - Technical Instructor	17.34
15095 - Technical Instructor/Course Developer	21.61

15110 - Test Proctor	15.38	NNX11AA01C
15120 - Tutor	15.38	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.21	
16030 - Counter Attendant	9.21	
16040 - Dry Cleaner	11.65	
16070 - Finisher, Flatwork, Machine	9.21	
16090 - Presser, Hand	9.21	
16110 - Presser, Machine, Drycleaning	9.21	
16130 - Presser, Machine, Shirts	9.21	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.21	
16190 - Sewing Machine Operator	12.45	
16220 - Tailor	13.23	
16250 - Washer, Machine	9.96	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	16.78	
19040 - Tool And Die Maker	19.14	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.30	
21030 - Material Coordinator	17.72	
21040 - Material Expediter	17.72	
21050 - Material Handling Laborer	10.73	
21071 - Order Filler	10.71	
21080 - Production Line Worker (Food Processing)	15.30	
21110 - Shipping Packer	13.86	
21130 - Shipping/Receiving Clerk	13.86	
21140 - Store Worker I	11.95	
21150 - Stock Clerk	16.06	
21210 - Tools And Parts Attendant	15.30	
21410 - Warehouse Specialist	15.30	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	23.20	
23021 - Aircraft Mechanic I	22.05	
23022 - Aircraft Mechanic II	23.20	
23023 - Aircraft Mechanic III	24.21	
23040 - Aircraft Mechanic Helper	17.81	
23050 - Aircraft, Painter	20.59	
23060 - Aircraft Servicer	19.35	
23080 - Aircraft Worker	20.06	
23110 - Appliance Mechanic	17.29	
23120 - Bicycle Repairer	12.72	
23125 - Cable Splicer	24.87	
23130 - Carpenter, Maintenance	17.29	
23140 - Carpet Layer	16.79	
23160 - Electrician, Maintenance	22.17	
23181 - Electronics Technician Maintenance I	15.53	
23182 - Electronics Technician Maintenance II	21.96	
23183 - Electronics Technician Maintenance III	23.04	
23260 - Fabric Worker	15.42	
23290 - Fire Alarm System Mechanic	18.13	
23310 - Fire Extinguisher Repairer	15.15	
23311 - Fuel Distribution System Mechanic	19.94	
23312 - Fuel Distribution System Operator	15.50	
23370 - General Maintenance Worker	16.23	
23380 - Ground Support Equipment Mechanic	22.05	
23381 - Ground Support Equipment Servicer	19.35	
23382 - Ground Support Equipment Worker	20.06	
23391 - Gunsmith I	15.00	
23392 - Gunsmith II	17.19	
23393 - Gunsmith III	19.19	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.13	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.08	
23430 - Heavy Equipment Mechanic	18.91	

23440 - Heavy Equipment Operator	18.13	NNX11AA01C
23460 - Instrument Mechanic	21.62	
23465 - Laboratory/Shelter Mechanic	18.30	
23470 - Laborer	10.73	
23510 - Locksmith	17.29	
23530 - Machinery Maintenance Mechanic	20.05	
23550 - Machinist, Maintenance	18.31	
23580 - Maintenance Trades Helper	13.15	
23591 - Metrology Technician I	21.62	
23592 - Metrology Technician II	22.59	
23593 - Metrology Technician III	23.35	
23640 - Millwright	19.65	
23710 - Office Appliance Repairer	17.29	
23760 - Painter, Maintenance	17.29	
23790 - Pipefitter, Maintenance	20.73	
23810 - Plumber, Maintenance	20.73	
23820 - Pneudraulic Systems Mechanic	19.19	
23850 - Rigger	19.65	
23870 - Scale Mechanic	17.19	
23890 - Sheet-Metal Worker, Maintenance	18.97	
23910 - Small Engine Mechanic	16.23	
23931 - Telecommunications Mechanic I	22.73	
23932 - Telecommunications Mechanic II	23.93	
23950 - Telephone Lineman	24.18	
23960 - Welder, Combination, Maintenance	18.13	
23965 - Well Driller	21.12	
23970 - Woodcraft Worker	19.19	
23980 - Woodworker	15.46	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	8.21	
24580 - Child Care Center Clerk	9.80	
24610 - Chore Aide	7.80	
24620 - Family Readiness And Support Services Coordinator	9.12	
24630 - Homemaker	10.43	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	21.38	
25040 - Sewage Plant Operator	16.85	
25070 - Stationary Engineer	21.38	
25190 - Ventilation Equipment Tender	14.03	
25210 - Water Treatment Plant Operator	16.19	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	10.72	
27007 - Baggage Inspector	9.99	
27008 - Corrections Officer	15.11	
27010 - Court Security Officer	15.70	
27030 - Detection Dog Handler	11.31	
27040 - Detention Officer	15.11	
27070 - Firefighter	16.40	
27101 - Guard I	9.99	
27102 - Guard II	11.31	
27131 - Police Officer I	16.86	
27132 - Police Officer II	18.73	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	10.09	
28042 - Carnival Equipment Repairer	10.57	
28043 - Carnival Worker	8.26	
28210 - Gate Attendant/Gate Tender	13.60	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	15.03	
28510 - Recreation Aide/Health Facility Attendant	11.10	
28515 - Recreation Specialist	14.69	
28630 - Sports Official	10.67	
28690 - Swimming Pool Operator	13.36	
29000 - Stevedoring/Longshoremen Occupational Services		

29010 - Blocker And Bracer	16.35	NNX11AA01C
29020 - Hatch Tender	16.35	
29030 - Line Handler	16.35	
29041 - Stevedore I	15.33	
29042 - Stevedore II	17.40	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16	
30021 - Archeological Technician I	18.95	
30022 - Archeological Technician II	20.83	
30023 - Archeological Technician III	26.27	
30030 - Cartographic Technician	26.27	
30040 - Civil Engineering Technician	18.42	
30061 - Drafter/CAD Operator I	18.95	
30062 - Drafter/CAD Operator II	21.20	
30063 - Drafter/CAD Operator III	23.64	
30064 - Drafter/CAD Operator IV	27.30	
30081 - Engineering Technician I	15.68	
30082 - Engineering Technician II	17.59	
30083 - Engineering Technician III	22.90	
30084 - Engineering Technician IV	25.79	
30085 - Engineering Technician V	31.55	
30086 - Engineering Technician VI	38.17	
30090 - Environmental Technician	17.30	
30210 - Laboratory Technician	25.55	
30240 - Mathematical Technician	26.27	
30361 - Paralegal/Legal Assistant I	17.61	
30362 - Paralegal/Legal Assistant II	21.35	
30363 - Paralegal/Legal Assistant III	26.14	
30364 - Paralegal/Legal Assistant IV	31.63	
30390 - Photo-Optics Technician	26.27	
30461 - Technical Writer I	20.51	
30462 - Technical Writer II	25.09	
30463 - Technical Writer III	30.35	
30491 - Unexploded Ordnance (UXO) Technician I	22.74	
30492 - Unexploded Ordnance (UXO) Technician II	27.51	
30493 - Unexploded Ordnance (UXO) Technician III	32.97	
30494 - Unexploded (UXO) Safety Escort	22.74	
30495 - Unexploded (UXO) Sweep Personnel	22.74	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	23.64	(see 2)
30621 - Weather Observer, Senior	26.27	(see 2)
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	8.80	
31030 - Bus Driver	12.09	
31043 - Driver Courier	10.51	
31260 - Parking and Lot Attendant	8.62	
31290 - Shuttle Bus Driver	11.32	
31310 - Taxi Driver	8.94	
31361 - Truckdriver, Light	11.32	
31362 - Truckdriver, Medium	12.69	
31363 - Truckdriver, Heavy	15.02	
31364 - Truckdriver, Tractor-Trailer	15.02	
99000 - Miscellaneous Occupations		
99030 - Cashier	7.80	
99050 - Desk Clerk	8.20	
99095 - Embalmer	20.91	
99251 - Laboratory Animal Caretaker I	9.21	
99252 - Laboratory Animal Caretaker II	9.92	
99310 - Mortician	30.90	
99410 - Pest Controller	13.35	
99510 - Photofinishing Worker	10.65	
99710 - Recycling Laborer	11.68	
99711 - Recycling Specialist	13.46	

99730 - Refuse Collector	10.58	NNX11AA01C
99810 - Sales Clerk	10.77	
99820 - School Crossing Guard	10.14	
99830 - Survey Party Chief	18.51	
99831 - Surveying Aide	11.45	
99832 - Surveying Technician	15.72	
99840 - Vending Machine Attendant	11.40	
99841 - Vending Machine Repairer	12.83	
99842 - Vending Machine Repairer Helper	11.40	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR Part 541. (See 29 CFR 4.156)

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. NNX11AA01C

**** 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.

WD 15-4187 (Rev.-2) was first posted on www.wdol.gov on 03/08/2016

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4187
Revision No.: 2
Date Of Revision: 03/03/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester

OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.25
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		32.57
01035 - Court Reporter		23.80
01041 - Customer Service Representative I		14.99
01042 - Customer Service Representative II		16.85
01043 - Customer Service Representative III		18.39
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		14.21
01191 - Order Clerk I		18.05
01192 - Order Clerk II		21.67
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		24.69
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57

Occupation Code - Description	Rate	Code
01312 - Secretary II	24.82	NNX11AA01C
01313 - Secretary III	26.92	
01320 - Service Order Dispatcher	20.50	
01410 - Supply Technician	32.57	
01420 - Survey Worker	21.64	
01460 - Switchboard Operator/Receptionist	15.67	
01531 - Travel Clerk I	15.98	
01532 - Travel Clerk II	17.31	
01533 - Travel Clerk III	18.79	
01611 - Word Processor I	17.62	
01612 - Word Processor II	19.79	
01613 - Word Processor III	22.13	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	28.29	
05010 - Automotive Electrician	28.50	
05040 - Automotive Glass Installer	27.31	
05070 - Automotive Worker	27.31	
05110 - Mobile Equipment Servicer	24.42	
05130 - Motor Equipment Metal Mechanic	30.31	
05160 - Motor Equipment Metal Worker	27.31	
05190 - Motor Vehicle Mechanic	29.68	
05220 - Motor Vehicle Mechanic Helper	23.15	
05250 - Motor Vehicle Upholstery Worker	26.12	
05280 - Motor Vehicle Wrecker	27.31	
05310 - Painter, Automotive	28.50	
05340 - Radiator Repair Specialist	27.31	
05370 - Tire Repairer	18.22	
05400 - Transmission Repair Specialist	29.68	
07000 - Food Preparation And Service Occupations		
07010 - Baker	19.55	
07041 - Cook I	17.97	
07042 - Cook II	19.55	
07070 - Dishwasher	14.67	
07130 - Food Service Worker	14.67	
07210 - Meat Cutter	19.55	
07260 - Waiter/Waitress	15.50	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	21.14	
09040 - Furniture Handler	16.07	
09080 - Furniture Refinisher	21.14	
09090 - Furniture Refinisher Helper	17.75	
09110 - Furniture Repairer, Minor	19.44	
09130 - Upholsterer	21.14	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	14.92	
11060 - Elevator Operator	14.92	
11090 - Gardener	18.74	
11122 - Housekeeping Aide	15.70	
11150 - Janitor	15.70	
11210 - Laborer, Grounds Maintenance	15.89	
11240 - Maid or Houseman	15.38	
11260 - Pruner	14.75	
11270 - Tractor Operator	18.02	
11330 - Trail Maintenance Worker	15.89	
11360 - Window Cleaner	16.95	
12000 - Health Occupations		
12010 - Ambulance Driver	24.99	
12011 - Breath Alcohol Technician	24.87	
12012 - Certified Occupational Therapist Assistant	26.53	
12015 - Certified Physical Therapist Assistant	24.51	
12020 - Dental Assistant	16.80	
12025 - Dental Hygienist	38.84	
12030 - EKG Technician	28.65	
12035 - Electroneurodiagnostic Technologist	28.65	
12040 - Emergency Medical Technician	24.99	

12071 - Licensed Practical Nurse I	21.76	NNX11AA01C
12072 - Licensed Practical Nurse II	24.34	
12073 - Licensed Practical Nurse III	25.39	
12100 - Medical Assistant	16.66	
12130 - Medical Laboratory Technician	22.69	
12160 - Medical Record Clerk	19.17	
12190 - Medical Record Technician	21.44	
12195 - Medical Transcriptionist	19.97	
12210 - Nuclear Medicine Technologist	39.93	
12221 - Nursing Assistant I	12.37	
12222 - Nursing Assistant II	14.72	
12223 - Nursing Assistant III	15.82	
12224 - Nursing Assistant IV	16.79	
12235 - Optical Dispenser	25.51	
12236 - Optical Technician	16.64	
12250 - Pharmacy Technician	16.04	
12280 - Phlebotomist	18.47	
12305 - Radiologic Technologist	30.89	
12311 - Registered Nurse I	32.76	
12312 - Registered Nurse II	38.41	
12313 - Registered Nurse II, Specialist	38.41	
12314 - Registered Nurse III	49.39	
12315 - Registered Nurse III, Anesthetist	49.39	
12316 - Registered Nurse IV	59.22	
12317 - Scheduler (Drug and Alcohol Testing)	28.21	
12320 - Substance Abuse Treatment Counselor	24.12	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	27.03	
13012 - Exhibits Specialist II	33.49	
13013 - Exhibits Specialist III	40.95	
13041 - Illustrator I	26.51	
13042 - Illustrator II	32.31	
13043 - Illustrator III	39.22	
13047 - Librarian	37.25	
13050 - Library Aide/Clerk	15.79	
13054 - Library Information Technology Systems Administrator	32.65	
13058 - Library Technician	25.62	
13061 - Media Specialist I	23.57	
13062 - Media Specialist II	26.35	
13063 - Media Specialist III	29.39	
13071 - Photographer I	21.29	
13072 - Photographer II	24.10	
13073 - Photographer III	32.88	
13074 - Photographer IV	38.49	
13075 - Photographer V	46.55	
13090 - Technical Order Library Clerk	15.70	
13110 - Video Teleconference Technician	26.76	
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.00	
14042 - Computer Operator II	21.26	
14043 - Computer Operator III	23.71	
14044 - Computer Operator IV	26.94	
14045 - Computer Operator V	29.17	
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	19.00	
14160 - Personal Computer Support Technician	26.94	
14170 - System Support Specialist	38.24	
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54	NNX11AA01C
15020 - Aircrew Training Devices Instructor (Rated)	43.75	
15030 - Air Crew Training Devices Instructor (Pilot)	52.46	
15050 - Computer Based Training Specialist / Instructor	39.54	
15060 - Educational Technologist	33.02	
15070 - Flight Instructor (Pilot)	52.46	
15080 - Graphic Artist	35.27	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.66	
15086 - Maintenance Test Pilot, Rotary Wing	45.66	
15088 - Non-Maintenance Test/Co-Pilot	45.66	
15090 - Technical Instructor	31.44	
15095 - Technical Instructor/Course Developer	38.34	
15110 - Test Proctor	25.30	
15120 - Tutor	25.30	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	11.62	
16030 - Counter Attendant	11.62	
16040 - Dry Cleaner	14.30	
16070 - Finisher, Flatwork, Machine	11.62	
16090 - Presser, Hand	11.62	
16110 - Presser, Machine, Drycleaning	11.62	
16130 - Presser, Machine, Shirts	11.62	
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62	
16190 - Sewing Machine Operator	15.20	
16220 - Tailor	16.18	
16250 - Washer, Machine	12.60	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	20.89	
19040 - Tool And Die Maker	24.21	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.96	
21030 - Material Coordinator	24.69	
21040 - Material Expediter	24.69	
21050 - Material Handling Laborer	16.41	
21071 - Order Filler	15.58	
21080 - Production Line Worker (Food Processing)	16.96	
21110 - Shipping Packer	15.49	
21130 - Shipping/Receiving Clerk	15.49	
21140 - Store Worker I	15.70	
21150 - Stock Clerk	19.68	
21210 - Tools And Parts Attendant	16.96	
21410 - Warehouse Specialist	16.96	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.94	
23019 - Aircraft Logs and Records Technician	25.24	
23021 - Aircraft Mechanic I	28.82	
23022 - Aircraft Mechanic II	29.94	
23023 - Aircraft Mechanic III	31.05	
23040 - Aircraft Mechanic Helper	22.42	
23050 - Aircraft, Painter	26.60	
23060 - Aircraft Servicer	25.24	
23070 - Aircraft Survival Flight Equipment Technician	26.60	
23080 - Aircraft Worker	26.59	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.59	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.82	
23110 - Appliance Mechanic	21.38	
23120 - Bicycle Repairer	17.13	
23125 - Cable Splicer	37.46	
23130 - Carpenter, Maintenance	29.89	
23140 - Carpet Layer	27.98	
23160 - Electrician, Maintenance	37.18	
23181 - Electronics Technician Maintenance I	25.08	
23182 - Electronics Technician Maintenance II	29.17	

23183 - Electronics Technician Maintenance III	31.14	NNX11AA01C
23260 - Fabric Worker	30.80	
23290 - Fire Alarm System Mechanic	21.67	
23310 - Fire Extinguisher Repairer	24.76	
23311 - Fuel Distribution System Mechanic	32.93	
23312 - Fuel Distribution System Operator	29.92	
23370 - General Maintenance Worker	24.67	
23380 - Ground Support Equipment Mechanic	28.82	
23381 - Ground Support Equipment Servicer	25.24	
23382 - Ground Support Equipment Worker	26.59	
23391 - Gunsmith I	24.76	
23392 - Gunsmith II	27.63	
23393 - Gunsmith III	29.98	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.89	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	30.01	
23430 - Heavy Equipment Mechanic	28.11	
23440 - Heavy Equipment Operator	37.82	
23460 - Instrument Mechanic	30.86	
23465 - Laboratory/Shelter Mechanic	28.83	
23470 - Laborer	15.95	
23510 - Locksmith	21.78	
23530 - Machinery Maintenance Mechanic	24.94	
23550 - Machinist, Maintenance	20.81	
23580 - Maintenance Trades Helper	16.90	
23591 - Metrology Technician I	30.86	
23592 - Metrology Technician II	33.34	
23593 - Metrology Technician III	34.56	
23640 - Millwright	34.28	
23710 - Office Appliance Repairer	22.95	
23760 - Painter, Maintenance	25.47	
23790 - Pipefitter, Maintenance	33.83	
23810 - Plumber, Maintenance	32.93	
23820 - Pneudraulic Systems Mechanic	29.98	
23850 - Rigger	26.80	
23870 - Scale Mechanic	27.63	
23890 - Sheet-Metal Worker, Maintenance	30.55	
23910 - Small Engine Mechanic	20.63	
23931 - Telecommunications Mechanic I	34.00	
23932 - Telecommunications Mechanic II	35.42	
23950 - Telephone Lineman	36.19	
23960 - Welder, Combination, Maintenance	23.02	
23965 - Well Driller	27.38	
23970 - Woodcraft Worker	28.48	
23980 - Woodworker	21.45	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.38	
24570 - Child Care Attendant	13.87	
24580 - Child Care Center Clerk	17.30	
24610 - Chore Aide	12.67	
24620 - Family Readiness And Support Services Coordinator	16.38	
24630 - Homemaker	19.21	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	31.93	
25040 - Sewage Plant Operator	29.71	
25070 - Stationary Engineer	31.93	
25190 - Ventilation Equipment Tender	26.08	
25210 - Water Treatment Plant Operator	29.71	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	21.03	
27007 - Baggage Inspector	17.98	
27008 - Corrections Officer	34.07	
27010 - Court Security Officer	33.73	

Occupation Code	Occupation Name	Rate	Notes
27030	Detection Dog Handler	20.36	NNX11AA01C
27040	Detention Officer	34.07	
27070	Firefighter	34.56	
27101	Guard I	17.98	
27102	Guard II	20.36	
27131	Police Officer I	35.61	
27132	Police Officer II	39.53	
28000	Recreation Occupations		
28041	Carnival Equipment Operator	17.13	
28042	Carnival Equipment Repairer	17.97	
28043	Carnival Worker	14.67	
28210	Gate Attendant/Gate Tender	16.49	
28310	Lifeguard	13.13	
28350	Park Attendant (Aide)	18.46	
28510	Recreation Aide/Health Facility Attendant	18.95	
28515	Recreation Specialist	22.88	
28630	Sports Official	14.69	
28690	Swimming Pool Operator	20.98	
29000	Stevedoring/Longshoremen Occupational Services		
29010	Blocker And Bracer	32.89	
29020	Hatch Tender	32.89	
29030	Line Handler	32.89	
29041	Stevedore I	28.84	
29042	Stevedore II	36.14	
30000	Technical Occupations		
30010	Air Traffic Control Specialist, Center (HFO) (see 2)	41.15	
30011	Air Traffic Control Specialist, Station (HFO) (see 2)	28.37	
30012	Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.25	
30021	Archeological Technician I	19.69	
30022	Archeological Technician II	22.02	
30023	Archeological Technician III	27.27	
30030	Cartographic Technician	27.27	
30040	Civil Engineering Technician	27.73	
30051	Cryogenic Technician I	27.16	
30052	Cryogenic Technician II	29.99	
30061	Drafter/CAD Operator I	19.69	
30062	Drafter/CAD Operator II	22.02	
30063	Drafter/CAD Operator III	24.55	
30064	Drafter/CAD Operator IV	30.20	
30081	Engineering Technician I	19.98	
30082	Engineering Technician II	22.47	
30083	Engineering Technician III	25.28	
30084	Engineering Technician IV	31.22	
30085	Engineering Technician V	38.08	
30086	Engineering Technician VI	46.07	
30090	Environmental Technician	23.32	
30095	Evidence Control Specialist	24.52	
30210	Laboratory Technician	21.83	
30221	Latent Fingerprint Technician I	26.81	
30222	Latent Fingerprint Technician II	29.61	
30240	Mathematical Technician	26.78	
30361	Paralegal/Legal Assistant I	23.36	
30362	Paralegal/Legal Assistant II	28.94	
30363	Paralegal/Legal Assistant III	35.39	
30364	Paralegal/Legal Assistant IV	42.84	
30375	Petroleum Supply Specialist	29.99	
30390	Photo-Optics Technician	27.27	
30395	Radiation Control Technician	29.99	
30461	Technical Writer I	27.81	
30462	Technical Writer II	33.91	
30463	Technical Writer III	41.04	
30491	Unexploded Ordnance (UXO) Technician I	26.15	
30492	Unexploded Ordnance (UXO) Technician II	31.64	
30493	Unexploded Ordnance (UXO) Technician III	37.92	
30494	Unexploded (UXO) Safety Escort	26.15	

30495 - Unexploded (UXO) Sweep Personnel	26.15	NNX11AA01C
30501 - Weather Forecaster I	27.16	
30502 - Weather Forecaster II	33.03	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	31.64	
31020 - Bus Aide	18.04	
31030 - Bus Driver	21.88	
31043 - Driver Courier	16.75	
31260 - Parking and Lot Attendant	10.97	
31290 - Shuttle Bus Driver	17.80	
31310 - Taxi Driver	15.21	
31361 - Truckdriver, Light	17.80	
31362 - Truckdriver, Medium	18.87	
31363 - Truckdriver, Heavy	24.52	
31364 - Truckdriver, Tractor-Trailer	24.52	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.43	
99030 - Cashier	10.95	
99050 - Desk Clerk	16.69	
99095 - Embalmer	31.36	
99130 - Flight Follower	26.15	
99251 - Laboratory Animal Caretaker I	16.32	
99252 - Laboratory Animal Caretaker II	17.14	
99260 - Marketing Analyst	34.76	
99310 - Mortician	34.64	
99410 - Pest Controller	18.75	
99510 - Photofinishing Worker	16.23	
99710 - Recycling Laborer	21.76	
99711 - Recycling Specialist	24.85	
99730 - Refuse Collector	20.20	
99810 - Sales Clerk	14.70	
99820 - School Crossing Guard	15.86	
99830 - Survey Party Chief	23.68	
99831 - Surveying Aide	15.48	
99832 - Surveying Technician	20.42	
99840 - Vending Machine Attendant	21.12	
99841 - Vending Machine Repairer	25.57	
99842 - Vending Machine Repairer Helper	20.88	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).

WD 15-2509 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-2509
Revision No.: 2
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Collin, Dallas, Delta, Denton, Ellis, Grayson, Hunt, Kaufman, Rockwall, Smith

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01035 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.86
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		21.36
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		17.47
01410 - Supply Technician		25.99
01420 - Survey Worker		17.29
01460 - Switchboard Operator/Receptionist		13.60
01531 - Travel Clerk I		13.07
01532 - Travel Clerk II		14.04

01533 - Travel Clerk III	15.06
01611 - Word Processor I	12.80
01612 - Word Processor II	15.30
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.00
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.38
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.58
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	15.87
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87

12210 - Nuclear Medicine Technologist	33.52	NNX11AA01C
12221 - Nursing Assistant I	10.43	
12222 - Nursing Assistant II	11.72	
12223 - Nursing Assistant III	12.80	
12224 - Nursing Assistant IV	14.36	
12235 - Optical Dispenser	15.48	
12236 - Optical Technician	13.78	
12250 - Pharmacy Technician	15.18	
12280 - Phlebotomist	14.36	
12305 - Radiologic Technologist	25.82	
12311 - Registered Nurse I	25.82	
12312 - Registered Nurse II	31.58	
12313 - Registered Nurse II, Specialist	31.58	
12314 - Registered Nurse III	38.19	
12315 - Registered Nurse III, Anesthetist	38.19	
12316 - Registered Nurse IV	45.78	
12317 - Scheduler (Drug and Alcohol Testing)	24.53	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	20.65	
13012 - Exhibits Specialist II	25.58	
13013 - Exhibits Specialist III	31.28	
13041 - Illustrator I	24.95	
13042 - Illustrator II	30.91	
13043 - Illustrator III	36.18	
13047 - Librarian	31.56	
13050 - Library Aide/Clerk	14.33	
13054 - Library Information Technology Systems Administrator	27.42	
13058 - Library Technician	16.29	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	16.50	
13072 - Photographer II	18.46	
13073 - Photographer III	22.87	
13074 - Photographer IV	27.97	
13075 - Photographer V	33.85	
13110 - Video Teleconference Technician	21.59	
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.91	
14042 - Computer Operator II	17.80	
14043 - Computer Operator III	20.78	
14044 - Computer Operator IV	24.67	
14045 - Computer Operator V	27.31	
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	15.91	
14160 - Personal Computer Support Technician	24.67	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04	
15020 - Aircrew Training Devices Instructor (Rated)	41.90	
15030 - Air Crew Training Devices Instructor (Pilot)	46.09	
15050 - Computer Based Training Specialist / Instructor	35.04	
15060 - Educational Technologist	30.46	
15070 - Flight Instructor (Pilot)	46.09	
15080 - Graphic Artist	22.70	
15090 - Technical Instructor	22.61	
15095 - Technical Instructor/Course Developer	27.44	
15110 - Test Proctor	18.16	
15120 - Tutor	18.16	

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.32
16030 - Counter Attendant	9.32
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.32
16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.33
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.18
19040 - Tool And Die Maker	22.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	15.94
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	25.93
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.90
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.44
23125 - Cable Splicer	19.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	16.43
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	16.29
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.90
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51

23465 - Laboratory/Shelter Mechanic	18.74	NNX11AA01C
23470 - Laborer	12.10	
23510 - Locksmith	18.99	
23530 - Machinery Maintenance Mechanic	21.04	
23550 - Machinist, Maintenance	17.89	
23580 - Maintenance Trades Helper	13.22	
23591 - Metrology Technician I	22.51	
23592 - Metrology Technician II	23.59	
23593 - Metrology Technician III	24.69	
23640 - Millwright	22.28	
23710 - Office Appliance Repairer	18.30	
23760 - Painter, Maintenance	16.85	
23790 - Pipefitter, Maintenance	22.46	
23810 - Plumber, Maintenance	21.38	
23820 - Pneudraulic Systems Mechanic	19.76	
23850 - Rigger	21.28	
23870 - Scale Mechanic	17.79	
23890 - Sheet-Metal Worker, Maintenance	18.28	
23910 - Small Engine Mechanic	17.03	
23931 - Telecommunications Mechanic I	23.56	
23932 - Telecommunications Mechanic II	24.66	
23950 - Telephone Lineman	21.40	
23960 - Welder, Combination, Maintenance	17.75	
23965 - Well Driller	20.07	
23970 - Woodcraft Worker	19.71	
23980 - Woodworker	14.17	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	10.73	
24580 - Child Care Center Clerk	13.39	
24610 - Chore Aide	8.60	
24620 - Family Readiness And Support Services Coordinator	13.70	
24630 - Homemaker	17.11	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.92	
25040 - Sewage Plant Operator	17.52	
25070 - Stationary Engineer	22.92	
25190 - Ventilation Equipment Tender	15.57	
25210 - Water Treatment Plant Operator	17.52	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.51	
27007 - Baggage Inspector	14.10	
27008 - Corrections Officer	18.17	
27010 - Court Security Officer	23.50	
27030 - Detection Dog Handler	16.92	
27040 - Detention Officer	19.99	
27070 - Firefighter	22.87	
27101 - Guard I	14.10	
27102 - Guard II	16.92	
27131 - Police Officer I	27.08	
27132 - Police Officer II	30.10	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.31	
28042 - Carnival Equipment Repairer	13.07	
28043 - Carnival Worker	9.50	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	11.57	
28515 - Recreation Specialist	18.00	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	21.99	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	18.83	
29020 - Hatch Tender	18.83	

29030 - Line Handler	18.83	NNX11AA01C
29041 - Stevedore I	16.91	
29042 - Stevedore II	18.79	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.81	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.07	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.72	
30021 - Archeological Technician I	19.29	
30022 - Archeological Technician II	22.30	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	23.51	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	24.73	
30210 - Laboratory Technician	22.28	
30240 - Mathematical Technician	27.75	
30361 - Paralegal/Legal Assistant I	18.92	
30362 - Paralegal/Legal Assistant II	23.44	
30363 - Paralegal/Legal Assistant III	28.67	
30364 - Paralegal/Legal Assistant IV	34.70	
30390 - Photo-Optics Technician	27.75	
30461 - Technical Writer I	25.09	
30462 - Technical Writer II	30.68	
30463 - Technical Writer III	37.13	
30491 - Unexploded Ordnance (UXO) Technician I	24.03	
30492 - Unexploded Ordnance (UXO) Technician II	29.08	
30493 - Unexploded Ordnance (UXO) Technician III	34.85	
30494 - Unexploded (UXO) Safety Escort	24.03	
30495 - Unexploded (UXO) Sweep Personnel	24.03	
30620 - Weather Observer, Combined Upper Air Or	24.97	(see 2)
Surface Programs		
30621 - Weather Observer, Senior	25.23	(see 2)
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	10.18	
31030 - Bus Driver	14.88	
31043 - Driver Courier	16.55	
31260 - Parking and Lot Attendant	8.87	
31290 - Shuttle Bus Driver	18.09	
31310 - Taxi Driver	9.76	
31361 - Truckdriver, Light	18.09	
31362 - Truckdriver, Medium	19.69	
31363 - Truckdriver, Heavy	21.04	
31364 - Truckdriver, Tractor-Trailer	21.04	
99000 - Miscellaneous Occupations		
99030 - Cashier	9.76	
99050 - Desk Clerk	9.75	
99095 - Embalmer	22.34	
99251 - Laboratory Animal Caretaker I	10.86	
99252 - Laboratory Animal Caretaker II	11.87	
99310 - Mortician	22.94	
99410 - Pest Controller	18.98	
99510 - Photofinishing Worker	14.89	
99710 - Recycling Laborer	15.88	
99711 - Recycling Specialist	19.54	
99730 - Refuse Collector	14.05	
99810 - Sales Clerk	13.65	

99820 - School Crossing Guard	9.97	NNX11AA01C
99830 - Survey Party Chief	23.31	
99831 - Surveying Aide	13.96	
99832 - Surveying Technician	17.89	
99840 - Vending Machine Attendant	14.09	
99841 - Vending Machine Repairer	17.03	
99842 - Vending Machine Repairer Helper	14.05	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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)

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.

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.

WD 15-4471 (Rev.-2) was first posted on www.wdol.gov on 06/28/2016

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4471
Revision No.: 2
Date Of Revision: 06/17/2016

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State: Georgia

Area: Georgia Counties of Barrow, Bartow, Butts, Carroll, Cherokee, Clayton, Cobb, Coweta, Dawson, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Haralson, Henry, Newton, Paulding, Pickens, Rockdale, Spalding, Walton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.74
01012 - Accounting Clerk II		16.54
01013 - Accounting Clerk III		18.72
01020 - Administrative Assistant		26.66
01035 - Court Reporter		23.02
01041 - Customer Service Representative I		12.93
01042 - Customer Service Representative II		14.54
01043 - Customer Service Representative III		15.86
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		14.07
01090 - Duplicating Machine Operator		14.07
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		12.60
01191 - Order Clerk I		13.45
01192 - Order Clerk II		14.80
01261 - Personnel Assistant (Employment) I		15.22
01262 - Personnel Assistant (Employment) II		18.55
01263 - Personnel Assistant (Employment) III		20.90
01270 - Production Control Clerk		21.32
01290 - Rental Clerk		15.21
01300 - Scheduler, Maintenance		16.13
01311 - Secretary I		16.13
01312 - Secretary II		18.05
01313 - Secretary III		20.13
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		26.66

Occupation Code - Description	Rate	Code
01420 - Survey Worker	18.40	NNX11AA01C
01460 - Switchboard Operator/Receptionist	13.64	
01531 - Travel Clerk I	14.56	
01532 - Travel Clerk II	15.92	
01533 - Travel Clerk III	17.13	
01611 - Word Processor I	13.25	
01612 - Word Processor II	15.21	
01613 - Word Processor III	18.30	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	23.36	
05010 - Automotive Electrician	21.55	
05040 - Automotive Glass Installer	20.18	
05070 - Automotive Worker	20.18	
05110 - Mobile Equipment Servicer	17.47	
05130 - Motor Equipment Metal Mechanic	23.36	
05160 - Motor Equipment Metal Worker	20.18	
05190 - Motor Vehicle Mechanic	23.36	
05220 - Motor Vehicle Mechanic Helper	17.56	
05250 - Motor Vehicle Upholstery Worker	19.05	
05280 - Motor Vehicle Wrecker	20.18	
05310 - Painter, Automotive	21.55	
05340 - Radiator Repair Specialist	20.18	
05370 - Tire Repairer	13.80	
05400 - Transmission Repair Specialist	23.36	
07000 - Food Preparation And Service Occupations		
07010 - Baker	12.20	
07041 - Cook I	11.95	
07042 - Cook II	13.58	
07070 - Dishwasher	10.24	
07130 - Food Service Worker	10.01	
07210 - Meat Cutter	13.42	
07260 - Waiter/Waitress	8.82	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	17.47	
09040 - Furniture Handler	12.05	
09080 - Furniture Refinisher	16.23	
09090 - Furniture Refinisher Helper	12.55	
09110 - Furniture Repairer, Minor	14.76	
09130 - Upholsterer	16.23	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	10.14	
11060 - Elevator Operator	10.14	
11090 - Gardener	17.13	
11122 - Housekeeping Aide	10.89	
11150 - Janitor	10.89	
11210 - Laborer, Grounds Maintenance	12.34	
11240 - Maid or Houseman	9.54	
11260 - Pruner	13.31	
11270 - Tractor Operator	15.52	
11330 - Trail Maintenance Worker	12.34	
11360 - Window Cleaner	13.54	
12000 - Health Occupations		
12010 - Ambulance Driver	16.75	
12011 - Breath Alcohol Technician	19.89	
12012 - Certified Occupational Therapist Assistant	27.73	
12015 - Certified Physical Therapist Assistant	25.48	
12020 - Dental Assistant	18.08	
12025 - Dental Hygienist	33.98	
12030 - EKG Technician	24.77	
12035 - Electroneurodiagnostic Technologist	24.77	
12040 - Emergency Medical Technician	16.75	
12071 - Licensed Practical Nurse I	17.72	
12072 - Licensed Practical Nurse II	19.89	
12073 - Licensed Practical Nurse III	21.97	
12100 - Medical Assistant	14.71	

12130 - Medical Laboratory Technician	17.35	NNX11AA01C
12160 - Medical Record Clerk	15.59	
12190 - Medical Record Technician	17.44	
12195 - Medical Transcriptionist	16.01	
12210 - Nuclear Medicine Technologist	35.52	
12221 - Nursing Assistant I	11.05	
12222 - Nursing Assistant II	12.43	
12223 - Nursing Assistant III	13.55	
12224 - Nursing Assistant IV	14.82	
12235 - Optical Dispenser	17.05	
12236 - Optical Technician	15.13	
12250 - Pharmacy Technician	14.87	
12280 - Phlebotomist	14.82	
12305 - Radiologic Technologist	25.80	
12311 - Registered Nurse I	24.94	
12312 - Registered Nurse II	29.25	
12313 - Registered Nurse II, Specialist	29.25	
12314 - Registered Nurse III	35.38	
12315 - Registered Nurse III, Anesthetist	35.38	
12316 - Registered Nurse IV	42.41	
12317 - Scheduler (Drug and Alcohol Testing)	20.26	
12320 - Substance Abuse Treatment Counselor	19.57	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	20.57	
13012 - Exhibits Specialist II	23.52	
13013 - Exhibits Specialist III	28.34	
13041 - Illustrator I	20.89	
13042 - Illustrator II	23.52	
13043 - Illustrator III	28.34	
13047 - Librarian	28.28	
13050 - Library Aide/Clerk	13.39	
13054 - Library Information Technology Systems Administrator	25.43	
13058 - Library Technician	15.42	
13061 - Media Specialist I	18.42	
13062 - Media Specialist II	20.62	
13063 - Media Specialist III	22.98	
13071 - Photographer I	14.87	
13072 - Photographer II	16.51	
13073 - Photographer III	20.45	
13074 - Photographer IV	24.64	
13075 - Photographer V	27.39	
13090 - Technical Order Library Clerk	16.19	
13110 - Video Teleconference Technician	19.25	
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.20	
14042 - Computer Operator II	19.24	
14043 - Computer Operator III	21.45	
14044 - Computer Operator IV	23.84	
14045 - Computer Operator V	26.40	
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	26.32
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	17.20	
14160 - Personal Computer Support Technician	23.84	
14170 - System Support Specialist	33.03	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.93	
15020 - Aircrew Training Devices Instructor (Rated)	35.00	
15030 - Air Crew Training Devices Instructor (Pilot)	41.95	
15050 - Computer Based Training Specialist / Instructor	28.93	

Occupation Code - Description	Rate	Code
15060 - Educational Technologist	33.91	NNX11AA01C
15070 - Flight Instructor (Pilot)	41.95	
15080 - Graphic Artist	24.69	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.59	
15086 - Maintenance Test Pilot, Rotary Wing	38.59	
15088 - Non-Maintenance Test/Co-Pilot	38.59	
15090 - Technical Instructor	23.83	
15095 - Technical Instructor/Course Developer	29.15	
15110 - Test Proctor	19.24	
15120 - Tutor	19.24	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.81	
16030 - Counter Attendant	9.81	
16040 - Dry Cleaner	12.93	
16070 - Finisher, Flatwork, Machine	9.81	
16090 - Presser, Hand	9.81	
16110 - Presser, Machine, Drycleaning	9.81	
16130 - Presser, Machine, Shirts	9.81	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.81	
16190 - Sewing Machine Operator	14.02	
16220 - Tailor	15.09	
16250 - Washer, Machine	10.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	17.01	
19040 - Tool And Die Maker	22.64	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	14.74	
21030 - Material Coordinator	20.82	
21040 - Material Expediter	20.82	
21050 - Material Handling Laborer	13.01	
21071 - Order Filler	13.62	
21080 - Production Line Worker (Food Processing)	14.74	
21110 - Shipping Packer	14.47	
21130 - Shipping/Receiving Clerk	14.47	
21140 - Store Worker I	11.48	
21150 - Stock Clerk	17.39	
21210 - Tools And Parts Attendant	14.74	
21410 - Warehouse Specialist	14.74	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.44	
23019 - Aircraft Logs and Records Technician	22.69	
23021 - Aircraft Mechanic I	27.63	
23022 - Aircraft Mechanic II	29.44	
23023 - Aircraft Mechanic III	31.15	
23040 - Aircraft Mechanic Helper	19.77	
23050 - Aircraft, Painter	24.29	
23060 - Aircraft Servicer	22.69	
23070 - Aircraft Survival Flight Equipment Technician	24.29	
23080 - Aircraft Worker	24.15	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.15	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.63	
23110 - Appliance Mechanic	18.74	
23120 - Bicycle Repairer	14.11	
23125 - Cable Splicer	21.74	
23130 - Carpenter, Maintenance	20.20	
23140 - Carpet Layer	18.59	
23160 - Electrician, Maintenance	22.60	
23181 - Electronics Technician Maintenance I	21.99	
23182 - Electronics Technician Maintenance II	24.64	
23183 - Electronics Technician Maintenance III	26.34	
23260 - Fabric Worker	17.17	
23290 - Fire Alarm System Mechanic	18.40	
23310 - Fire Extinguisher Repairer	15.87	

23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	27.63
23381 - Ground Support Equipment Servicer	22.69
23382 - Ground Support Equipment Worker	24.15
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.57
23430 - Heavy Equipment Mechanic	21.78
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	20.14
23470 - Laborer	11.70
23510 - Locksmith	17.01
23530 - Machinery Maintenance Mechanic	21.64
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	24.61
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	22.47
23810 - Plumber, Maintenance	21.28
23820 - Pneudraulic Systems Mechanic	21.44
23850 - Rigger	23.43
23870 - Scale Mechanic	18.82
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	27.93
23932 - Telecommunications Mechanic II	29.43
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	16.38
23965 - Well Driller	19.00
23970 - Woodcraft Worker	21.44
23980 - Woodworker	15.14
24000 - Personal Needs Occupations	
24550 - Case Manager	14.03
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.88
25040 - Sewage Plant Operator	18.81
25070 - Stationary Engineer	23.88
25190 - Ventilation Equipment Tender	14.86
25210 - Water Treatment Plant Operator	18.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.20
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.97
27101 - Guard I	12.47

27102 - Guard II	16.44	NNX11AA01C
27131 - Police Officer I	19.70	
27132 - Police Officer II	21.89	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.01	
28042 - Carnival Equipment Repairer	13.96	
28043 - Carnival Worker	8.83	
28210 - Gate Attendant/Gate Tender	15.26	
28310 - Lifeguard	11.33	
28350 - Park Attendant (Aide)	17.08	
28510 - Recreation Aide/Health Facility Attendant	10.56	
28515 - Recreation Specialist	15.02	
28630 - Sports Official	12.93	
28690 - Swimming Pool Operator	18.99	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	20.63	
29020 - Hatch Tender	20.63	
29030 - Line Handler	20.63	
29041 - Stevedore I	19.01	
29042 - Stevedore II	22.07	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.61	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.62	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.32	
30021 - Archeological Technician I	19.76	
30022 - Archeological Technician II	21.45	
30023 - Archeological Technician III	27.39	
30030 - Cartographic Technician	26.56	
30040 - Civil Engineering Technician	19.26	
30051 - Cryogenic Technician I	23.59	
30052 - Cryogenic Technician II	26.06	
30061 - Drafter/CAD Operator I	19.76	
30062 - Drafter/CAD Operator II	21.45	
30063 - Drafter/CAD Operator III	23.91	
30064 - Drafter/CAD Operator IV	29.42	
30081 - Engineering Technician I	16.64	
30082 - Engineering Technician II	20.00	
30083 - Engineering Technician III	20.90	
30084 - Engineering Technician IV	26.47	
30085 - Engineering Technician V	31.68	
30086 - Engineering Technician VI	37.02	
30090 - Environmental Technician	24.13	
30095 - Evidence Control Specialist	21.31	
30210 - Laboratory Technician	18.55	
30221 - Latent Fingerprint Technician I	22.27	
30222 - Latent Fingerprint Technician II	24.61	
30240 - Mathematical Technician	25.03	
30361 - Paralegal/Legal Assistant I	19.41	
30362 - Paralegal/Legal Assistant II	24.05	
30363 - Paralegal/Legal Assistant III	29.41	
30364 - Paralegal/Legal Assistant IV	35.56	
30375 - Petroleum Supply Specialist	26.06	
30390 - Photo-Optics Technician	26.56	
30395 - Radiation Control Technician	26.06	
30461 - Technical Writer I	26.07	
30462 - Technical Writer II	30.07	
30463 - Technical Writer III	36.37	
30491 - Unexploded Ordnance (UXO) Technician I	24.54	
30492 - Unexploded Ordnance (UXO) Technician II	29.69	
30493 - Unexploded Ordnance (UXO) Technician III	35.58	
30494 - Unexploded (UXO) Safety Escort	24.54	
30495 - Unexploded (UXO) Sweep Personnel	24.54	
30501 - Weather Forecaster I	23.59	
30502 - Weather Forecaster II	28.70	
30620 - Weather Observer, Combined Upper Air Or	23.91	(see 2)

Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.69
31020 - Bus Aide	11.49
31030 - Bus Driver	17.43
31043 - Driver Courier	13.94
31260 - Parking and Lot Attendant	9.48
31290 - Shuttle Bus Driver	15.38
31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	15.38
31362 - Truckdriver, Medium	16.81
31363 - Truckdriver, Heavy	20.87
31364 - Truckdriver, Tractor-Trailer	20.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.47
99030 - Cashier	9.25
99050 - Desk Clerk	10.05
99095 - Embalmer	26.90
99130 - Flight Follower	24.54
99251 - Laboratory Animal Caretaker I	10.92
99252 - Laboratory Animal Caretaker II	12.03
99260 - Marketing Analyst	27.86
99310 - Mortician	29.59
99410 - Pest Controller	15.92
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.50
99711 - Recycling Specialist	20.76
99730 - Refuse Collector	14.37
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	13.32
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.69
99842 - Vending Machine Repairer Helper	11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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.

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. NNX11AA01C

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)).

WD 05-2453 (Rev.-17) was first posted on www.wdol.gov on 01/05/2016

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.: 2005-2453
Revision No.: 17
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.80
01012 - Accounting Clerk II		14.37
01013 - Accounting Clerk III		16.08
01020 - Administrative Assistant		17.62
01040 - Court Reporter		16.46
01051 - Data Entry Operator I		11.33
01052 - Data Entry Operator II		12.36
01060 - Dispatcher, Motor Vehicle		15.07
01070 - Document Preparation Clerk		10.94
01090 - Duplicating Machine Operator		10.94
01111 - General Clerk I		11.13
01112 - General Clerk II		12.14
01113 - General Clerk III		14.73
01120 - Housing Referral Assistant		16.55
01141 - Messenger Courier		11.32
01191 - Order Clerk I		12.80
01192 - Order Clerk II		14.89
01261 - Personnel Assistant (Employment) I		13.54
01262 - Personnel Assistant (Employment) II		15.15
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.68
01280 - Receptionist		11.38
01290 - Rental Clerk		11.29
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61
01313 - Secretary III		16.55
01320 - Service Order Dispatcher		13.69
01410 - Supply Technician		17.62
01420 - Survey Worker		14.03
01531 - Travel Clerk I		13.42

01532 - Travel Clerk II	14.10
01533 - Travel Clerk III	15.03
01611 - Word Processor I	12.04
01612 - Word Processor II	13.52
01613 - Word Processor III	15.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.45
05010 - Automotive Electrician	15.62
05040 - Automotive Glass Installer	15.04
05070 - Automotive Worker	15.04
05110 - Mobile Equipment Servicer	14.04
05130 - Motor Equipment Metal Mechanic	16.10
05160 - Motor Equipment Metal Worker	15.04
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	13.52
05250 - Motor Vehicle Upholstery Worker	14.53
05280 - Motor Vehicle Wrecker	15.04
05310 - Painter, Automotive	15.62
05340 - Radiator Repair Specialist	15.05
05370 - Tire Repairer	12.17
05400 - Transmission Repair Specialist	16.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.19
07041 - Cook I	11.14
07042 - Cook II	12.01
07070 - Dishwasher	8.22
07130 - Food Service Worker	9.52
07210 - Meat Cutter	15.03
07260 - Waiter/Waitress	8.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.15
09040 - Furniture Handler	13.84
09080 - Furniture Refinisher	16.71
09090 - Furniture Refinisher Helper	14.47
09110 - Furniture Repairer, Minor	15.50
09130 - Upholsterer	15.19
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	12.98
11122 - Housekeeping Aide	11.08
11150 - Janitor	11.08
11210 - Laborer, Grounds Maintenance	11.75
11240 - Maid or Houseman	9.26
11260 - Pruner	11.15
11270 - Tractor Operator	12.93
11330 - Trail Maintenance Worker	11.75
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	12.54
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	17.13
12015 - Certified Physical Therapist Assistant	18.21
12020 - Dental Assistant	14.15
12025 - Dental Hygienist	24.42
12030 - EKG Technician	21.48
12035 - Electroneurodiagnostic Technologist	21.48
12040 - Emergency Medical Technician	12.54
12071 - Licensed Practical Nurse I	15.02
12072 - Licensed Practical Nurse II	16.80
12073 - Licensed Practical Nurse III	18.73
12100 - Medical Assistant	13.43
12130 - Medical Laboratory Technician	16.16
12160 - Medical Record Clerk	12.61
12190 - Medical Record Technician	15.64

12195 - Medical Transcriptionist	14.10	NNX11AA01C
12210 - Nuclear Medicine Technologist	32.26	
12221 - Nursing Assistant I	10.51	
12222 - Nursing Assistant II	11.82	
12223 - Nursing Assistant III	12.89	
12224 - Nursing Assistant IV	14.47	
12235 - Optical Dispenser	13.12	
12236 - Optical Technician	12.80	
12250 - Pharmacy Technician	12.97	
12280 - Phlebotomist	14.47	
12305 - Radiologic Technologist	22.38	
12311 - Registered Nurse I	22.82	
12312 - Registered Nurse II	27.91	
12313 - Registered Nurse II, Specialist	27.91	
12314 - Registered Nurse III	33.78	
12315 - Registered Nurse III, Anesthetist	33.78	
12316 - Registered Nurse IV	40.49	
12317 - Scheduler (Drug and Alcohol Testing)	20.82	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	18.28	
13012 - Exhibits Specialist II	22.65	
13013 - Exhibits Specialist III	27.71	
13041 - Illustrator I	18.28	
13042 - Illustrator II	22.65	
13043 - Illustrator III	27.71	
13047 - Librarian	25.08	
13050 - Library Aide/Clerk	11.60	
13054 - Library Information Technology Systems Administrator	22.65	
13058 - Library Technician	14.34	
13061 - Media Specialist I	14.39	
13062 - Media Specialist II	16.10	
13063 - Media Specialist III	17.94	
13071 - Photographer I	15.33	
13072 - Photographer II	17.16	
13073 - Photographer III	21.26	
13074 - Photographer IV	25.99	
13075 - Photographer V	31.46	
13110 - Video Teleconference Technician	15.93	
14000 - Information Technology Occupations		
14041 - Computer Operator I	14.86	
14042 - Computer Operator II	16.63	
14043 - Computer Operator III	18.63	
14044 - Computer Operator IV	20.60	
14045 - Computer Operator V	22.86	
14071 - Computer Programmer I	(see 1)	20.95
14072 - Computer Programmer II	(see 1)	25.95
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	14.86	
14160 - Personal Computer Support Technician	20.60	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.61	
15020 - Aircrew Training Devices Instructor (Rated)	36.05	
15030 - Air Crew Training Devices Instructor (Pilot)	39.66	
15050 - Computer Based Training Specialist / Instructor	29.61	
15060 - Educational Technologist	26.98	
15070 - Flight Instructor (Pilot)	39.66	
15080 - Graphic Artist	18.05	
15090 - Technical Instructor	17.56	
15095 - Technical Instructor/Course Developer	23.63	
15110 - Test Proctor	13.88	

15120 - Tutor	13.88	NNX11AA01C
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.77	
16030 - Counter Attendant	9.77	
16040 - Dry Cleaner	12.76	
16070 - Finisher, Flatwork, Machine	9.77	
16090 - Presser, Hand	9.77	
16110 - Presser, Machine, Drycleaning	9.77	
16130 - Presser, Machine, Shirts	9.77	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77	
16190 - Sewing Machine Operator	13.65	
16220 - Tailor	14.52	
16250 - Washer, Machine	10.80	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	17.33	
19040 - Tool And Die Maker	19.48	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	14.79	
21030 - Material Coordinator	18.68	
21040 - Material Expediter	18.68	
21050 - Material Handling Laborer	13.24	
21071 - Order Filler	10.70	
21080 - Production Line Worker (Food Processing)	14.79	
21110 - Shipping Packer	13.38	
21130 - Shipping/Receiving Clerk	13.38	
21140 - Store Worker I	14.98	
21150 - Stock Clerk	17.37	
21210 - Tools And Parts Attendant	14.79	
21410 - Warehouse Specialist	14.79	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	20.90	
23021 - Aircraft Mechanic I	20.31	
23022 - Aircraft Mechanic II	20.90	
23023 - Aircraft Mechanic III	21.59	
23040 - Aircraft Mechanic Helper	16.76	
23050 - Aircraft, Painter	19.61	
23060 - Aircraft Servicer	18.16	
23080 - Aircraft Worker	18.83	
23110 - Appliance Mechanic	18.38	
23120 - Bicycle Repairer	12.38	
23125 - Cable Splicer	29.00	
23130 - Carpenter, Maintenance	18.27	
23140 - Carpet Layer	17.62	
23160 - Electrician, Maintenance	24.78	
23181 - Electronics Technician Maintenance I	21.73	
23182 - Electronics Technician Maintenance II	22.55	
23183 - Electronics Technician Maintenance III	23.72	
23260 - Fabric Worker	16.73	
23290 - Fire Alarm System Mechanic	19.11	
23310 - Fire Extinguisher Repairer	17.46	
23311 - Fuel Distribution System Mechanic	20.53	
23312 - Fuel Distribution System Operator	17.46	
23370 - General Maintenance Worker	16.11	
23380 - Ground Support Equipment Mechanic	20.31	
23381 - Ground Support Equipment Servicer	18.16	
23382 - Ground Support Equipment Worker	18.83	
23391 - Gunsmith I	17.46	
23392 - Gunsmith II	18.90	
23393 - Gunsmith III	20.53	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.34	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.92	
23430 - Heavy Equipment Mechanic	20.59	
23440 - Heavy Equipment Operator	22.44	

Occupation Code - Description	Rate	Code
23460 - Instrument Mechanic	21.80	NNX11AA01C
23465 - Laboratory/Shelter Mechanic	19.72	
23470 - Laborer	13.24	
23510 - Locksmith	19.72	
23530 - Machinery Maintenance Mechanic	21.24	
23550 - Machinist, Maintenance	17.86	
23580 - Maintenance Trades Helper	15.48	
23591 - Metrology Technician I	21.80	
23592 - Metrology Technician II	22.89	
23593 - Metrology Technician III	24.04	
23640 - Millwright	21.21	
23710 - Office Appliance Repairer	21.08	
23760 - Painter, Maintenance	19.75	
23790 - Pipefitter, Maintenance	23.55	
23810 - Plumber, Maintenance	23.02	
23820 - Pneudraulic Systems Mechanic	20.53	
23850 - Rigger	20.53	
23870 - Scale Mechanic	18.90	
23890 - Sheet-Metal Worker, Maintenance	23.02	
23910 - Small Engine Mechanic	15.75	
23931 - Telecommunications Mechanic I	22.40	
23932 - Telecommunications Mechanic II	23.05	
23950 - Telephone Lineman	23.48	
23960 - Welder, Combination, Maintenance	15.46	
23965 - Well Driller	18.94	
23970 - Woodcraft Worker	20.53	
23980 - Woodworker	14.00	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	8.81	
24580 - Child Care Center Clerk	12.08	
24610 - Chore Aide	9.93	
24620 - Family Readiness And Support Services Coordinator	12.07	
24630 - Homemaker	12.89	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.10	
25040 - Sewage Plant Operator	19.43	
25070 - Stationary Engineer	23.10	
25190 - Ventilation Equipment Tender	19.31	
25210 - Water Treatment Plant Operator	19.43	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	15.07	
27007 - Baggage Inspector	11.94	
27008 - Corrections Officer	21.00	
27010 - Court Security Officer	20.72	
27030 - Detection Dog Handler	15.71	
27040 - Detention Officer	21.00	
27070 - Firefighter	21.25	
27101 - Guard I	11.94	
27102 - Guard II	15.71	
27131 - Police Officer I	20.72	
27132 - Police Officer II	22.77	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	9.41	
28042 - Carnival Equipment Repairer	9.82	
28043 - Carnival Equipment Worker	8.39	
28210 - Gate Attendant/Gate Tender	14.21	
28310 - Lifeguard	12.18	
28350 - Park Attendant (Aide)	15.90	
28510 - Recreation Aide/Health Facility Attendant	11.52	
28515 - Recreation Specialist	15.13	
28630 - Sports Official	12.66	
28690 - Swimming Pool Operator	16.29	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	19.81	

29020 - Hatch Tender	19.81	NNX11AA01C
29030 - Line Handler	19.81	
29041 - Stevedore I	18.79	
29042 - Stevedore II	20.21	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.81	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63	
30021 - Archeological Technician I	15.89	
30022 - Archeological Technician II	17.78	
30023 - Archeological Technician III	21.06	
30030 - Cartographic Technician	21.06	
30040 - Civil Engineering Technician	21.29	
30061 - Drafter/CAD Operator I	15.89	
30062 - Drafter/CAD Operator II	17.78	
30063 - Drafter/CAD Operator III	19.83	
30064 - Drafter/CAD Operator IV	24.40	
30081 - Engineering Technician I	13.60	
30082 - Engineering Technician II	15.27	
30083 - Engineering Technician III	18.06	
30084 - Engineering Technician IV	22.37	
30085 - Engineering Technician V	26.44	
30086 - Engineering Technician VI	33.34	
30090 - Environmental Technician	25.15	
30210 - Laboratory Technician	18.21	
30240 - Mathematical Technician	23.41	
30361 - Paralegal/Legal Assistant I	16.93	
30362 - Paralegal/Legal Assistant II	20.97	
30363 - Paralegal/Legal Assistant III	25.65	
30364 - Paralegal/Legal Assistant IV	31.04	
30390 - Photo-Optics Technician	22.37	
30461 - Technical Writer I	20.92	
30462 - Technical Writer II	25.58	
30463 - Technical Writer III	30.97	
30491 - Unexploded Ordnance (UXO) Technician I	25.63	
30492 - Unexploded Ordnance (UXO) Technician II	31.02	
30493 - Unexploded Ordnance (UXO) Technician III	37.18	
30494 - Unexploded (UXO) Safety Escort	25.63	
30495 - Unexploded (UXO) Sweep Personnel	25.63	
30620 - Weather Observer, Combined Upper Air Or (see 2)	19.83	
Surface Programs		
30621 - Weather Observer, Senior (see 2)	22.04	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	13.41	
31030 - Bus Driver	15.95	
31043 - Driver Courier	14.10	
31260 - Parking and Lot Attendant	10.55	
31290 - Shuttle Bus Driver	14.10	
31310 - Taxi Driver	10.55	
31361 - Truckdriver, Light	14.10	
31362 - Truckdriver, Medium	15.19	
31363 - Truckdriver, Heavy	18.20	
31364 - Truckdriver, Tractor-Trailer	18.20	
99000 - Miscellaneous Occupations		
99030 - Cashier	8.54	
99050 - Desk Clerk	9.93	
99095 - Embalmer	25.63	
99251 - Laboratory Animal Caretaker I	10.85	
99252 - Laboratory Animal Caretaker II	11.39	
99310 - Mortician	25.63	
99410 - Pest Controller	15.56	
99510 - Photofinishing Worker	13.40	
99710 - Recycling Laborer	13.57	
99711 - Recycling Specialist	14.84	
99730 - Refuse Collector	12.89	

99810 - Sales Clerk	11.65	NNX11AA01C
99820 - School Crossing Guard	9.12	
99830 - Survey Party Chief	17.16	
99831 - Surveying Aide	11.46	
99832 - Surveying Technician	15.60	
99840 - Vending Machine Attendant	13.78	
99841 - Vending Machine Repairer	15.04	
99842 - Vending Machine Repairer Helper	13.78	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 insure 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.

WD 05-2095 (Rev.-17) was first posted on www.wdol.gov on 01/05/2016

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.: 2005-2095
Revision No.: 17
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex
Maryland Counties of Somerset, Wicomico, Worcester
Virginia Counties of Accomack, Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.68
01012 - Accounting Clerk II		14.23
01013 - Accounting Clerk III		15.92
01020 - Administrative Assistant		19.76
01040 - Court Reporter		17.82
01051 - Data Entry Operator I		11.57
01052 - Data Entry Operator II		12.63
01060 - Dispatcher, Motor Vehicle		17.73
01070 - Document Preparation Clerk		11.40
01090 - Duplicating Machine Operator		11.40
01111 - General Clerk I		11.92
01112 - General Clerk II		13.01
01113 - General Clerk III		14.60
01120 - Housing Referral Assistant		19.16
01141 - Messenger Courier		12.13
01191 - Order Clerk I		12.91
01192 - Order Clerk II		14.09
01261 - Personnel Assistant (Employment) I		14.62
01262 - Personnel Assistant (Employment) II		16.35
01263 - Personnel Assistant (Employment) III		18.24
01270 - Production Control Clerk		19.75
01280 - Receptionist		11.91
01290 - Rental Clerk		10.56
01300 - Scheduler, Maintenance		15.36
01311 - Secretary I		15.36
01312 - Secretary II		17.18
01313 - Secretary III		19.16
01320 - Service Order Dispatcher		17.66
01410 - Supply Technician		19.76
01420 - Survey Worker		13.80
01531 - Travel Clerk I		12.38

01532 - Travel Clerk II	13.31	NNX11AA01C
01533 - Travel Clerk III	14.18	
01611 - Word Processor I	13.55	
01612 - Word Processor II	15.21	
01613 - Word Processor III	17.01	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	19.51	
05010 - Automotive Electrician	17.74	
05040 - Automotive Glass Installer	15.50	
05070 - Automotive Worker	17.04	
05110 - Mobile Equipment Servicer	14.14	
05130 - Motor Equipment Metal Mechanic	18.52	
05160 - Motor Equipment Metal Worker	17.04	
05190 - Motor Vehicle Mechanic	18.52	
05220 - Motor Vehicle Mechanic Helper	13.46	
05250 - Motor Vehicle Upholstery Worker	16.26	
05280 - Motor Vehicle Wrecker	17.04	
05310 - Painter, Automotive	17.85	
05340 - Radiator Repair Specialist	17.04	
05370 - Tire Repairer	9.82	
05400 - Transmission Repair Specialist	18.52	
07000 - Food Preparation And Service Occupations		
07010 - Baker	11.90	
07041 - Cook I	10.66	
07042 - Cook II	12.03	
07070 - Dishwasher	8.03	
07130 - Food Service Worker	9.28	
07210 - Meat Cutter	16.74	
07260 - Waiter/Waitress	8.88	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	15.35	
09040 - Furniture Handler	11.10	
09080 - Furniture Refinisher	14.39	
09090 - Furniture Refinisher Helper	11.94	
09110 - Furniture Repairer, Minor	13.18	
09130 - Upholsterer	14.74	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	10.34	
11060 - Elevator Operator	10.34	
11090 - Gardener	13.20	
11122 - Housekeeping Aide	10.92	
11150 - Janitor	10.92	
11210 - Laborer, Grounds Maintenance	11.42	
11240 - Maid or Houseman	9.14	
11260 - Pruner	10.45	
11270 - Tractor Operator	12.76	
11330 - Trail Maintenance Worker	11.42	
11360 - Window Cleaner	11.11	
12000 - Health Occupations		
12010 - Ambulance Driver	15.03	
12011 - Breath Alcohol Technician	19.22	
12012 - Certified Occupational Therapist Assistant	23.74	
12015 - Certified Physical Therapist Assistant	22.30	
12020 - Dental Assistant	14.96	
12025 - Dental Hygienist	31.70	
12030 - EKG Technician	23.24	
12035 - Electroneurodiagnostic Technologist	23.24	
12040 - Emergency Medical Technician	15.35	
12071 - Licensed Practical Nurse I	17.19	
12072 - Licensed Practical Nurse II	19.22	
12073 - Licensed Practical Nurse III	21.44	
12100 - Medical Assistant	13.88	
12130 - Medical Laboratory Technician	19.82	
12160 - Medical Record Clerk	14.45	
12190 - Medical Record Technician	16.16	

12195 - Medical Transcriptionist		14.29	NNX11AA01C
12210 - Nuclear Medicine Technologist		35.52	
12221 - Nursing Assistant I		10.12	
12222 - Nursing Assistant II		11.37	
12223 - Nursing Assistant III		12.41	
12224 - Nursing Assistant IV		13.93	
12235 - Optical Dispenser		15.28	
12236 - Optical Technician		16.89	
12250 - Pharmacy Technician		13.95	
12280 - Phlebotomist		13.93	
12305 - Radiologic Technologist		28.03	
12311 - Registered Nurse I		21.31	
12312 - Registered Nurse II		26.10	
12313 - Registered Nurse II, Specialist		26.10	
12314 - Registered Nurse III		31.57	
12315 - Registered Nurse III, Anesthetist		31.57	
12316 - Registered Nurse IV		37.80	
12317 - Scheduler (Drug and Alcohol Testing)		23.82	
13000 - Information And Arts Occupations			
13011 - Exhibits Specialist I		19.18	
13012 - Exhibits Specialist II		23.77	
13013 - Exhibits Specialist III		29.08	
13041 - Illustrator I		19.18	
13042 - Illustrator II		23.67	
13043 - Illustrator III		26.46	
13047 - Librarian		23.40	
13050 - Library Aide/Clerk		10.76	
13054 - Library Information Technology Systems Administrator		21.13	
13058 - Library Technician		13.78	
13061 - Media Specialist I		14.66	
13062 - Media Specialist II		16.65	
13063 - Media Specialist III		18.58	
13071 - Photographer I		13.31	
13072 - Photographer II		15.40	
13073 - Photographer III		17.55	
13074 - Photographer IV		21.57	
13075 - Photographer V		25.31	
13110 - Video Teleconference Technician		16.16	
14000 - Information Technology Occupations			
14041 - Computer Operator I		13.68	
14042 - Computer Operator II		16.13	
14043 - Computer Operator III		17.99	
14044 - Computer Operator IV		19.99	
14045 - Computer Operator V		22.13	
14071 - Computer Programmer I	(see 1)	20.45	
14072 - Computer Programmer II	(see 1)	22.91	
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		13.68	
14160 - Personal Computer Support Technician		19.99	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.46	
15020 - Aircrew Training Devices Instructor (Rated)		29.60	
15030 - Air Crew Training Devices Instructor (Pilot)		32.57	
15050 - Computer Based Training Specialist / Instructor		24.46	
15060 - Educational Technologist		26.44	
15070 - Flight Instructor (Pilot)		32.57	
15080 - Graphic Artist		21.18	
15090 - Technical Instructor		20.31	
15095 - Technical Instructor/Course Developer		24.85	
15110 - Test Proctor		16.39	

15120 - Tutor	16.39	NNX11AA01C
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	8.67	
16030 - Counter Attendant	8.67	
16040 - Dry Cleaner	10.87	
16070 - Finisher, Flatwork, Machine	8.67	
16090 - Presser, Hand	8.67	
16110 - Presser, Machine, Drycleaning	8.67	
16130 - Presser, Machine, Shirts	8.67	
16160 - Presser, Machine, Wearing Apparel, Laundry	8.67	
16190 - Sewing Machine Operator	11.65	
16220 - Tailor	12.46	
16250 - Washer, Machine	9.42	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	20.09	
19040 - Tool And Die Maker	23.94	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	13.95	
21030 - Material Coordinator	19.75	
21040 - Material Expediter	19.75	
21050 - Material Handling Laborer	11.46	
21071 - Order Filler	10.49	
21080 - Production Line Worker (Food Processing)	13.95	
21110 - Shipping Packer	13.30	
21130 - Shipping/Receiving Clerk	13.30	
21140 - Store Worker I	12.69	
21150 - Stock Clerk	16.46	
21210 - Tools And Parts Attendant	13.95	
21410 - Warehouse Specialist	13.95	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	22.41	
23021 - Aircraft Mechanic I	21.37	
23022 - Aircraft Mechanic II	22.41	
23023 - Aircraft Mechanic III	23.34	
23040 - Aircraft Mechanic Helper	17.00	
23050 - Aircraft, Painter	20.38	
23060 - Aircraft Servicer	18.77	
23080 - Aircraft Worker	19.20	
23110 - Appliance Mechanic	16.90	
23120 - Bicycle Repairer	11.05	
23125 - Cable Splicer	26.30	
23130 - Carpenter, Maintenance	18.39	
23140 - Carpet Layer	17.30	
23160 - Electrician, Maintenance	21.03	
23181 - Electronics Technician Maintenance I	20.27	
23182 - Electronics Technician Maintenance II	23.75	
23183 - Electronics Technician Maintenance III	25.61	
23260 - Fabric Worker	16.73	
23290 - Fire Alarm System Mechanic	19.56	
23310 - Fire Extinguisher Repairer	15.77	
23311 - Fuel Distribution System Mechanic	19.55	
23312 - Fuel Distribution System Operator	15.90	
23370 - General Maintenance Worker	15.25	
23380 - Ground Support Equipment Mechanic	21.37	
23381 - Ground Support Equipment Servicer	18.77	
23382 - Ground Support Equipment Worker	19.20	
23391 - Gunsmith I	15.77	
23392 - Gunsmith II	17.57	
23393 - Gunsmith III	19.56	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.64	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.50	
23430 - Heavy Equipment Mechanic	19.33	
23440 - Heavy Equipment Operator	17.56	

Occupation Code - Description	Rate	Code
23460 - Instrument Mechanic	19.56	NNX11AA01C
23465 - Laboratory/Shelter Mechanic	18.52	
23470 - Laborer	11.46	
23510 - Locksmith	18.52	
23530 - Machinery Maintenance Mechanic	18.81	
23550 - Machinist, Maintenance	20.61	
23580 - Maintenance Trades Helper	11.97	
23591 - Metrology Technician I	19.56	
23592 - Metrology Technician II	20.51	
23593 - Metrology Technician III	21.37	
23640 - Millwright	19.56	
23710 - Office Appliance Repairer	18.26	
23760 - Painter, Maintenance	15.76	
23790 - Pipefitter, Maintenance	20.17	
23810 - Plumber, Maintenance	19.68	
23820 - Pneudraulic Systems Mechanic	19.56	
23850 - Rigger	19.70	
23870 - Scale Mechanic	17.57	
23890 - Sheet-Metal Worker, Maintenance	17.60	
23910 - Small Engine Mechanic	15.39	
23931 - Telecommunications Mechanic I	22.78	
23932 - Telecommunications Mechanic II	23.71	
23950 - Telephone Lineman	25.09	
23960 - Welder, Combination, Maintenance	16.28	
23965 - Well Driller	19.56	
23970 - Woodcraft Worker	19.56	
23980 - Woodworker	15.77	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	10.18	
24580 - Child Care Center Clerk	12.70	
24610 - Chore Aide	9.94	
24620 - Family Readiness And Support Services Coordinator	13.84	
24630 - Homemaker	14.17	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	25.31	
25040 - Sewage Plant Operator	16.72	
25070 - Stationary Engineer	25.31	
25190 - Ventilation Equipment Tender	14.76	
25210 - Water Treatment Plant Operator	16.72	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	14.73	
27007 - Baggage Inspector	13.43	
27008 - Corrections Officer	17.14	
27010 - Court Security Officer	16.99	
27030 - Detection Dog Handler	15.02	
27040 - Detention Officer	17.14	
27070 - Firefighter	17.37	
27101 - Guard I	13.43	
27102 - Guard II	15.02	
27131 - Police Officer I	18.75	
27132 - Police Officer II	20.84	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	8.29	
28042 - Carnival Equipment Repairer	8.86	
28043 - Carnival Equipment Worker	9.64	
28210 - Gate Attendant/Gate Tender	14.00	
28310 - Lifeguard	12.47	
28350 - Park Attendant (Aide)	15.66	
28510 - Recreation Aide/Health Facility Attendant	12.21	
28515 - Recreation Specialist	15.59	
28630 - Sports Official	12.47	
28690 - Swimming Pool Operator	13.89	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	16.78	

29020 - Hatch Tender	16.78	NNX11AA01C
29030 - Line Handler	16.78	
29041 - Stevedore I	14.70	
29042 - Stevedore II	17.65	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16	
30021 - Archeological Technician I	15.93	
30022 - Archeological Technician II	17.82	
30023 - Archeological Technician III	22.09	
30030 - Cartographic Technician	22.09	
30040 - Civil Engineering Technician	20.90	
30061 - Drafter/CAD Operator I	15.93	
30062 - Drafter/CAD Operator II	17.82	
30063 - Drafter/CAD Operator III	19.88	
30064 - Drafter/CAD Operator IV	24.45	
30081 - Engineering Technician I	12.86	
30082 - Engineering Technician II	14.81	
30083 - Engineering Technician III	16.56	
30084 - Engineering Technician IV	20.52	
30085 - Engineering Technician V	25.10	
30086 - Engineering Technician VI	29.59	
30090 - Environmental Technician	22.09	
30210 - Laboratory Technician	18.13	
30240 - Mathematical Technician	22.09	
30361 - Paralegal/Legal Assistant I	16.01	
30362 - Paralegal/Legal Assistant II	19.83	
30363 - Paralegal/Legal Assistant III	24.27	
30364 - Paralegal/Legal Assistant IV	29.36	
30390 - Photo-Optics Technician	22.09	
30461 - Technical Writer I	18.84	
30462 - Technical Writer II	23.02	
30463 - Technical Writer III	27.86	
30491 - Unexploded Ordnance (UXO) Technician I	22.74	
30492 - Unexploded Ordnance (UXO) Technician II	27.51	
30493 - Unexploded Ordnance (UXO) Technician III	32.97	
30494 - Unexploded (UXO) Safety Escort	22.74	
30495 - Unexploded (UXO) Sweep Personnel	22.74	
30620 - Weather Observer, Combined Upper Air Or	19.88	(see 2)
Surface Programs		
30621 - Weather Observer, Senior	21.99	(see 2)
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	11.00	
31030 - Bus Driver	15.03	
31043 - Driver Courier	13.04	
31260 - Parking and Lot Attendant	10.00	
31290 - Shuttle Bus Driver	14.07	
31310 - Taxi Driver	10.42	
31361 - Truckdriver, Light	14.07	
31362 - Truckdriver, Medium	14.60	
31363 - Truckdriver, Heavy	16.54	
31364 - Truckdriver, Tractor-Trailer	16.54	
99000 - Miscellaneous Occupations		
99030 - Cashier	8.77	
99050 - Desk Clerk	9.68	
99095 - Embalmer	25.07	
99251 - Laboratory Animal Caretaker I	11.24	
99252 - Laboratory Animal Caretaker II	12.13	
99310 - Mortician	27.58	
99410 - Pest Controller	13.40	
99510 - Photofinishing Worker	11.58	
99710 - Recycling Laborer	13.62	
99711 - Recycling Specialist	15.78	
99730 - Refuse Collector	12.46	

99810 - Sales Clerk	11.40	NNX11AA01C
99820 - School Crossing Guard	10.63	
99830 - Survey Party Chief	19.00	
99831 - Surveying Aide	12.45	
99832 - Surveying Technician	17.05	
99840 - Vending Machine Attendant	11.46	
99841 - Vending Machine Repairer	13.52	
99842 - Vending Machine Repairer Helper	11.70	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 insure 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.

WD 05-2063 (Rev.-17) was first posted on www.wdol.gov on 01/05/2016

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.: 2005-2063
Revision No.: 17
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of San Luis Obispo, Santa Barbara

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		18.83
01020 - Administrative Assistant		22.82
01040 - Court Reporter		25.67
01051 - Data Entry Operator I		13.11
01052 - Data Entry Operator II		14.34
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		13.48
01112 - General Clerk II		14.97
01113 - General Clerk III		17.05
01120 - Housing Referral Assistant		21.86
01141 - Messenger Courier		11.96
01191 - Order Clerk I		13.24
01192 - Order Clerk II		14.59
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.01
01263 - Personnel Assistant (Employment) III		21.09
01270 - Production Control Clerk		20.40
01280 - Receptionist		13.14
01290 - Rental Clerk		12.32
01300 - Scheduler, Maintenance		16.47
01311 - Secretary I		16.47
01312 - Secretary II		18.42
01313 - Secretary III		21.86
01320 - Service Order Dispatcher		16.55
01410 - Supply Technician		22.82
01420 - Survey Worker		18.03
01531 - Travel Clerk I		13.04
01532 - Travel Clerk II		13.73
01533 - Travel Clerk III		14.57

Occupation Code	Occupation Name	Rate	Notes
01611	Word Processor I	14.75	NNX11AA01C
01612	Word Processor II	16.56	
01613	Word Processor III	18.52	
05000	Automotive Service Occupations		
05005	Automobile Body Repairer, Fiberglass	23.91	
05010	Automotive Electrician	18.81	
05040	Automotive Glass Installer	18.02	
05070	Automotive Worker	18.02	
05110	Mobile Equipment Servicer	16.41	
05130	Motor Equipment Metal Mechanic	19.58	
05160	Motor Equipment Metal Worker	18.02	
05190	Motor Vehicle Mechanic	18.68	
05220	Motor Vehicle Mechanic Helper	14.21	
05250	Motor Vehicle Upholstery Worker	17.13	
05280	Motor Vehicle Wrecker	18.02	
05310	Painter, Automotive	18.81	
05340	Radiator Repair Specialist	18.02	
05370	Tire Repairer	14.15	
05400	Transmission Repair Specialist	17.79	
07000	Food Preparation And Service Occupations		
07010	Baker	13.29	
07041	Cook I	12.50	
07042	Cook II	13.74	
07070	Dishwasher	9.90	
07130	Food Service Worker	10.06	
07210	Meat Cutter	16.94	
07260	Waiter/Waitress	10.95	
09000	Furniture Maintenance And Repair Occupations		
09010	Electrostatic Spray Painter	20.21	
09040	Furniture Handler	13.38	
09080	Furniture Refinisher	20.21	
09090	Furniture Refinisher Helper	16.32	
09110	Furniture Repairer, Minor	18.48	
09130	Upholsterer	20.21	
11000	General Services And Support Occupations		
11030	Cleaner, Vehicles	10.47	
11060	Elevator Operator	12.10	
11090	Gardener	14.19	
11122	Housekeeping Aide	12.10	
11150	Janitor	12.10	
11210	Laborer, Grounds Maintenance	11.76	
11240	Maid or Houseman	9.57	
11260	Pruner	10.44	
11270	Tractor Operator	13.51	
11330	Trail Maintenance Worker	11.76	
11360	Window Cleaner	13.38	
12000	Health Occupations		
12010	Ambulance Driver	17.06	
12011	Breath Alcohol Technician	20.27	
12012	Certified Occupational Therapist Assistant	26.06	
12015	Certified Physical Therapist Assistant	26.06	
12020	Dental Assistant	19.46	
12025	Dental Hygienist	38.53	
12030	EKG Technician	24.78	
12035	Electroneurodiagnostic Technologist	24.78	
12040	Emergency Medical Technician	17.06	
12071	Licensed Practical Nurse I	19.17	
12072	Licensed Practical Nurse II	21.45	
12073	Licensed Practical Nurse III	23.91	
12100	Medical Assistant	14.88	
12130	Medical Laboratory Technician	18.24	
12160	Medical Record Clerk	15.63	
12190	Medical Record Technician	17.48	
12195	Medical Transcriptionist	17.34	
12210	Nuclear Medicine Technologist	47.13	

12221 - Nursing Assistant I	11.18	NNX11AA01C
12222 - Nursing Assistant II	12.57	
12223 - Nursing Assistant III	13.71	
12224 - Nursing Assistant IV	15.39	
12235 - Optical Dispenser	20.26	
12236 - Optical Technician	19.17	
12250 - Pharmacy Technician	18.55	
12280 - Phlebotomist	15.39	
12305 - Radiologic Technologist	29.58	
12311 - Registered Nurse I	26.61	
12312 - Registered Nurse II	32.54	
12313 - Registered Nurse II, Specialist	32.54	
12314 - Registered Nurse III	39.34	
12315 - Registered Nurse III, Anesthetist	39.34	
12316 - Registered Nurse IV	47.16	
12317 - Scheduler (Drug and Alcohol Testing)	24.52	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	23.35	
13012 - Exhibits Specialist II	28.92	
13013 - Exhibits Specialist III	35.39	
13041 - Illustrator I	23.35	
13042 - Illustrator II	28.92	
13043 - Illustrator III	35.39	
13047 - Librarian	32.03	
13050 - Library Aide/Clerk	15.08	
13054 - Library Information Technology Systems Administrator	28.92	
13058 - Library Technician	18.79	
13061 - Media Specialist I	20.87	
13062 - Media Specialist II	23.35	
13063 - Media Specialist III	26.03	
13071 - Photographer I	19.97	
13072 - Photographer II	22.32	
13073 - Photographer III	28.46	
13074 - Photographer IV	32.11	
13075 - Photographer V	34.60	
13110 - Video Teleconference Technician	21.49	
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.11	
14042 - Computer Operator II	19.98	
14043 - Computer Operator III	22.28	
14044 - Computer Operator IV	24.75	
14045 - Computer Operator V	27.42	
14071 - Computer Programmer I	(see 1)	23.62
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	17.11	
14160 - Personal Computer Support Technician	(see 2)	24.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.02	
15020 - Aircrew Training Devices Instructor (Rated)	35.11	
15030 - Air Crew Training Devices Instructor (Pilot)	42.09	
15050 - Computer Based Training Specialist / Instructor	32.85	
15060 - Educational Technologist	27.13	
15070 - Flight Instructor (Pilot)	42.09	
15080 - Graphic Artist	23.48	
15090 - Technical Instructor	22.99	
15095 - Technical Instructor/Course Developer	28.12	
15110 - Test Proctor	18.56	
15120 - Tutor	18.56	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	9.77	NNX11AA01C
16030 - Counter Attendant	9.77	
16040 - Dry Cleaner	11.84	
16070 - Finisher, Flatwork, Machine	9.77	
16090 - Presser, Hand	9.77	
16110 - Presser, Machine, Drycleaning	9.77	
16130 - Presser, Machine, Shirts	9.77	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77	
16190 - Sewing Machine Operator	12.52	
16220 - Tailor	13.17	
16250 - Washer, Machine	10.37	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	23.57	
19040 - Tool And Die Maker	27.45	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.97	
21030 - Material Coordinator	20.40	
21040 - Material Expediter	20.40	
21050 - Material Handling Laborer	12.25	
21071 - Order Filler	15.11	
21080 - Production Line Worker (Food Processing)	15.97	
21110 - Shipping Packer	14.99	
21130 - Shipping/Receiving Clerk	14.99	
21140 - Store Worker I	11.44	
21150 - Stock Clerk	16.26	
21210 - Tools And Parts Attendant	15.97	
21410 - Warehouse Specialist	15.97	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	28.20	
23021 - Aircraft Mechanic I	27.07	
23022 - Aircraft Mechanic II	28.20	
23023 - Aircraft Mechanic III	29.22	
23040 - Aircraft Mechanic Helper	20.61	
23050 - Aircraft, Painter	26.03	
23060 - Aircraft Servicer	23.80	
23080 - Aircraft Worker	24.90	
23110 - Appliance Mechanic	20.33	
23120 - Bicycle Repairer	14.15	
23125 - Cable Splicer	27.83	
23130 - Carpenter, Maintenance	27.59	
23140 - Carpet Layer	21.88	
23160 - Electrician, Maintenance	29.38	
23181 - Electronics Technician Maintenance I	22.54	
23182 - Electronics Technician Maintenance II	23.57	
23183 - Electronics Technician Maintenance III	25.80	
23260 - Fabric Worker	21.37	
23290 - Fire Alarm System Mechanic	24.48	
23310 - Fire Extinguisher Repairer	19.87	
23311 - Fuel Distribution System Mechanic	29.80	
23312 - Fuel Distribution System Operator	22.74	
23370 - General Maintenance Worker	19.47	
23380 - Ground Support Equipment Mechanic	27.07	
23381 - Ground Support Equipment Servicer	23.80	
23382 - Ground Support Equipment Worker	24.90	
23391 - Gunsmith I	19.87	
23392 - Gunsmith II	22.54	
23393 - Gunsmith III	24.53	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.51	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.53	
23430 - Heavy Equipment Mechanic	22.86	
23440 - Heavy Equipment Operator	31.14	
23460 - Instrument Mechanic	24.53	
23465 - Laboratory/Shelter Mechanic	23.57	

23470 - Laborer	12.25	NNX11AA01C
23510 - Locksmith	23.52	
23530 - Machinery Maintenance Mechanic	25.37	
23550 - Machinist, Maintenance	22.87	
23580 - Maintenance Trades Helper	15.36	
23591 - Metrology Technician I	24.53	
23592 - Metrology Technician II	25.55	
23593 - Metrology Technician III	27.56	
23640 - Millwright	24.53	
23710 - Office Appliance Repairer	23.39	
23760 - Painter, Maintenance	18.38	
23790 - Pipefitter, Maintenance	24.97	
23810 - Plumber, Maintenance	23.98	
23820 - Pneudraulic Systems Mechanic	24.53	
23850 - Rigger	24.53	
23870 - Scale Mechanic	22.54	
23890 - Sheet-Metal Worker, Maintenance	24.66	
23910 - Small Engine Mechanic	21.58	
23931 - Telecommunications Mechanic I	24.14	
23932 - Telecommunications Mechanic II	24.84	
23950 - Telephone Lineman	27.24	
23960 - Welder, Combination, Maintenance	21.15	
23965 - Well Driller	24.53	
23970 - Woodcraft Worker	24.53	
23980 - Woodworker	19.77	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	12.73	
24580 - Child Care Center Clerk	16.73	
24610 - Chore Aide	12.02	
24620 - Family Readiness And Support Services Coordinator	16.99	
24630 - Homemaker	18.59	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	26.75	
25040 - Sewage Plant Operator	24.04	
25070 - Stationary Engineer	26.75	
25190 - Ventilation Equipment Tender	20.37	
25210 - Water Treatment Plant Operator	24.04	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	15.94	
27007 - Baggage Inspector	12.48	
27008 - Corrections Officer	28.63	
27010 - Court Security Officer	28.63	
27030 - Detection Dog Handler	13.96	
27040 - Detention Officer	28.63	
27070 - Firefighter	23.21	
27101 - Guard I	12.48	
27102 - Guard II	13.96	
27131 - Police Officer I	32.52	
27132 - Police Officer II	36.13	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	15.15	
28042 - Carnival Equipment Repairer	15.89	
28043 - Carnival Equipment Worker	10.35	
28210 - Gate Attendant/Gate Tender	15.28	
28310 - Lifeguard	12.12	
28350 - Park Attendant (Aide)	17.09	
28510 - Recreation Aide/Health Facility Attendant	12.48	
28515 - Recreation Specialist	19.32	
28630 - Sports Official	13.62	
28690 - Swimming Pool Operator	20.66	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	22.54	
29020 - Hatch Tender	22.54	
29030 - Line Handler	22.54	

29041 - Stevedore I	21.37	NNX11AA01C
29042 - Stevedore II	23.57	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 3)	39.85	
30011 - Air Traffic Control Specialist, Station (HFO) (see 3)	27.48	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 3)	30.26	
30021 - Archeological Technician I	18.29	
30022 - Archeological Technician II	20.46	
30023 - Archeological Technician III	25.35	
30030 - Cartographic Technician	25.86	
30040 - Civil Engineering Technician	27.81	
30061 - Drafter/CAD Operator I	18.29	
30062 - Drafter/CAD Operator II	20.46	
30063 - Drafter/CAD Operator III	23.27	
30064 - Drafter/CAD Operator IV	28.07	
30081 - Engineering Technician I	16.50	
30082 - Engineering Technician II	19.21	
30083 - Engineering Technician III	21.06	
30084 - Engineering Technician IV	29.71	
30085 - Engineering Technician V	33.15	
30086 - Engineering Technician VI	40.11	
30090 - Environmental Technician	26.67	
30210 - Laboratory Technician	20.45	
30240 - Mathematical Technician	25.86	
30361 - Paralegal/Legal Assistant I	19.60	
30362 - Paralegal/Legal Assistant II	25.03	
30363 - Paralegal/Legal Assistant III	30.59	
30364 - Paralegal/Legal Assistant IV	36.99	
30390 - Photo-Optics Technician	25.86	
30461 - Technical Writer I	24.02	
30462 - Technical Writer II	29.38	
30463 - Technical Writer III	35.55	
30491 - Unexploded Ordnance (UXO) Technician I	25.32	
30492 - Unexploded Ordnance (UXO) Technician II	30.64	
30493 - Unexploded Ordnance (UXO) Technician III	36.72	
30494 - Unexploded (UXO) Safety Escort	25.32	
30495 - Unexploded (UXO) Sweep Personnel	25.32	
30620 - Weather Observer, Combined Upper Air Or (see 3)	23.27	
Surface Programs		
30621 - Weather Observer, Senior (see 3)	25.35	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	13.62	
31030 - Bus Driver	20.94	
31043 - Driver Courier	13.63	
31260 - Parking and Lot Attendant	9.61	
31290 - Shuttle Bus Driver	14.80	
31310 - Taxi Driver	12.48	
31361 - Truckdriver, Light	14.80	
31362 - Truckdriver, Medium	17.73	
31363 - Truckdriver, Heavy	17.89	
31364 - Truckdriver, Tractor-Trailer	17.89	
99000 - Miscellaneous Occupations		
99030 - Cashier	11.10	
99050 - Desk Clerk	11.32	
99095 - Embalmer	25.32	
99251 - Laboratory Animal Caretaker I	12.33	
99252 - Laboratory Animal Caretaker II	13.23	
99310 - Mortician	25.32	
99410 - Pest Controller	18.38	
99510 - Photofinishing Worker	14.83	
99710 - Recycling Laborer	21.38	
99711 - Recycling Specialist	23.67	
99730 - Refuse Collector	19.26	
99810 - Sales Clerk	12.55	
99820 - School Crossing Guard	13.08	

99830 - Survey Party Chief	28.30
99831 - Surveying Aide	18.63
99832 - Surveying Technician	25.56
99840 - Vending Machine Attendant	18.63
99841 - Vending Machine Repairer	21.51
99842 - Vending Machine Repairer Helper	18.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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)

2) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

3) 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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://www.dol.gov/wdol/scafiles/std/05-2063.txt?v=17>

<http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 insure 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.

WD 15-4323 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016

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
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4323 Revision No.: 2 Date Of Revision: 12/29/2015
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Virginia

Area: Virginia Counties of Brunswick, Buckingham, Charlotte, Greensville, Lunenburg, Mecklenburg, Nottoway, Prince Edward

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.48
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.43
01020 - Administrative Assistant		21.41
01035 - Court Reporter		20.21
01041 - Customer Service Representative I		10.55
01042 - Customer Service Representative II		11.87
01043 - Customer Service Representative III		12.95
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.55
01060 - Dispatcher, Motor Vehicle		18.37
01070 - Document Preparation Clerk		13.44
01090 - Duplicating Machine Operator		13.44
01111 - General Clerk I		12.06
01112 - General Clerk II		13.27
01113 - General Clerk III		17.46
01120 - Housing Referral Assistant		19.65
01141 - Messenger Courier		12.83
01191 - Order Clerk I		15.00
01192 - Order Clerk II		16.38
01261 - Personnel Assistant (Employment) I		15.94
01262 - Personnel Assistant (Employment) II		18.37
01263 - Personnel Assistant (Employment) III		21.22
01270 - Production Control Clerk		21.22
01290 - Rental Clerk		15.94
01300 - Scheduler, Maintenance		15.76
01311 - Secretary I		15.76
01312 - Secretary II		17.63
01313 - Secretary III		19.65
01320 - Service Order Dispatcher		16.34
01410 - Supply Technician		21.41
01420 - Survey Worker		18.37

01460 - Switchboard Operator/Receptionist	15.28
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
01611 - Word Processor I	13.44
01612 - Word Processor II	15.94
01613 - Word Processor III	18.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.01
05010 - Automotive Electrician	20.97
05040 - Automotive Glass Installer	19.97
05070 - Automotive Worker	19.97
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	19.97
05190 - Motor Vehicle Mechanic	22.89
05220 - Motor Vehicle Mechanic Helper	16.96
05250 - Motor Vehicle Upholstery Worker	18.96
05280 - Motor Vehicle Wrecker	19.97
05310 - Painter, Automotive	20.97
05340 - Radiator Repair Specialist	19.97
05370 - Tire Repairer	15.00
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	9.94
07042 - Cook II	11.11
07070 - Dishwasher	8.68
07130 - Food Service Worker	9.72
07210 - Meat Cutter	15.54
07260 - Waiter/Waitress	9.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.83
09040 - Furniture Handler	13.92
09080 - Furniture Refinisher	19.83
09090 - Furniture Refinisher Helper	16.21
09110 - Furniture Repairer, Minor	17.87
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.05
11060 - Elevator Operator	11.05
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.45
11150 - Janitor	11.73
11210 - Laborer, Grounds Maintenance	11.31
11240 - Maid or Houseman	9.37
11260 - Pruner	9.79
11270 - Tractor Operator	12.92
11330 - Trail Maintenance Worker	11.31
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	17.35
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	22.09
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	37.02
12030 - EKG Technician	24.21
12035 - Electroneurodiagnostic Technologist	24.21
12040 - Emergency Medical Technician	17.35
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	14.00
12130 - Medical Laboratory Technician	17.68

12160 - Medical Record Clerk	14.26
12190 - Medical Record Technician	15.95
12195 - Medical Transcriptionist	14.56
12210 - Nuclear Medicine Technologist	33.48
12221 - Nursing Assistant I	9.86
12222 - Nursing Assistant II	11.02
12223 - Nursing Assistant III	12.09
12224 - Nursing Assistant IV	13.58
12235 - Optical Dispenser	19.85
12236 - Optical Technician	15.18
12250 - Pharmacy Technician	13.59
12280 - Phlebotomist	13.57
12305 - Radiologic Technologist	24.97
12311 - Registered Nurse I	23.80
12312 - Registered Nurse II	29.10
12313 - Registered Nurse II, Specialist	29.10
12314 - Registered Nurse III	35.21
12315 - Registered Nurse III, Anesthetist	35.21
12316 - Registered Nurse IV	42.20
12317 - Scheduler (Drug and Alcohol Testing)	24.00
12320 - Substance Abuse Treatment Counselor	15.80
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.59
13012 - Exhibits Specialist II	24.26
13013 - Exhibits Specialist III	29.67
13041 - Illustrator I	20.45
13042 - Illustrator II	25.32
13043 - Illustrator III	30.97
13047 - Librarian	27.53
13050 - Library Aide/Clerk	11.82
13054 - Library Information Technology Systems Administrator	24.86
13058 - Library Technician	17.11
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.07
13063 - Media Specialist III	22.38
13071 - Photographer I	15.30
13072 - Photographer II	17.12
13073 - Photographer III	21.21
13074 - Photographer IV	25.94
13075 - Photographer V	31.38
13090 - Technical Order Library Clerk	14.85
13110 - Video Teleconference Technician	17.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.61
14042 - Computer Operator II	17.46
14043 - Computer Operator III	19.46
14044 - Computer Operator IV	21.63
14045 - Computer Operator V	23.95
14071 - Computer Programmer I	(see 1) 24.99
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.61
14160 - Personal Computer Support Technician	21.63
14170 - System Support Specialist	23.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.42
15020 - Aircrew Training Devices Instructor (Rated)	37.77
15030 - Air Crew Training Devices Instructor (Pilot)	45.27
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	30.06

Occupation	Rate	Code
15070 - Flight Instructor (Pilot)	45.27	NNX11AA01C
15080 - Graphic Artist	26.44	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	39.67	
15086 - Maintenance Test Pilot, Rotary Wing	39.67	
15088 - Non-Maintenance Test/Co-Pilot	39.67	
15090 - Technical Instructor	22.71	
15095 - Technical Instructor/Course Developer	27.77	
15110 - Test Proctor	18.33	
15120 - Tutor	18.32	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.11	
16030 - Counter Attendant	9.10	
16040 - Dry Cleaner	11.58	
16070 - Finisher, Flatwork, Machine	9.11	
16090 - Presser, Hand	9.11	
16110 - Presser, Machine, Drycleaning	9.11	
16130 - Presser, Machine, Shirts	9.11	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.11	
16190 - Sewing Machine Operator	12.42	
16220 - Tailor	13.23	
16250 - Washer, Machine	9.82	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	19.53	
19040 - Tool And Die Maker	23.40	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.19	
21030 - Material Coordinator	21.72	
21040 - Material Expediter	21.72	
21050 - Material Handling Laborer	13.82	
21071 - Order Filler	13.30	
21080 - Production Line Worker (Food Processing)	16.19	
21110 - Shipping Packer	15.18	
21130 - Shipping/Receiving Clerk	15.18	
21140 - Store Worker I	12.07	
21150 - Stock Clerk	16.37	
21210 - Tools And Parts Attendant	16.19	
21410 - Warehouse Specialist	16.19	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	26.15	
23019 - Aircraft Logs and Records Technician	21.46	
23021 - Aircraft Mechanic I	24.99	
23022 - Aircraft Mechanic II	26.15	
23023 - Aircraft Mechanic III	27.35	
23040 - Aircraft Mechanic Helper	19.46	
23050 - Aircraft, Painter	24.03	
23060 - Aircraft Servicer	21.46	
23070 - Aircraft Survival Flight Equipment Technician	24.03	
23080 - Aircraft Worker	22.61	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.61	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.99	
23110 - Appliance Mechanic	18.92	
23120 - Bicycle Repairer	15.83	
23125 - Cable Splicer	26.42	
23130 - Carpenter, Maintenance	19.52	
23140 - Carpet Layer	21.54	
23160 - Electrician, Maintenance	24.34	
23181 - Electronics Technician Maintenance I	22.39	
23182 - Electronics Technician Maintenance II	23.85	
23183 - Electronics Technician Maintenance III	25.03	
23260 - Fabric Worker	17.87	
23290 - Fire Alarm System Mechanic	19.86	
23310 - Fire Extinguisher Repairer	16.34	
23311 - Fuel Distribution System Mechanic	19.86	

23312 - Fuel Distribution System Operator	16.08	NNX11AA01C
23370 - General Maintenance Worker	18.27	
23380 - Ground Support Equipment Mechanic	24.99	
23381 - Ground Support Equipment Servicer	21.46	
23382 - Ground Support Equipment Worker	22.61	
23391 - Gunsmith I	16.34	
23392 - Gunsmith II	18.65	
23393 - Gunsmith III	20.79	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.80	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.04	
23430 - Heavy Equipment Mechanic	21.42	
23440 - Heavy Equipment Operator	20.19	
23460 - Instrument Mechanic	25.41	
23465 - Laboratory/Shelter Mechanic	19.81	
23470 - Laborer	12.44	
23510 - Locksmith	22.37	
23530 - Machinery Maintenance Mechanic	27.28	
23550 - Machinist, Maintenance	20.48	
23580 - Maintenance Trades Helper	16.98	
23591 - Metrology Technician I	25.41	
23592 - Metrology Technician II	26.58	
23593 - Metrology Technician III	27.81	
23640 - Millwright	22.89	
23710 - Office Appliance Repairer	20.01	
23760 - Painter, Maintenance	19.52	
23790 - Pipefitter, Maintenance	21.83	
23810 - Plumber, Maintenance	19.74	
23820 - Pneudraulic Systems Mechanic	20.79	
23850 - Rigger	20.79	
23870 - Scale Mechanic	18.65	
23890 - Sheet-Metal Worker, Maintenance	20.48	
23910 - Small Engine Mechanic	17.94	
23931 - Telecommunications Mechanic I	23.94	
23932 - Telecommunications Mechanic II	25.39	
23950 - Telephone Lineman	24.65	
23960 - Welder, Combination, Maintenance	19.82	
23965 - Well Driller	24.78	
23970 - Woodcraft Worker	20.79	
23980 - Woodworker	16.34	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.31	
24570 - Child Care Attendant	9.74	
24580 - Child Care Center Clerk	13.37	
24610 - Chore Aide	8.38	
24620 - Family Readiness And Support Services Coordinator	14.31	
24630 - Homemaker	14.76	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	21.28	
25040 - Sewage Plant Operator	19.90	
25070 - Stationary Engineer	21.28	
25190 - Ventilation Equipment Tender	16.98	
25210 - Water Treatment Plant Operator	19.90	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.29	
27007 - Baggage Inspector	12.25	
27008 - Corrections Officer	18.21	
27010 - Court Security Officer	21.30	
27030 - Detection Dog Handler	13.70	
27040 - Detention Officer	18.21	
27070 - Firefighter	22.67	
27101 - Guard I	12.25	
27102 - Guard II	13.70	

27131 - Police Officer I	23.07	NNX11AA01C
27132 - Police Officer II	25.67	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	10.21	
28042 - Carnival Equipment Repairer	10.86	
28043 - Carnival Worker	8.31	
28210 - Gate Attendant/Gate Tender	13.72	
28310 - Lifeguard	11.95	
28350 - Park Attendant (Aide)	15.35	
28510 - Recreation Aide/Health Facility Attendant	11.10	
28515 - Recreation Specialist	17.97	
28630 - Sports Official	12.22	
28690 - Swimming Pool Operator	16.74	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	18.90	
29020 - Hatch Tender	18.90	
29030 - Line Handler	18.90	
29041 - Stevedore I	17.64	
29042 - Stevedore II	20.08	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.17	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.72	
30021 - Archeological Technician I	17.41	
30022 - Archeological Technician II	19.48	
30023 - Archeological Technician III	24.13	
30030 - Cartographic Technician	24.13	
30040 - Civil Engineering Technician	24.53	
30051 - Cryogenic Technician I	22.47	
30052 - Cryogenic Technician II	24.81	
30061 - Drafter/CAD Operator I	17.41	
30062 - Drafter/CAD Operator II	19.48	
30063 - Drafter/CAD Operator III	21.71	
30064 - Drafter/CAD Operator IV	26.72	
30081 - Engineering Technician I	16.82	
30082 - Engineering Technician II	18.88	
30083 - Engineering Technician III	21.11	
30084 - Engineering Technician IV	26.16	
30085 - Engineering Technician V	32.00	
30086 - Engineering Technician VI	38.72	
30090 - Environmental Technician	20.53	
30095 - Evidence Control Specialist	20.29	
30210 - Laboratory Technician	23.16	
30221 - Latent Fingerprint Technician I	22.47	
30222 - Latent Fingerprint Technician II	24.81	
30240 - Mathematical Technician	24.14	
30361 - Paralegal/Legal Assistant I	18.62	
30362 - Paralegal/Legal Assistant II	24.16	
30363 - Paralegal/Legal Assistant III	29.54	
30364 - Paralegal/Legal Assistant IV	35.74	
30375 - Petroleum Supply Specialist	24.81	
30390 - Photo-Optics Technician	24.14	
30395 - Radiation Control Technician	24.81	
30461 - Technical Writer I	25.23	
30462 - Technical Writer II	30.85	
30463 - Technical Writer III	34.14	
30491 - Unexploded Ordnance (UXO) Technician I	23.20	
30492 - Unexploded Ordnance (UXO) Technician II	28.06	
30493 - Unexploded Ordnance (UXO) Technician III	33.64	
30494 - Unexploded (UXO) Safety Escort	23.20	
30495 - Unexploded (UXO) Sweep Personnel	23.20	
30501 - Weather Forecaster I	22.47	
30502 - Weather Forecaster II	27.32	
30620 - Weather Observer, Combined Upper Air Or (see 2,3)	21.71	

30621 - Weather Observer, Senior	(see 2,3)	24.13	NNX11AA01C
31000 - Transportation/Mobile Equipment Operation Occupations			
31010 - Airplane Pilot		28.06	
31020 - Bus Aide		10.61	
31030 - Bus Driver		14.82	
31043 - Driver Courier		13.21	
31260 - Parking and Lot Attendant		8.57	
31290 - Shuttle Bus Driver		13.39	
31310 - Taxi Driver		10.85	
31361 - Truckdriver, Light		14.22	
31362 - Truckdriver, Medium		17.89	
31363 - Truckdriver, Heavy		18.44	
31364 - Truckdriver, Tractor-Trailer		18.44	
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist		13.68	
99030 - Cashier		9.69	
99050 - Desk Clerk		10.71	
99095 - Embalmer		30.04	
99130 - Flight Follower		23.19	
99251 - Laboratory Animal Caretaker I		10.12	
99252 - Laboratory Animal Caretaker II		10.82	
99260 - Marketing Analyst		20.32	
99310 - Mortician		32.89	
99410 - Pest Controller		19.42	
99510 - Photofinishing Worker		13.94	
99710 - Recycling Laborer		15.35	
99711 - Recycling Specialist		17.59	
99730 - Refuse Collector		13.75	
99810 - Sales Clerk		13.16	
99820 - School Crossing Guard		13.35	
99830 - Survey Party Chief		19.56	
99831 - Surveying Aide		12.80	
99832 - Surveying Technician		17.53	
99840 - Vending Machine Attendant		14.15	
99841 - Vending Machine Repairer		16.80	
99842 - Vending Machine Repairer Helper		14.15	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because

most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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).

3) 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)).

WD 05-2355 (Rev.-17) was first posted on www.wdol.gov on 01/05/2016

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.: 2005-2355
Revision No.: 17
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Mercer

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.46
01191 - Order Clerk I		15.52
01192 - Order Clerk II		17.25
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		21.31
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		13.50
01532 - Travel Clerk II		14.17
01533 - Travel Clerk III		15.10

Occupation Code - Description	Rate	Code
01611 - Word Processor I	17.62	NNX11AA01C
01612 - Word Processor II	19.79	
01613 - Word Processor III	22.13	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	24.21	
05010 - Automotive Electrician	28.50	
05040 - Automotive Glass Installer	27.61	
05070 - Automotive Worker	27.61	
05110 - Mobile Equipment Servicer	25.23	
05130 - Motor Equipment Metal Mechanic	29.68	
05160 - Motor Equipment Metal Worker	27.61	
05190 - Motor Vehicle Mechanic	29.68	
05220 - Motor Vehicle Mechanic Helper	24.05	
05250 - Motor Vehicle Upholstery Worker	26.42	
05280 - Motor Vehicle Wrecker	27.61	
05310 - Painter, Automotive	28.80	
05340 - Radiator Repair Specialist	27.61	
05370 - Tire Repairer	14.60	
05400 - Transmission Repair Specialist	29.68	
07000 - Food Preparation And Service Occupations		
07010 - Baker	16.41	
07041 - Cook I	15.41	
07042 - Cook II	16.80	
07070 - Dishwasher	9.86	
07130 - Food Service Worker	12.77	
07210 - Meat Cutter	19.20	
07260 - Waiter/Waitress	12.67	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	20.59	
09040 - Furniture Handler	15.26	
09080 - Furniture Refinisher	19.39	
09090 - Furniture Refinisher Helper	16.60	
09110 - Furniture Repairer, Minor	17.99	
09130 - Upholsterer	17.53	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	12.94	
11060 - Elevator Operator	12.94	
11090 - Gardener	18.71	
11122 - Housekeeping Aide	15.70	
11150 - Janitor	15.70	
11210 - Laborer, Grounds Maintenance	15.89	
11240 - Maid or Houseman	13.34	
11260 - Pruner	14.89	
11270 - Tractor Operator	17.68	
11330 - Trail Maintenance Worker	15.89	
11360 - Window Cleaner	16.80	
12000 - Health Occupations		
12010 - Ambulance Driver	25.29	
12011 - Breath Alcohol Technician	24.87	
12012 - Certified Occupational Therapist Assistant	24.12	
12015 - Certified Physical Therapist Assistant	22.28	
12020 - Dental Assistant	16.75	
12025 - Dental Hygienist	35.31	
12030 - EKG Technician	28.65	
12035 - Electroneurodiagnostic Technologist	28.65	
12040 - Emergency Medical Technician	25.29	
12071 - Licensed Practical Nurse I	21.76	
12072 - Licensed Practical Nurse II	24.34	
12073 - Licensed Practical Nurse III	24.48	
12100 - Medical Assistant	16.66	
12130 - Medical Laboratory Technician	20.63	
12160 - Medical Record Clerk	18.71	
12190 - Medical Record Technician	20.55	
12195 - Medical Transcriptionist	19.01	
12210 - Nuclear Medicine Technologist	36.93	

12221 - Nursing Assistant I	12.37	NNX11AA01C
12222 - Nursing Assistant II	13.91	
12223 - Nursing Assistant III	15.82	
12224 - Nursing Assistant IV	16.79	
12235 - Optical Dispenser	24.64	
12236 - Optical Technician	16.64	
12250 - Pharmacy Technician	14.58	
12280 - Phlebotomist	16.79	
12305 - Radiologic Technologist	28.08	
12311 - Registered Nurse I	32.76	
12312 - Registered Nurse II	38.41	
12313 - Registered Nurse II, Specialist	38.41	
12314 - Registered Nurse III	49.39	
12315 - Registered Nurse III, Anesthetist	49.39	
12316 - Registered Nurse IV	59.22	
12317 - Scheduler (Drug and Alcohol Testing)	26.17	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	27.03	
13012 - Exhibits Specialist II	33.49	
13013 - Exhibits Specialist III	40.95	
13041 - Illustrator I	26.51	
13042 - Illustrator II	33.23	
13043 - Illustrator III	40.66	
13047 - Librarian	36.15	
13050 - Library Aide/Clerk	15.79	
13054 - Library Information Technology Systems Administrator	32.65	
13058 - Library Technician	25.05	
13061 - Media Specialist I	23.57	
13062 - Media Specialist II	26.35	
13063 - Media Specialist III	29.39	
13071 - Photographer I	21.29	
13072 - Photographer II	24.10	
13073 - Photographer III	32.88	
13074 - Photographer IV	41.76	
13075 - Photographer V	45.54	
13110 - Video Teleconference Technician	24.33	
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.00	
14042 - Computer Operator II	21.26	
14043 - Computer Operator III	23.71	
14044 - Computer Operator IV	26.35	
14045 - Computer Operator V	29.17	
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	19.00	
14160 - Personal Computer Support Technician	28.75	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54	
15020 - Aircrew Training Devices Instructor (Rated)	43.75	
15030 - Air Crew Training Devices Instructor (Pilot)	52.46	
15050 - Computer Based Training Specialist / Instructor	39.54	
15060 - Educational Technologist	34.57	
15070 - Flight Instructor (Pilot)	52.46	
15080 - Graphic Artist	35.27	
15090 - Technical Instructor	27.17	
15095 - Technical Instructor/Course Developer	32.84	
15110 - Test Proctor	21.67	
15120 - Tutor	21.67	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	9.82	NNX11AA01C
16030 - Counter Attendant	9.82	
16040 - Dry Cleaner	12.95	
16070 - Finisher, Flatwork, Machine	9.82	
16090 - Presser, Hand	9.82	
16110 - Presser, Machine, Drycleaning	9.82	
16130 - Presser, Machine, Shirts	9.82	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.82	
16190 - Sewing Machine Operator	13.89	
16220 - Tailor	14.75	
16250 - Washer, Machine	10.83	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	22.45	
19040 - Tool And Die Maker	25.59	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	19.96	
21030 - Material Coordinator	23.51	
21040 - Material Expediter	23.51	
21050 - Material Handling Laborer	14.07	
21071 - Order Filler	15.41	
21080 - Production Line Worker (Food Processing)	19.96	
21110 - Shipping Packer	15.28	
21130 - Shipping/Receiving Clerk	15.28	
21140 - Store Worker I	15.37	
21150 - Stock Clerk	18.56	
21210 - Tools And Parts Attendant	18.66	
21410 - Warehouse Specialist	18.66	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	31.75	
23021 - Aircraft Mechanic I	27.11	
23022 - Aircraft Mechanic II	29.84	
23023 - Aircraft Mechanic III	30.71	
23040 - Aircraft Mechanic Helper	21.96	
23050 - Aircraft, Painter	23.33	
23060 - Aircraft Servicer	23.86	
23080 - Aircraft Worker	24.93	
23110 - Appliance Mechanic	21.33	
23120 - Bicycle Repairer	14.60	
23125 - Cable Splicer	31.92	
23130 - Carpenter, Maintenance	29.55	
23140 - Carpet Layer	27.05	
23160 - Electrician, Maintenance	36.84	
23181 - Electronics Technician Maintenance I	24.19	
23182 - Electronics Technician Maintenance II	25.39	
23183 - Electronics Technician Maintenance III	26.96	
23260 - Fabric Worker	28.00	
23290 - Fire Alarm System Mechanic	21.80	
23310 - Fire Extinguisher Repairer	22.94	
23311 - Fuel Distribution System Mechanic	29.02	
23312 - Fuel Distribution System Operator	27.37	
23370 - General Maintenance Worker	22.57	
23380 - Ground Support Equipment Mechanic	27.11	
23381 - Ground Support Equipment Servicer	23.86	
23382 - Ground Support Equipment Worker	24.93	
23391 - Gunsmith I	22.94	
23392 - Gunsmith II	25.04	
23393 - Gunsmith III	27.25	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93	
23430 - Heavy Equipment Mechanic	26.10	
23440 - Heavy Equipment Operator	34.30	
23460 - Instrument Mechanic	30.86	
23465 - Laboratory/Shelter Mechanic	26.21	

23470 - Laborer	13.99	NNX11AA01C
23510 - Locksmith	20.70	
23530 - Machinery Maintenance Mechanic	23.95	
23550 - Machinist, Maintenance	19.74	
23580 - Maintenance Trades Helper	15.98	
23591 - Metrology Technician I	30.86	
23592 - Metrology Technician II	33.37	
23593 - Metrology Technician III	34.09	
23640 - Millwright	29.72	
23710 - Office Appliance Repairer	21.80	
23760 - Painter, Maintenance	22.59	
23790 - Pipefitter, Maintenance	31.75	
23810 - Plumber, Maintenance	29.96	
23820 - Pneudraulic Systems Mechanic	27.25	
23850 - Rigger	24.36	
23870 - Scale Mechanic	25.04	
23890 - Sheet-Metal Worker, Maintenance	29.46	
23910 - Small Engine Mechanic	20.32	
23931 - Telecommunications Mechanic I	30.03	
23932 - Telecommunications Mechanic II	31.10	
23950 - Telephone Lineman	30.03	
23960 - Welder, Combination, Maintenance	22.17	
23965 - Well Driller	23.98	
23970 - Woodcraft Worker	26.38	
23980 - Woodworker	20.56	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	13.05	
24580 - Child Care Center Clerk	16.27	
24610 - Chore Aide	11.33	
24620 - Family Readiness And Support Services Coordinator	16.30	
24630 - Homemaker	18.08	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	29.03	
25040 - Sewage Plant Operator	25.19	
25070 - Stationary Engineer	29.03	
25190 - Ventilation Equipment Tender	24.54	
25210 - Water Treatment Plant Operator	25.31	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	19.12	
27007 - Baggage Inspector	17.98	
27008 - Corrections Officer	30.97	
27010 - Court Security Officer	30.66	
27030 - Detection Dog Handler	20.36	
27040 - Detention Officer	30.97	
27070 - Firefighter	31.42	
27101 - Guard I	17.98	
27102 - Guard II	20.36	
27131 - Police Officer I	32.37	
27132 - Police Officer II	35.94	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.91	
28042 - Carnival Equipment Repairer	13.49	
28043 - Carnival Equipment Worker	10.96	
28210 - Gate Attendant/Gate Tender	16.49	
28310 - Lifeguard	13.00	
28350 - Park Attendant (Aide)	18.46	
28510 - Recreation Aide/Health Facility Attendant	14.69	
28515 - Recreation Specialist	19.56	
28630 - Sports Official	14.69	
28690 - Swimming Pool Operator	18.46	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	27.55	
29020 - Hatch Tender	27.55	
29030 - Line Handler	27.55	

29041 - Stevedore I	26.15	NNX11AA01C
29042 - Stevedore II	28.31	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.33	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.82	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.63	
30021 - Archeological Technician I	20.00	
30022 - Archeological Technician II	22.02	
30023 - Archeological Technician III	27.27	
30030 - Cartographic Technician	27.27	
30040 - Civil Engineering Technician	25.21	
30061 - Drafter/CAD Operator I	19.69	
30062 - Drafter/CAD Operator II	22.02	
30063 - Drafter/CAD Operator III	24.55	
30064 - Drafter/CAD Operator IV	30.20	
30081 - Engineering Technician I	19.98	
30082 - Engineering Technician II	22.47	
30083 - Engineering Technician III	25.28	
30084 - Engineering Technician IV	31.22	
30085 - Engineering Technician V	38.08	
30086 - Engineering Technician VI	46.20	
30090 - Environmental Technician	22.74	
30210 - Laboratory Technician	21.37	
30240 - Mathematical Technician	26.78	
30361 - Paralegal/Legal Assistant I	23.36	
30362 - Paralegal/Legal Assistant II	28.94	
30363 - Paralegal/Legal Assistant III	35.39	
30364 - Paralegal/Legal Assistant IV	42.84	
30390 - Photo-Optics Technician	27.27	
30461 - Technical Writer I	26.41	
30462 - Technical Writer II	32.29	
30463 - Technical Writer III	39.10	
30491 - Unexploded Ordnance (UXO) Technician I	25.63	
30492 - Unexploded Ordnance (UXO) Technician II	31.02	
30493 - Unexploded Ordnance (UXO) Technician III	37.18	
30494 - Unexploded (UXO) Safety Escort	25.63	
30495 - Unexploded (UXO) Sweep Personnel	25.63	
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.55	
Surface Programs		
30621 - Weather Observer, Senior (see 2)	27.27	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	16.06	
31030 - Bus Driver	18.97	
31043 - Driver Courier	17.02	
31260 - Parking and Lot Attendant	10.05	
31290 - Shuttle Bus Driver	17.80	
31310 - Taxi Driver	18.60	
31361 - Truckdriver, Light	17.80	
31362 - Truckdriver, Medium	18.62	
31363 - Truckdriver, Heavy	24.52	
31364 - Truckdriver, Tractor-Trailer	24.52	
99000 - Miscellaneous Occupations		
99030 - Cashier	10.53	
99050 - Desk Clerk	13.34	
99095 - Embalmer	30.19	
99251 - Laboratory Animal Caretaker I	12.33	
99252 - Laboratory Animal Caretaker II	12.91	
99310 - Mortician	34.44	
99410 - Pest Controller	16.49	
99510 - Photofinishing Worker	16.23	
99710 - Recycling Laborer	19.55	
99711 - Recycling Specialist	21.96	
99730 - Refuse Collector	18.36	
99810 - Sales Clerk	14.70	
99820 - School Crossing Guard	15.37	

99830 - Survey Party Chief	23.67	NNX11AA01C
99831 - Surveying Aide	15.50	
99832 - Surveying Technician	20.42	
99840 - Vending Machine Attendant	20.17	
99841 - Vending Machine Repairer	22.36	
99842 - Vending Machine Repairer Helper	20.04	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks 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, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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)

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (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 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, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 insure 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.

***** THIS WAGE DETERMINATION WAS REPLACED 01/03/2017 *****

WD 15-4209 (Rev.-1) was first posted on www.wdol.gov on 10/18/2016

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4209
Revision No.: 1
Date Of Revision: 10/11/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey Counties of Hunterdon, Somerset

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.54
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		31.09
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		14.74
01042 - Customer Service Representative II		16.57
01043 - Customer Service Representative III		18.08
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		13.57
01191 - Order Clerk I		17.35
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		18.55
01410 - Supply Technician		31.09
01420 - Survey Worker		21.64

Occupation Code - Description	Rate	Code
01460 - Switchboard Operator/Receptionist	15.67	NNX11AA01C
01531 - Travel Clerk I	14.64	
01532 - Travel Clerk II	15.88	
01533 - Travel Clerk III	17.17	
01611 - Word Processor I	17.62	
01612 - Word Processor II	19.79	
01613 - Word Processor III	22.13	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	29.36	
05010 - Automotive Electrician	28.50	
05040 - Automotive Glass Installer	27.31	
05070 - Automotive Worker	27.31	
05110 - Mobile Equipment Servicer	24.42	
05130 - Motor Equipment Metal Mechanic	29.68	
05160 - Motor Equipment Metal Worker	27.31	
05190 - Motor Vehicle Mechanic	29.68	
05220 - Motor Vehicle Mechanic Helper	23.15	
05250 - Motor Vehicle Upholstery Worker	26.12	
05280 - Motor Vehicle Wrecker	27.31	
05310 - Painter, Automotive	28.50	
05340 - Radiator Repair Specialist	27.31	
05370 - Tire Repairer	17.20	
05400 - Transmission Repair Specialist	29.68	
07000 - Food Preparation And Service Occupations		
07010 - Baker	18.00	
07041 - Cook I	15.06	
07042 - Cook II	16.80	
07070 - Dishwasher	9.40	
07130 - Food Service Worker	12.02	
07210 - Meat Cutter	19.20	
07260 - Waiter/Waitress	12.67	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	21.17	
09040 - Furniture Handler	16.74	
09080 - Furniture Refinisher	21.17	
09090 - Furniture Refinisher Helper	17.77	
09110 - Furniture Repairer, Minor	19.47	
09130 - Upholsterer	21.17	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	12.94	
11060 - Elevator Operator	14.23	
11090 - Gardener	19.34	
11122 - Housekeeping Aide	15.70	
11150 - Janitor	15.70	
11210 - Laborer, Grounds Maintenance	15.89	
11240 - Maid or Houseman	13.34	
11260 - Pruner	14.75	
11270 - Tractor Operator	18.12	
11330 - Trail Maintenance Worker	15.89	
11360 - Window Cleaner	16.95	
12000 - Health Occupations		
12010 - Ambulance Driver	22.50	
12011 - Breath Alcohol Technician	23.94	
12012 - Certified Occupational Therapist Assistant	26.53	
12015 - Certified Physical Therapist Assistant	24.51	
12020 - Dental Assistant	18.51	
12025 - Dental Hygienist	38.84	
12030 - EKG Technician	31.52	
12035 - Electroneurodiagnostic Technologist	31.52	
12040 - Emergency Medical Technician	22.50	
12071 - Licensed Practical Nurse I	21.76	
12072 - Licensed Practical Nurse II	24.34	
12073 - Licensed Practical Nurse III	26.68	
12100 - Medical Assistant	16.66	
12130 - Medical Laboratory Technician	22.69	

12160 - Medical Record Clerk	19.80
12190 - Medical Record Technician	22.61
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	40.62
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.86
12280 - Phlebotomist	17.47
12305 - Radiologic Technologist	30.89
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	28.79
12320 - Substance Abuse Treatment Counselor	22.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.19
13013 - Exhibits Specialist III	35.62
13041 - Illustrator I	25.89
13042 - Illustrator II	32.08
13043 - Illustrator III	35.62
13047 - Librarian	36.42
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	24.10
13061 - Media Specialist I	20.90
13062 - Media Specialist II	23.10
13063 - Media Specialist III	25.74
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	29.53
13074 - Photographer IV	36.11
13075 - Photographer V	43.69
13090 - Technical Order Library Clerk	16.57
13110 - Video Teleconference Technician	24.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.35
14045 - Computer Operator V	29.17
14071 - Computer Programmer I	(see 1) 27.56
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	19.00
14160 - Personal Computer Support Technician	26.35
14170 - System Support Specialist	38.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	36.58

Occupation	Value	Code
15070 - Flight Instructor (Pilot)	52.46	NNX11AA01C
15080 - Graphic Artist	33.72	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.16	
15086 - Maintenance Test Pilot, Rotary Wing	46.16	
15088 - Non-Maintenance Test/Co-Pilot	46.16	
15090 - Technical Instructor	31.19	
15095 - Technical Instructor/Course Developer	38.04	
15110 - Test Proctor	25.11	
15120 - Tutor	25.11	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	11.13	
16030 - Counter Attendant	11.13	
16040 - Dry Cleaner	14.46	
16070 - Finisher, Flatwork, Machine	11.13	
16090 - Presser, Hand	11.13	
16110 - Presser, Machine, Drycleaning	11.13	
16130 - Presser, Machine, Shirts	11.13	
16160 - Presser, Machine, Wearing Apparel, Laundry	11.13	
16190 - Sewing Machine Operator	15.49	
16220 - Tailor	16.49	
16250 - Washer, Machine	12.45	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	22.90	
19040 - Tool And Die Maker	26.63	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.05	
21030 - Material Coordinator	23.51	
21040 - Material Expediter	23.51	
21050 - Material Handling Laborer	14.24	
21071 - Order Filler	13.99	
21080 - Production Line Worker (Food Processing)	17.05	
21110 - Shipping Packer	15.80	
21130 - Shipping/Receiving Clerk	15.80	
21140 - Store Worker I	15.92	
21150 - Stock Clerk	19.96	
21210 - Tools And Parts Attendant	17.05	
21410 - Warehouse Specialist	17.05	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.90	
23019 - Aircraft Logs and Records Technician	25.21	
23021 - Aircraft Mechanic I	28.79	
23022 - Aircraft Mechanic II	29.90	
23023 - Aircraft Mechanic III	31.02	
23040 - Aircraft Mechanic Helper	22.39	
23050 - Aircraft, Painter	27.70	
23060 - Aircraft Servicer	25.21	
23070 - Aircraft Survival Flight Equipment Technician	27.70	
23080 - Aircraft Worker	26.56	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.56	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.79	
23110 - Appliance Mechanic	25.62	
23120 - Bicycle Repairer	18.85	
23125 - Cable Splicer	40.18	
23130 - Carpenter, Maintenance	29.89	
23140 - Carpet Layer	27.98	
23160 - Electrician, Maintenance	36.84	
23181 - Electronics Technician Maintenance I	25.65	
23182 - Electronics Technician Maintenance II	26.75	
23183 - Electronics Technician Maintenance III	27.80	
23260 - Fabric Worker	28.00	
23290 - Fire Alarm System Mechanic	22.21	
23310 - Fire Extinguisher Repairer	23.79	
23311 - Fuel Distribution System Mechanic	31.96	

23312 - Fuel Distribution System Operator	27.17	NNX11AA01C
23370 - General Maintenance Worker	24.67	
23380 - Ground Support Equipment Mechanic	28.79	
23381 - Ground Support Equipment Servicer	25.21	
23382 - Ground Support Equipment Worker	26.56	
23391 - Gunsmith I	23.79	
23392 - Gunsmith II	26.56	
23393 - Gunsmith III	28.79	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.72	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93	
23430 - Heavy Equipment Mechanic	27.29	
23440 - Heavy Equipment Operator	34.30	
23460 - Instrument Mechanic	32.42	
23465 - Laboratory/Shelter Mechanic	27.70	
23470 - Laborer	14.74	
23510 - Locksmith	22.77	
23530 - Machinery Maintenance Mechanic	25.95	
23550 - Machinist, Maintenance	21.98	
23580 - Maintenance Trades Helper	15.09	
23591 - Metrology Technician I	32.42	
23592 - Metrology Technician II	33.68	
23593 - Metrology Technician III	34.93	
23640 - Millwright	31.22	
23710 - Office Appliance Repairer	22.16	
23760 - Painter, Maintenance	26.69	
23790 - Pipefitter, Maintenance	33.20	
23810 - Plumber, Maintenance	32.93	
23820 - Pneudraulic Systems Mechanic	28.79	
23850 - Rigger	26.80	
23870 - Scale Mechanic	26.56	
23890 - Sheet-Metal Worker, Maintenance	29.46	
23910 - Small Engine Mechanic	19.34	
23931 - Telecommunications Mechanic I	32.01	
23932 - Telecommunications Mechanic II	33.25	
23950 - Telephone Lineman	32.90	
23960 - Welder, Combination, Maintenance	23.01	
23965 - Well Driller	27.77	
23970 - Woodcraft Worker	28.79	
23980 - Woodworker	23.61	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.07	
24570 - Child Care Attendant	13.38	
24580 - Child Care Center Clerk	16.51	
24610 - Chore Aide	11.67	
24620 - Family Readiness And Support Services Coordinator	16.07	
24630 - Homemaker	19.66	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	29.03	
25040 - Sewage Plant Operator	27.36	
25070 - Stationary Engineer	29.03	
25190 - Ventilation Equipment Tender	23.71	
25210 - Water Treatment Plant Operator	27.36	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	21.03	
27007 - Baggage Inspector	17.98	
27008 - Corrections Officer	33.99	
27010 - Court Security Officer	33.73	
27030 - Detection Dog Handler	19.18	
27040 - Detention Officer	33.99	
27070 - Firefighter	34.56	
27101 - Guard I	17.98	
27102 - Guard II	19.18	

27131 - Police Officer I	35.61	NNX11AA01C
27132 - Police Officer II	39.53	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.28	
28042 - Carnival Equipment Repairer	13.84	
28043 - Carnival Worker	10.96	
28210 - Gate Attendant/Gate Tender	16.49	
28310 - Lifeguard	13.00	
28350 - Park Attendant (Aide)	18.46	
28510 - Recreation Aide/Health Facility Attendant	13.48	
28515 - Recreation Specialist	22.22	
28630 - Sports Official	14.69	
28690 - Swimming Pool Operator	13.61	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	30.40	
29020 - Hatch Tender	30.40	
29030 - Line Handler	30.40	
29041 - Stevedore I	28.84	
29042 - Stevedore II	33.35	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.72	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.76	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.68	
30021 - Archeological Technician I	19.73	
30022 - Archeological Technician II	22.02	
30023 - Archeological Technician III	27.27	
30030 - Cartographic Technician	27.27	
30040 - Civil Engineering Technician	25.38	
30051 - Cryogenic Technician I	28.69	
30052 - Cryogenic Technician II	31.69	
30061 - Drafter/CAD Operator I	19.69	
30062 - Drafter/CAD Operator II	22.02	
30063 - Drafter/CAD Operator III	24.55	
30064 - Drafter/CAD Operator IV	30.20	
30081 - Engineering Technician I	19.16	
30082 - Engineering Technician II	22.24	
30083 - Engineering Technician III	25.28	
30084 - Engineering Technician IV	31.22	
30085 - Engineering Technician V	38.08	
30086 - Engineering Technician VI	46.20	
30090 - Environmental Technician	21.50	
30095 - Evidence Control Specialist	25.90	
30210 - Laboratory Technician	23.31	
30221 - Latent Fingerprint Technician I	25.33	
30222 - Latent Fingerprint Technician II	27.98	
30240 - Mathematical Technician	26.78	
30361 - Paralegal/Legal Assistant I	23.36	
30362 - Paralegal/Legal Assistant II	28.94	
30363 - Paralegal/Legal Assistant III	35.39	
30364 - Paralegal/Legal Assistant IV	42.84	
30375 - Petroleum Supply Specialist	31.69	
30390 - Photo-Optics Technician	27.27	
30395 - Radiation Control Technician	31.69	
30461 - Technical Writer I	26.41	
30462 - Technical Writer II	32.29	
30463 - Technical Writer III	39.17	
30491 - Unexploded Ordnance (UXO) Technician I	26.51	
30492 - Unexploded Ordnance (UXO) Technician II	32.07	
30493 - Unexploded Ordnance (UXO) Technician III	38.44	
30494 - Unexploded (UXO) Safety Escort	26.51	
30495 - Unexploded (UXO) Sweep Personnel	26.51	
30501 - Weather Forecaster I	28.69	
30502 - Weather Forecaster II	34.89	
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.55	

30621 - Weather Observer, Senior	(see 2)	27.27	NNX11AA01C
31000 - Transportation/Mobile Equipment Operation Occupations			
31010 - Airplane Pilot		32.07	
31020 - Bus Aide		18.04	
31030 - Bus Driver		21.88	
31043 - Driver Courier		16.75	
31260 - Parking and Lot Attendant		10.60	
31290 - Shuttle Bus Driver		17.80	
31310 - Taxi Driver		13.23	
31361 - Truckdriver, Light		17.80	
31362 - Truckdriver, Medium		18.87	
31363 - Truckdriver, Heavy		24.52	
31364 - Truckdriver, Tractor-Trailer		24.52	
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist		15.64	
99030 - Cashier		10.53	
99050 - Desk Clerk		13.34	
99095 - Embalmer		30.62	
99130 - Flight Follower		26.51	
99251 - Laboratory Animal Caretaker I		12.33	
99252 - Laboratory Animal Caretaker II		13.11	
99260 - Marketing Analyst		36.54	
99310 - Mortician		35.47	
99410 - Pest Controller		19.51	
99510 - Photofinishing Worker		16.23	
99710 - Recycling Laborer		19.78	
99711 - Recycling Specialist		22.62	
99730 - Refuse Collector		18.36	
99810 - Sales Clerk		14.70	
99820 - School Crossing Guard		15.55	
99830 - Survey Party Chief		28.08	
99831 - Surveying Aide		17.03	
99832 - Surveying Technician		22.46	
99840 - Vending Machine Attendant		13.66	
99841 - Vending Machine Repairer		17.44	
99842 - Vending Machine Repairer Helper		14.72	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks 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, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive,

administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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.

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. NNX11AA01C

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)).

WD 15-2439 (Rev.-2) was first posted on www.wdol.gov on 01/03/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-2439
Revision No.: 2
Date Of Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 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 calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Oregon

Area: Oregon Counties of Benton, Coos, Curry, Deschutes, Douglas, Jackson, Josephine, Lane, Linn

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.45
01012 - Accounting Clerk II		13.97
01013 - Accounting Clerk III		15.63
01020 - Administrative Assistant		19.08
01035 - Court Reporter		15.69
01051 - Data Entry Operator I		12.11
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		18.24
01070 - Document Preparation Clerk		12.36
01090 - Duplicating Machine Operator		12.36
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.50
01141 - Messenger Courier		12.76
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.14
01261 - Personnel Assistant (Employment) I		14.55
01262 - Personnel Assistant (Employment) II		15.93
01263 - Personnel Assistant (Employment) III		17.76
01270 - Production Control Clerk		18.40
01290 - Rental Clerk		12.87
01300 - Scheduler, Maintenance		14.03
01311 - Secretary I		14.03
01312 - Secretary II		15.69
01313 - Secretary III		17.50
01320 - Service Order Dispatcher		16.24
01410 - Supply Technician		19.08
01420 - Survey Worker		14.05
01460 - Switchboard Operator/Receptionist		12.12
01531 - Travel Clerk I		13.58
01532 - Travel Clerk II		14.74

01533 - Travel Clerk III	15.86
01611 - Word Processor I	12.90
01612 - Word Processor II	14.48
01613 - Word Processor III	16.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	17.35
05040 - Automotive Glass Installer	16.16
05070 - Automotive Worker	16.54
05110 - Mobile Equipment Servicer	14.57
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.54
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.72
05280 - Motor Vehicle Wrecker	16.54
05310 - Painter, Automotive	18.65
05340 - Radiator Repair Specialist	16.54
05370 - Tire Repairer	12.48
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.30
07042 - Cook II	12.78
07070 - Dishwasher	9.03
07130 - Food Service Worker	9.63
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.14
09040 - Furniture Handler	11.65
09080 - Furniture Refinisher	15.14
09090 - Furniture Refinisher Helper	12.25
09110 - Furniture Repairer, Minor	13.73
09130 - Upholsterer	15.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.58
11060 - Elevator Operator	11.27
11090 - Gardener	15.72
11122 - Housekeeping Aide	11.27
11150 - Janitor	11.27
11210 - Laborer, Grounds Maintenance	13.06
11240 - Maid or Houseman	9.64
11260 - Pruner	12.52
11270 - Tractor Operator	14.99
11330 - Trail Maintenance Worker	13.06
11360 - Window Cleaner	12.27
12000 - Health Occupations	
12010 - Ambulance Driver	18.48
12011 - Breath Alcohol Technician	17.13
12012 - Certified Occupational Therapist Assistant	23.51
12015 - Certified Physical Therapist Assistant	23.51
12020 - Dental Assistant	17.52
12025 - Dental Hygienist	36.40
12030 - EKG Technician	28.16
12035 - Electroneurodiagnostic Technologist	28.16
12040 - Emergency Medical Technician	18.48
12071 - Licensed Practical Nurse I	15.32
12072 - Licensed Practical Nurse II	17.13
12073 - Licensed Practical Nurse III	19.11
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	16.86
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	15.75
12195 - Medical Transcriptionist	16.84

12210 - Nuclear Medicine Technologist	37.66	NNX11AA01C
12221 - Nursing Assistant I	9.88	
12222 - Nursing Assistant II	11.11	
12223 - Nursing Assistant III	12.12	
12224 - Nursing Assistant IV	13.60	
12235 - Optical Dispenser	15.26	
12236 - Optical Technician	15.32	
12250 - Pharmacy Technician	16.80	
12280 - Phlebotomist	13.60	
12305 - Radiologic Technologist	28.82	
12311 - Registered Nurse I	22.98	
12312 - Registered Nurse II	28.11	
12313 - Registered Nurse II, Specialist	28.11	
12314 - Registered Nurse III	34.01	
12315 - Registered Nurse III, Anesthetist	34.01	
12316 - Registered Nurse IV	40.76	
12317 - Scheduler (Drug and Alcohol Testing)	21.23	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	19.45	
13012 - Exhibits Specialist II	24.11	
13013 - Exhibits Specialist III	29.49	
13041 - Illustrator I	19.45	
13042 - Illustrator II	24.11	
13043 - Illustrator III	29.49	
13047 - Librarian	26.69	
13050 - Library Aide/Clerk	14.56	
13054 - Library Information Technology Systems Administrator	24.11	
13058 - Library Technician	16.92	
13061 - Media Specialist I	17.39	
13062 - Media Specialist II	19.45	
13063 - Media Specialist III	21.70	
13071 - Photographer I	16.33	
13072 - Photographer II	18.27	
13073 - Photographer III	22.63	
13074 - Photographer IV	27.04	
13075 - Photographer V	32.74	
13110 - Video Teleconference Technician	15.87	
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.85	
14042 - Computer Operator II	17.17	
14043 - Computer Operator III	19.10	
14044 - Computer Operator IV	21.21	
14045 - Computer Operator V	23.56	
14071 - Computer Programmer I	19.56	
14072 - Computer Programmer II	24.77	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	15.85	
14160 - Personal Computer Support Technician	25.15	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.87	
15020 - Aircrew Training Devices Instructor (Rated)	31.49	
15030 - Air Crew Training Devices Instructor (Pilot)	37.75	
15050 - Computer Based Training Specialist / Instructor	27.87	
15060 - Educational Technologist	32.39	
15070 - Flight Instructor (Pilot)	37.75	
15080 - Graphic Artist	22.64	
15090 - Technical Instructor	18.54	
15095 - Technical Instructor/Course Developer	24.26	
15110 - Test Proctor	15.60	
15120 - Tutor	15.60	

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.78
16030 - Counter Attendant	9.78
16040 - Dry Cleaner	12.53
16070 - Finisher, Flatwork, Machine	9.78
16090 - Presser, Hand	9.78
16110 - Presser, Machine, Drycleaning	9.78
16130 - Presser, Machine, Shirts	9.78
16160 - Presser, Machine, Wearing Apparel, Laundry	9.78
16190 - Sewing Machine Operator	13.46
16220 - Tailor	14.40
16250 - Washer, Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.85
19040 - Tool And Die Maker	22.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.04
21030 - Material Coordinator	18.40
21040 - Material Expediter	18.40
21050 - Material Handling Laborer	12.69
21071 - Order Filler	12.26
21080 - Production Line Worker (Food Processing)	15.04
21110 - Shipping Packer	13.44
21130 - Shipping/Receiving Clerk	13.44
21140 - Store Worker I	12.60
21150 - Stock Clerk	16.34
21210 - Tools And Parts Attendant	15.04
21410 - Warehouse Specialist	15.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.90
23021 - Aircraft Mechanic I	21.81
23022 - Aircraft Mechanic II	22.90
23023 - Aircraft Mechanic III	24.05
23040 - Aircraft Mechanic Helper	15.62
23050 - Aircraft, Painter	19.91
23060 - Aircraft Servicer	18.91
23080 - Aircraft Worker	19.54
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	11.43
23125 - Cable Splicer	23.14
23130 - Carpenter, Maintenance	22.27
23140 - Carpet Layer	17.77
23160 - Electrician, Maintenance	26.96
23181 - Electronics Technician Maintenance I	23.66
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	18.14
23290 - Fire Alarm System Mechanic	23.52
23310 - Fire Extinguisher Repairer	17.02
23311 - Fuel Distribution System Mechanic	21.04
23312 - Fuel Distribution System Operator	16.66
23370 - General Maintenance Worker	16.48
23380 - Ground Support Equipment Mechanic	21.81
23381 - Ground Support Equipment Servicer	19.91
23382 - Ground Support Equipment Worker	19.54
23391 - Gunsmith I	17.02
23392 - Gunsmith II	19.26
23393 - Gunsmith III	21.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.77
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.79
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	20.96
23460 - Instrument Mechanic	21.50

23465 - Laboratory/Shelter Mechanic	20.37	NNX11AA01C
23470 - Laborer	11.52	
23510 - Locksmith	20.37	
23530 - Machinery Maintenance Mechanic	22.71	
23550 - Machinist, Maintenance	18.10	
23580 - Maintenance Trades Helper	12.48	
23591 - Metrology Technician I	21.50	
23592 - Metrology Technician II	22.60	
23593 - Metrology Technician III	23.73	
23640 - Millwright	21.50	
23710 - Office Appliance Repairer	19.90	
23760 - Painter, Maintenance	15.28	
23790 - Pipefitter, Maintenance	27.76	
23810 - Plumber, Maintenance	25.86	
23820 - Pneudraulic Systems Mechanic	21.50	
23850 - Rigger	21.50	
23870 - Scale Mechanic	19.26	
23890 - Sheet-Metal Worker, Maintenance	24.88	
23910 - Small Engine Mechanic	18.85	
23931 - Telecommunications Mechanic I	26.27	
23932 - Telecommunications Mechanic II	27.62	
23950 - Telephone Lineman	21.50	
23960 - Welder, Combination, Maintenance	15.19	
23965 - Well Driller	19.84	
23970 - Woodcraft Worker	21.50	
23980 - Woodworker	17.02	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	11.24	
24580 - Child Care Center Clerk	14.01	
24610 - Chore Aide	10.18	
24620 - Family Readiness And Support Services Coordinator	13.92	
24630 - Homemaker	17.24	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.14	
25040 - Sewage Plant Operator	23.42	
25070 - Stationary Engineer	23.14	
25190 - Ventilation Equipment Tender	15.57	
25210 - Water Treatment Plant Operator	23.42	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	20.59	
27007 - Baggage Inspector	11.19	
27008 - Corrections Officer	21.67	
27010 - Court Security Officer	21.67	
27030 - Detection Dog Handler	15.86	
27040 - Detention Officer	21.67	
27070 - Firefighter	22.48	
27101 - Guard I	11.19	
27102 - Guard II	15.86	
27131 - Police Officer I	24.72	
27132 - Police Officer II	27.46	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.65	
28042 - Carnival Equipment Repairer	14.51	
28043 - Carnival Worker	11.13	
28210 - Gate Attendant/Gate Tender	14.00	
28310 - Lifeguard	11.90	
28350 - Park Attendant (Aide)	15.66	
28510 - Recreation Aide/Health Facility Attendant	12.21	
28515 - Recreation Specialist	18.87	
28630 - Sports Official	12.47	
28690 - Swimming Pool Operator	18.73	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.11	
29020 - Hatch Tender	21.11	

29030 - Line Handler	21.11	NNX11AA01C
29041 - Stevedore I	19.99	
29042 - Stevedore II	22.84	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.62	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16	
30021 - Archeological Technician I	16.29	
30022 - Archeological Technician II	18.22	
30023 - Archeological Technician III	22.57	
30030 - Cartographic Technician	22.57	
30040 - Civil Engineering Technician	23.84	
30061 - Drafter/CAD Operator I	16.29	
30062 - Drafter/CAD Operator II	18.22	
30063 - Drafter/CAD Operator III	20.32	
30064 - Drafter/CAD Operator IV	25.00	
30081 - Engineering Technician I	15.92	
30082 - Engineering Technician II	17.87	
30083 - Engineering Technician III	19.99	
30084 - Engineering Technician IV	24.76	
30085 - Engineering Technician V	30.29	
30086 - Engineering Technician VI	36.65	
30090 - Environmental Technician	22.57	
30210 - Laboratory Technician	20.32	
30240 - Mathematical Technician	22.57	
30361 - Paralegal/Legal Assistant I	19.17	
30362 - Paralegal/Legal Assistant II	23.75	
30363 - Paralegal/Legal Assistant III	29.05	
30364 - Paralegal/Legal Assistant IV	35.16	
30390 - Photo-Optics Technician	22.57	
30461 - Technical Writer I	18.44	
30462 - Technical Writer II	22.56	
30463 - Technical Writer III	27.29	
30491 - Unexploded Ordnance (UXO) Technician I	22.74	
30492 - Unexploded Ordnance (UXO) Technician II	27.51	
30493 - Unexploded Ordnance (UXO) Technician III	32.97	
30494 - Unexploded (UXO) Safety Escort	22.74	
30495 - Unexploded (UXO) Sweep Personnel	22.74	
30620 - Weather Observer, Combined Upper Air Or (see 2)	20.32	
Surface Programs		
30621 - Weather Observer, Senior (see 2)	22.57	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	12.14	
31030 - Bus Driver	16.12	
31043 - Driver Courier	13.13	
31260 - Parking and Lot Attendant	10.14	
31290 - Shuttle Bus Driver	14.05	
31310 - Taxi Driver	12.67	
31361 - Truckdriver, Light	14.05	
31362 - Truckdriver, Medium	16.83	
31363 - Truckdriver, Heavy	16.74	
31364 - Truckdriver, Tractor-Trailer	16.74	
99000 - Miscellaneous Occupations		
99030 - Cashier	10.25	
99050 - Desk Clerk	11.24	
99095 - Embalmer	22.74	
99251 - Laboratory Animal Caretaker I	11.32	
99252 - Laboratory Animal Caretaker II	12.11	
99310 - Mortician	22.74	
99410 - Pest Controller	19.69	
99510 - Photofinishing Worker	11.95	
99710 - Recycling Laborer	14.61	
99711 - Recycling Specialist	17.02	
99730 - Refuse Collector	15.73	
99810 - Sales Clerk	13.05	

99820 - School Crossing Guard	12.41	NNX11AA01C
99830 - Survey Party Chief	23.75	
99831 - Surveying Aide	14.92	
99832 - Surveying Technician	20.31	
99840 - Vending Machine Attendant	17.57	
99841 - Vending Machine Repairer	21.27	
99842 - Vending Machine Repairer Helper	17.57	

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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. 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.

WD 15-4427 (Rev.-2) was first posted on www.wdol.gov on 01/03/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4427
Revision No.: 2
Date Of Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 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 calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: South Carolina

Area: South Carolina Counties of Berkeley, Charleston, Dorchester

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.91
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		16.20
01020 - Administrative Assistant		22.55
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		11.84
01042 - Customer Service Representative II		13.31
01043 - Customer Service Representative III		14.52
01051 - Data Entry Operator I		12.77
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.93
01070 - Document Preparation Clerk		13.04
01090 - Duplicating Machine Operator		13.04
01111 - General Clerk I		11.74
01112 - General Clerk II		12.81
01113 - General Clerk III		14.38
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		11.10
01191 - Order Clerk I		12.33
01192 - Order Clerk II		14.37
01261 - Personnel Assistant (Employment) I		15.87
01262 - Personnel Assistant (Employment) II		17.75
01263 - Personnel Assistant (Employment) III		19.80
01270 - Production Control Clerk		21.84
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		15.94
01311 - Secretary I		15.94
01312 - Secretary II		17.83
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		15.37
01410 - Supply Technician		22.55
01420 - Survey Worker		15.19
01460 - Switchboard Operator/Receptionist		13.19

	NNX11AA01C
01531 - Travel Clerk I	12.41
01532 - Travel Clerk II	12.41
01533 - Travel Clerk III	13.27
01611 - Word Processor I	14.10
01612 - Word Processor II	15.82
01613 - Word Processor III	17.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.82
05010 - Automotive Electrician	18.32
05040 - Automotive Glass Installer	17.33
05070 - Automotive Worker	18.35
05110 - Mobile Equipment Servicer	15.33
05130 - Motor Equipment Metal Mechanic	20.18
05160 - Motor Equipment Metal Worker	18.35
05190 - Motor Vehicle Mechanic	20.18
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	17.46
05280 - Motor Vehicle Wrecker	18.35
05310 - Painter, Automotive	18.32
05340 - Radiator Repair Specialist	18.35
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	20.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.91
07041 - Cook I	9.67
07042 - Cook II	10.92
07070 - Dishwasher	8.53
07130 - Food Service Worker	8.95
07210 - Meat Cutter	13.61
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	16.91
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.43
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.45
11060 - Elevator Operator	9.45
11090 - Gardener	14.12
11122 - Housekeeping Aide	10.19
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	11.45
11240 - Maid or Houseman	9.06
11260 - Pruner	10.53
11270 - Tractor Operator	13.25
11330 - Trail Maintenance Worker	11.45
11360 - Window Cleaner	11.09
12000 - Health Occupations	
12010 - Ambulance Driver	16.80
12011 - Breath Alcohol Technician	16.81
12012 - Certified Occupational Therapist Assistant	23.60
12015 - Certified Physical Therapist Assistant	24.38
12020 - Dental Assistant	17.44
12025 - Dental Hygienist	28.36
12030 - EKG Technician	25.82
12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	16.32
12072 - Licensed Practical Nurse II	18.26
12073 - Licensed Practical Nurse III	20.35
12100 - Medical Assistant	13.90
12130 - Medical Laboratory Technician	17.94
12160 - Medical Record Clerk	14.50

12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	17.12
12210 - Nuclear Medicine Technologist	32.26
12221 - Nursing Assistant I	9.88
12222 - Nursing Assistant II	11.11
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03
12235 - Optical Dispenser	15.64
12236 - Optical Technician	16.41
12250 - Pharmacy Technician	14.33
12280 - Phlebotomist	14.24
12305 - Radiologic Technologist	25.43
12311 - Registered Nurse I	25.36
12312 - Registered Nurse II	31.01
12313 - Registered Nurse II, Specialist	31.01
12314 - Registered Nurse III	37.52
12315 - Registered Nurse III, Anesthetist	37.52
12316 - Registered Nurse IV	44.98
12317 - Scheduler (Drug and Alcohol Testing)	20.83
12320 - Substance Abuse Treatment Counselor	17.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.03
13012 - Exhibits Specialist II	22.32
13013 - Exhibits Specialist III	27.30
13041 - Illustrator I	18.03
13042 - Illustrator II	22.32
13043 - Illustrator III	27.30
13047 - Librarian	24.72
13050 - Library Aide/Clerk	10.89
13054 - Library Information Technology Systems Administrator	22.32
13058 - Library Technician	13.77
13061 - Media Specialist I	16.11
13062 - Media Specialist II	18.03
13063 - Media Specialist III	20.09
13071 - Photographer I	14.27
13072 - Photographer II	15.96
13073 - Photographer III	19.94
13074 - Photographer IV	24.16
13075 - Photographer V	29.24
13090 - Technical Order Library Clerk	11.85
13110 - Video Teleconference Technician	14.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.95
14042 - Computer Operator II	16.72
14043 - Computer Operator III	18.45
14044 - Computer Operator IV	20.72
14045 - Computer Operator V	22.94
14071 - Computer Programmer I	25.00
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	14.95
14160 - Personal Computer Support Technician	22.70
14170 - System Support Specialist	26.75
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.60
15020 - Aircrew Training Devices Instructor (Rated)	35.81
15030 - Air Crew Training Devices Instructor (Pilot)	42.92
15050 - Computer Based Training Specialist / Instructor	29.60
15060 - Educational Technologist	28.28
15070 - Flight Instructor (Pilot)	42.92

15080 - Graphic Artist	19.13	NNX11AA01C
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.36	
15086 - Maintenance Test Pilot, Rotary Wing	36.36	
15088 - Non-Maintenance Test/Co-Pilot	36.36	
15090 - Technical Instructor	20.34	
15095 - Technical Instructor/Course Developer	24.88	
15110 - Test Proctor	16.43	
15120 - Tutor	16.43	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.27	
16030 - Counter Attendant	9.27	
16040 - Dry Cleaner	11.17	
16070 - Finisher, Flatwork, Machine	9.27	
16090 - Presser, Hand	9.27	
16110 - Presser, Machine, Drycleaning	9.27	
16130 - Presser, Machine, Shirts	9.27	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.27	
16190 - Sewing Machine Operator	11.78	
16220 - Tailor	12.35	
16250 - Washer, Machine	9.76	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	18.58	
19040 - Tool And Die Maker	21.89	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.55	
21030 - Material Coordinator	21.84	
21040 - Material Expediter	21.84	
21050 - Material Handling Laborer	11.84	
21071 - Order Filler	10.97	
21080 - Production Line Worker (Food Processing)	16.55	
21110 - Shipping Packer	14.74	
21130 - Shipping/Receiving Clerk	14.74	
21140 - Store Worker I	12.17	
21150 - Stock Clerk	15.66	
21210 - Tools And Parts Attendant	16.55	
21410 - Warehouse Specialist	16.55	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	25.83	
23019 - Aircraft Logs and Records Technician	20.81	
23021 - Aircraft Mechanic I	24.57	
23022 - Aircraft Mechanic II	25.83	
23023 - Aircraft Mechanic III	27.60	
23040 - Aircraft Mechanic Helper	18.49	
23050 - Aircraft, Painter	23.33	
23060 - Aircraft Servicer	20.81	
23070 - Aircraft Survival Flight Equipment Technician	23.33	
23080 - Aircraft Worker	22.07	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.57	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.83	
23110 - Appliance Mechanic	16.71	
23120 - Bicycle Repairer	12.74	
23125 - Cable Splicer	24.72	
23130 - Carpenter, Maintenance	18.21	
23140 - Carpet Layer	19.20	
23160 - Electrician, Maintenance	21.01	
23181 - Electronics Technician Maintenance I	23.13	
23182 - Electronics Technician Maintenance II	24.46	
23183 - Electronics Technician Maintenance III	25.78	
23260 - Fabric Worker	18.11	
23290 - Fire Alarm System Mechanic	19.91	
23310 - Fire Extinguisher Repairer	17.02	
23311 - Fuel Distribution System Mechanic	21.90	
23312 - Fuel Distribution System Operator	17.42	

Occupation	Rate	Code
23370 - General Maintenance Worker	17.25	NNX11AA01C
23380 - Ground Support Equipment Mechanic	24.57	
23381 - Ground Support Equipment Servicer	20.81	
23382 - Ground Support Equipment Worker	22.07	
23391 - Gunsmith I	17.02	
23392 - Gunsmith II	19.20	
23393 - Gunsmith III	21.40	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.13	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.20	
23430 - Heavy Equipment Mechanic	22.07	
23440 - Heavy Equipment Operator	18.07	
23460 - Instrument Mechanic	21.40	
23465 - Laboratory/Shelter Mechanic	20.31	
23470 - Laborer	11.84	
23510 - Locksmith	17.77	
23530 - Machinery Maintenance Mechanic	25.24	
23550 - Machinist, Maintenance	19.86	
23580 - Maintenance Trades Helper	12.88	
23591 - Metrology Technician I	21.40	
23592 - Metrology Technician II	22.49	
23593 - Metrology Technician III	23.58	
23640 - Millwright	24.31	
23710 - Office Appliance Repairer	19.44	
23760 - Painter, Maintenance	15.25	
23790 - Pipefitter, Maintenance	19.31	
23810 - Plumber, Maintenance	18.45	
23820 - Pneudraulic Systems Mechanic	21.40	
23850 - Rigger	18.02	
23870 - Scale Mechanic	19.20	
23890 - Sheet-Metal Worker, Maintenance	16.86	
23910 - Small Engine Mechanic	14.68	
23931 - Telecommunications Mechanic I	24.23	
23932 - Telecommunications Mechanic II	25.37	
23950 - Telephone Lineman	19.23	
23960 - Welder, Combination, Maintenance	17.96	
23965 - Well Driller	21.40	
23970 - Woodcraft Worker	21.40	
23980 - Woodworker	14.23	
24000 - Personal Needs Occupations		
24550 - Case Manager	12.29	
24570 - Child Care Attendant	8.87	
24580 - Child Care Center Clerk	11.27	
24610 - Chore Aide	10.02	
24620 - Family Readiness And Support Services Coordinator	12.29	
24630 - Homemaker	12.77	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	21.88	
25040 - Sewage Plant Operator	17.22	
25070 - Stationary Engineer	21.88	
25190 - Ventilation Equipment Tender	16.08	
25210 - Water Treatment Plant Operator	17.22	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	13.88	
27007 - Baggage Inspector	11.87	
27008 - Corrections Officer	15.82	
27010 - Court Security Officer	16.28	
27030 - Detection Dog Handler	13.81	
27040 - Detention Officer	15.82	
27070 - Firefighter	15.91	
27101 - Guard I	11.87	
27102 - Guard II	13.81	
27131 - Police Officer I	18.00	

27132 - Police Officer II	20.00	NNX11AA01C
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	11.54	
28042 - Carnival Equipment Repairer	12.24	
28043 - Carnival Worker	9.21	
28210 - Gate Attendant/Gate Tender	13.85	
28310 - Lifeguard	11.87	
28350 - Park Attendant (Aide)	15.49	
28510 - Recreation Aide/Health Facility Attendant	11.31	
28515 - Recreation Specialist	17.83	
28630 - Sports Official	12.34	
28690 - Swimming Pool Operator	14.92	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.72	
29020 - Hatch Tender	23.72	
29030 - Line Handler	23.72	
29041 - Stevedore I	20.64	
29042 - Stevedore II	25.08	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04	
30021 - Archeological Technician I	17.40	
30022 - Archeological Technician II	18.63	
30023 - Archeological Technician III	23.07	
30030 - Cartographic Technician	26.11	
30040 - Civil Engineering Technician	20.65	
30051 - Cryogenic Technician I	21.94	
30052 - Cryogenic Technician II	24.24	
30061 - Drafter/CAD Operator I	17.40	
30062 - Drafter/CAD Operator II	18.63	
30063 - Drafter/CAD Operator III	20.60	
30064 - Drafter/CAD Operator IV	25.34	
30081 - Engineering Technician I	15.90	
30082 - Engineering Technician II	17.85	
30083 - Engineering Technician III	19.98	
30084 - Engineering Technician IV	24.74	
30085 - Engineering Technician V	30.26	
30086 - Engineering Technician VI	36.62	
30090 - Environmental Technician	23.27	
30095 - Evidence Control Specialist	19.82	
30210 - Laboratory Technician	21.96	
30221 - Latent Fingerprint Technician I	21.95	
30222 - Latent Fingerprint Technician II	24.24	
30240 - Mathematical Technician	22.69	
30361 - Paralegal/Legal Assistant I	17.18	
30362 - Paralegal/Legal Assistant II	20.44	
30363 - Paralegal/Legal Assistant III	25.00	
30364 - Paralegal/Legal Assistant IV	30.26	
30375 - Petroleum Supply Specialist	24.24	
30390 - Photo-Optics Technician	22.69	
30395 - Radiation Control Technician	24.24	
30461 - Technical Writer I	21.85	
30462 - Technical Writer II	26.72	
30463 - Technical Writer III	32.34	
30491 - Unexploded Ordnance (UXO) Technician I	23.46	
30492 - Unexploded Ordnance (UXO) Technician II	28.39	
30493 - Unexploded Ordnance (UXO) Technician III	34.03	
30494 - Unexploded (UXO) Safety Escort	23.46	
30495 - Unexploded (UXO) Sweep Personnel	23.46	
30501 - Weather Forecaster I	21.95	
30502 - Weather Forecaster II	26.70	
30620 - Weather Observer, Combined Upper Air Or (see 2)	20.60	
Surface Programs		
30621 - Weather Observer, Senior (see 2)	20.45	

	NNX11AA01C
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	11.54
31030 - Bus Driver	14.28
31043 - Driver Courier	13.08
31260 - Parking and Lot Attendant	9.41
31290 - Shuttle Bus Driver	13.98
31310 - Taxi Driver	11.40
31361 - Truckdriver, Light	13.98
31362 - Truckdriver, Medium	14.75
31363 - Truckdriver, Heavy	18.92
31364 - Truckdriver, Tractor-Trailer	18.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	8.79
99050 - Desk Clerk	10.30
99095 - Embalmer	28.38
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	10.87
99252 - Laboratory Animal Caretaker II	12.14
99260 - Marketing Analyst	20.76
99310 - Mortician	29.43
99410 - Pest Controller	15.69
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	14.06
99711 - Recycling Specialist	16.27
99730 - Refuse Collector	12.93
99810 - Sales Clerk	13.31
99820 - School Crossing Guard	10.72
99830 - Survey Party Chief	18.54
99831 - Surveying Aide	14.05
99832 - Surveying Technician	16.85
99840 - Vending Machine Attendant	11.50
99841 - Vending Machine Repairer	13.88
99842 - Vending Machine Repairer Helper	11.50

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial 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)

NNX11AA01C

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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.

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 2014, 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)).