✎AO 367
(Rev. 6/11)

SECTION A	SOLICITATION / OFFER / ACCEPTANCE

1. Solicitation No.	2. Date Issued	3. Award No.
0539-17-129	**07/15/2016**	

4. Issued By:	5. Address Offer To (if other than Item 4):
Sharon Stewart **1100 Commerce Street** **Room 1329** **Dalls, Texas 75242**	

SOLICITATION

6. Offers in original and **1** copies for furnishing the required services listed in Section B will be received at the place specified in Item 5, or if handcarried, in the depository located:

1100 Commerce Street
Room 1329
Dalls, Texas 75242

until **05:00 PM** (*hour*) local time **08/15/2016** (*date*)

7. For Information call:	
a. Name **Senior USPO, Natalie Vallandingham**	b. Telephone **(817) 840-0743**

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OFFER

8. In compliance with the above, the undersigned agrees, if this offer is accepted within _____calendar days (365 calendar days unless a different period is inserted by the offeror) from the date for receipt of offers specified above, to furnish any or all items upon which prices are offered at the price set opposite each item, delivered at the designated point(s), within the time specified in the schedule.

9. DISCOUNT FOR PROMPT PAYMENT (*See Section I, Clause No. 52-232-8*)	10 CALENDAR DAYS %	20 CALENDAR DAYS %	30 CALENDAR DAYS %	CALENDAR DAYS %

10. ACKNOWLEDGEMENT OF AMENDMENTS (*The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated:*	AMENDMENT NO.	DATE	AMENDMENT NO.	DATE

11. NAME AND ADDRESS OF OFFEROR

12. Telephone No. (Include area code)

13. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER (*Type or print*)

14. Signature

15. Offer Date

16. ☐ AWARD

Your offer on Solicitation Number _____, including the additions or changes made by you which additions or changes are set forth in full above, is hereby accepted as to the items listed above and on any continuation sheets.

17A. NAME OF CONTRACTING OFFICER

17B. UNITED STATES OF AMERICA

BY _____
(*Signature Of Contracting Officer*)

17C. DATE SIGNED

SECTION B - SUPPLIES OR SERVICES AND OFFEROR'S PRICES

The United States District Court for the Northern District of Texas is soliciting a vendor to provide substance abuse, mental health, and/or sex offender treatment services. A Vendor must be capable of providing services within a geographic area encompassing San Angelo, Texas.

As a result of this solicitation the Government intends to enter into a Blanket Purchase Agreement (BPA). For this BPA, approximately 1 to 1 vendors are needed to provide the required services. The Government reserves the right to award to a single vendor.

A Blanket Purchase Agreement is a “charge account” arrangement, between a buyer and a seller for recurring purchases of services. BPAs are not contracts and do not obligate government funds in any way. A contract occurs upon the placement of a call or referral from the Probation/Pretrial Services Office and the vendor’s acceptance of the referral. Referrals will be rotated among all the vendors on the BPA. BPAs are valid for a specific period of time, not to extend beyond the current fiscal year. The total duration of this BPA, including the exercise of two 12-month options, shall not exceed 36 months. BPAs will be issued to those vendors determined to be technically acceptable and offering the lowest cost to the Government, using the Evaluation Criteria established in Section M of the Request for Proposal.

Section B is generic and used nationwide to procure the particular needs of each U. S. Probation/Pretrial Services Office. For this solicitation, only those services marked by an "X" under the Required Services column are being solicited. Offerors shall propose on only the required services. Services proposed, but not marked as required, will not be evaluated or included under any resultant agreement. Offerors failing to provide offers on all required services marked, will be considered technically unacceptable.

Note: Estimated Monthly Quantities (EMQs) represent the total monthly quantities to be ordered per Service item under the BPA. Each vendor placed on the BPA may receive a share of the total quantity stated. However, EMQ’s are estimates only and do not bind the government to meet these estimates.

An asterisk ***** indicates a requirement line item which has been modified under “Local Services.”

URINE COLLECTION:

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	1010	Urine Collection/Testing & Reporting	**2017**	45	
			2018	47	
			2019	49	
				Unit: Price: per specimen	

INTAKE:

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	2011	Intake Assessment and Report	**2017**	1	
			2018	1	
			2019	1	
				Unit: per intake (total fee)	

SUBSTANCE ABUSE COUNSELING:

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	2010	Individual Counseling	**2017**	40	
			2018	44	
			2019	48	
				Unit: per 30 minute session	

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	2020	Group Counseling	**2017**	100	
			2018	108	
			2019	116	
				Unit: per 30 minute session	

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	2030	Family Counseling	**2017**	4	
			2018	4	
			2019	4	
			Unit: per 30 minute session		

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	1501	Administrative Fee	**2017**	Unknown	5% of fees collected by vendor
			2018	Unknown	
			2019	Unknown	

SECTION C. DESCRIPTION/STATEMENT OF WORK

PROVISION OF SERVICES

The United States Probation and Pretrial Services Office (hereafter USPO/USPSO) or Federal Bureau of Prisons shall provide a Program Plan (Probation Form 45 or Transitional Services Program Plan BP-S530.074) for each defendant/offender that authorizes the provision of services. The vendor shall provide services strictly in accordance with the Program Plan for each defendant/offender. The Judiciary shall not be liable for any services provided by the vendor that have not been authorized for that defendant/offender in the Program Plan. The United States Probation Officer, United States Pretrial Services Officer, and the Bureau of Prisons staff may provide amended Treatment Program Plans during the course of treatment. The United States Probation/Pretrial Services Office, and/or the Bureau of Prisons will notify the vendor verbally and in writing via Probation 45 when services are to be terminated and shall not be liable for any services provided by the vendor subsequent to the verbal or written notification.

INTRODUCTION

A. Pursuant to the authority contained in 18 U.S.C. § 3154, and 3672, contracts or Blanket Purchase Agreements may be awarded to provide services for defendants/offenders who are drug-dependant, alcohol-dependant, and/or suffering from a psychiatric disorder. Such services may be provided to federal defendants/offenders supervised by the USPO/USPSO; pretrial clients supervised by the USPO/USPSO, under the terms of this agreement. The vendor shall submit separate invoices for services provided to the referring agency (USPO, USPSO, or Bureau of Prisons).

Note regarding pretrial services defendants: The vendor shall not ask questions pertaining to the instant offense, or ask questions or administer tests that compel the defendant to make incriminating statements or to provide information that could be used in the issue of guilt or innocence. If such information is divulged as part of an evaluation or treatment, it shall not be included on the written report.

B. The services to be performed are indicated in Sections B and C. The vendor shall comply with all requirements and performance standards of this agreement.

C. The judiciary will refer clients on an “as needed basis” and makes no representation or warranty that it will refer a specific number of clients to the vendor for services.

DEFINITIONS

A. **“Offer”** means **“proposals”** in negotiation.

B. **"Solicitation"** means a request for proposals (RFP) or a request for quotations (RFQ) in negotiation.

C. **"Judiciary"** means United States Government.

D. **"Director"** means the Director of the Administrative Office of the United States Courts (unless in the context of a particular section, the use of "Director" manifestly shows that the term was intended to refer to some other office for purposes of that section), and the term "his duty authorized representative" means any person or persons or board (other than the Contracting Officer) authorized in writing to act for the Director.

E. **"Authorized representative"** means any person, persons, or board (other than the contracting officer and Chief Probation Officer/Chief Pretrial Services Officer) authorized to act for the head of the agency.

F. **"Contracting Officer"** means the person designated by the Director or his duly authorized representative to execute this Agreement on the behalf of the Judiciary, and any other successor Contracting Officer who has responsibility for this agreement. The term includes, except as otherwise provided in this Agreement, the authorized representative of a Contracting Officer acting within the limits of his written authority.

G. **"Client"** means any drug dependent pretrial releasee, probationer, parolee, mandatory releasee, mandatory parolee, or supervised releasee receiving drug/alcohol testing and/or treatment and/or mental health treatment while under the supervision of the Federal Probation System.

H. **"Probation Officer"** (i.e., USPO) means an individual appointed by the United States District Court to provide pretrial, presentence and supervision (pre and post sentence) services for the court. "Probation Officer" refers to the individual responsible for the direct supervision of a client receiving drug/alcohol testing and/or treatment and/or mental health treatment services.

I. **"Chief Probation Officer"** (i.e., CUSPO) means the individual appointed by the United States District Court to supervise the work of the court's probation staff. For the purpose of the contract, the "Chief Probation Officer" acts as the contract administrator on behalf of the Director of the Administrative Office of the United States Courts.

J. **"Pretrial Services Officer"** (i.e., USPSO) means the individual appointed by a United States District Court to provide pretrial release investigations, recommendations and supervision services for that court. "Pretrial Services Officer" refers to the individual responsible for the direct supervision of a client receiving drug/alcohol testing and/or treatment and/or mental health treatment services.

K. **"Chief Pretrial Services Officer"** (i.e., CPSO) means the individual appointed by the court to supervise the work of the court's pretrial services staff. For the purpose of the contract, the "Chief Probation Officer" acts as the contract administrator on behalf of the Director of the Administrative Office of the United

States Courts.

L. **"Designee"** means the person selected by the Chief Probation Officer or the Chief Pretrial Services Officer to act in his/her behalf in drug, alcohol, and mental health treatment matters.

M. **"Federal Bureau of Prisons"** The federal agency responsible for housing inmates in federal prisons, penitentiaries, correctional institutions and residential re-entry centers who have been sentenced by the federal courts.

N. **"Clarifications"** are limited exchanges, between the Judiciary and offerors that may occur when award without discussions is contemplated. If award will be made without conducting discussions, offerors may be given the opportunity to clarify certain aspects of proposals or to resolve minor or clerical errors.

O. **"AOUSC"** - Administrative Office of the U.S. Courts.

P. **"USPO/USPSO"** -U.S. Probation Officer/U.S. Pretrial Services Officer.

Q. **"Probation Form 17"** - U.S. Probation Travel Log.

R. **"Probation Form 45"** - Treatment Services Program Plan.

S. **"Probation Form 46"** - Monthly Treatment Record.

T. **"NIDT"** - Non-Instrumented Drug Testing Device.

U. **"COR"** - Contracting Officer Representative.

V. **"Case Staffing Conference"** - A meeting between the Officer and the provider to discuss the needs and progress of the defendant/offender. The defendant/offender may or may not be present at the conference.

W. **"DSM"** - Diagnostic and Statistical Manual of Mental Disorders.

X. **"Co-payment"** - Any payment from an offender/defendant or third party reimbursement.

Y. **"PPSO"** - Probation and Pretrial Services Office, Administrative Office of the US Courts.

Z. **"PCRA"** – Post Conviction Risk Assessment.

MANDATORY REQUIREMENTS

For Project Codes in Section B, the corresponding paragraphs in this statement of work shall be considered mandatory requirements, as well as the sections listed below:

A. Defendant/Offender Reimbursement and Co-payment
B. Deliverables
C. Notifying USPO/USPSO of Defendant/Offender Behavior
D. Staff Requirements and Restrictions

E. Facility Requirements
F. Local Services (if applicable)

1. **Urine Collection, Instrumented Testing and Reporting (1010)**

The vendor shall perform the following procedures related to the collection, testing and reporting of urine specimens:

a. **Storage of Urinalysis Supplies**

The vendor shall:

(1) Store all urinalysis supplies in a secure area with access limited only to authorized vendor employees involved in the collection process.

(2) Prevent defendant/offender access to the secure storage areas.

b. **Secure Collection Area**

The vendor shall:

(1) To the extent possible provide a lavatory only for collecting urine specimens that is not used by staff or others not providing urine specimens.

(2) If the lavatory is used by others not providing a urine specimen the vendor shall:

(a) Limit the possibility of any interference with the collection process or adulteration of the specimen; and

(b) Limit access during the collection process to only those involved in the collection of urine specimens.

c. **Safety Precautions and Collector Training.**

(1) The vendor shall ensure that collectors receive appropriate detailed training that includes a review of the federal OSHA Bloodborne Pathogen regulations (29 C.F.R. 1910.1030). The vendor shall document such training in their personnel file and the employee must certify they have received and understand such training. The vendor shall provide the documentation to the USPO/USPSO upon request.

(2) The vendor shall ensure that all personnel handling urine specimens wear

disposable gloves designed for protection against bio-hazards, and are familiar with standard precautions for handling bodily fluids.

d. **General Urine Specimen Collection Procedures**

(1) The vendor shall ensure defendants/offenders:

(a) Remove jackets, coats and large pocket items before entering the collection area.

(b) Leave purse or other carried items outside the collection area, or in the control of the specimen collector.

(c) Rinse their hands in cold water and thoroughly dry them prior to voiding to remove any adulterant from under the fingernails or on the skin.

(d) Roll up long-sleeved shirts or blouses so the collector can examine defendant/offender's arms to detect tampering devices or adulterants.

(2) The vendor shall ensure that the collectors:

(a) Verify the identity of the defendant/offender by means of a state driver's license, state identification or other acceptable form of photo identification.

(b) Collect specimens from only one donor at a time. Both the donor and the collector shall keep the specimen bottle/container in view at all times prior to it being sealed and labeled.

(c) Complete a Chain of Custody or NIDT Collection Form (provided by the USPO/USPSO) before a defendant or offender voids following the chain of custody procedures, and then unless the vendor is using an NIDT that yielded a negative result, peel the Barcode label from the Chain of Custody form and place it on the bottle.

(d) Collect a minimum of 30 milliliters of urine to allow the laboratory to conduct the initial presumptive screen and confirmation tests. A specimen with less than 10 milliliters of urine is not acceptable for testing and shall not be submitted as the laboratory will not test it due to insufficient quantity.

(e) Not flush urinals until the collection is completed and the defendant/offender has left the urinal area (a coloring agent is not necessary).

(f) Observe and document any indication (unusual color, odor) of specimen dilution and/or adulteration, or any unusual collection events or discrepancies.

(g) Screw the top on the bottle or ensure the defendant/offender tightly screws the top on the bottle, and that the top is secure to the bottle and is not leaking.

(h) Review the temperature of the specimen to determine if it is near body temperature, if applicable. The temperature of the specimen should be measured within 4 minutes of collection and should be within a range of 90 - 100 degrees.

(i) Use a tamper evident seaming system (e.g., tape) across the top of the bottle cap and down the sides of the bottle, and initial the evidence tape. (This procedure is not mandatory for NIDTs when an instant negative result is obtained and no further testing will be done on that sample).

(j) Sign the Specimen Collection Statement of the Chain of Custody Form. This is not mandatory for NIDTs when an instant negative result is obtained and no further testing will be done on that sample.

(k) Have the defendant/offender sign or initial the Chain of Custody Form. This is not mandatory for NIDTs when an instant negative result is obtained and no further testing will be done on that sample. The donor and collector shall not sign the certification area of the form until the collection process is completed.

e. **Observed Urine Specimen Collection Procedures**

The vendor shall:

(1) Directly observe defendants/offenders voiding into a specimen collection container. Collectors observing the voiding process shall be the same gender as the defendant/offender providing the specimen (no exceptions).

(2) The use of mirrors is acceptable if the mirrors aid the collector in viewing the voiding process. The USPO/USPSO must approve such use of mirrors.

(3) Notify the USPO/USPSO within 24 hours if the defendant/offender fails to report for a drug test or does not provide a urine specimen that is suitable for testing (e.g., an insufficient amount, stall, adulterated).

f. **Unobserved Urine Specimen Collection Procedures**

The vendor shall perform the following urine specimen collection procedures if circumstances prevent the observed collection of a specimen. The vendor shall ensure that collectors:

(1) Take unobserved specimens **only** when the defendant/offender and the collector are not of the same gender or it is virtually impossible to collect an observed specimen. If circumstances necessitate the collection of unobserved specimens, the vendor shall contact the USPO/USPSO for approval.

(2) Clearly document on the Chain of Custody Form or NIDT Collection Form any unobserved collection.

(3) When using NIDTs for unobserved collection of a specimen, ensure that an adulteration test is performed that at a minimum includes temperature, pH and specific gravity tests. Adulteration test panels are performed on all specimens sent to the national laboratory for testing.

(4) Use a temperature strip to measure urine specimen temperatures which should range between 90 and 100 degrees Fahrenheit. The time from voiding to temperature measurement is critical and in no case shall exceed 4 minutes.

(5) Obtain a second specimen from defendants/offenders whose urine specimen temperature is outside the range in (4) above.

(6) Place a blue or green colored toilet bowl cleaner or coloring agent in the commode to deter dilution of the specimen with commode water.

(7) Pour the coloring agent into the bowl when using commodes without holding tanks (e.g., commercial commodes).

(8) Follow all general collection procedures in subsection d above.

(9) Secure any source of water in the area where the collection occurs, by either shutting off the water or securing its access with tamper evident tape.

(10) Remove and/or secure any agents that could be used in an attempt to adulterate the specimen, such as soaps, cleaners and deodorizers.

g. **Urine Specimen Mailing and Storage** (For specimens shipped or transferred to contract national drug testing laboratories or on-site instrumented drug testing laboratories).

The vendor shall ensure that:

(1) Every specimen shipped or transferred to a testing facility is contained in a bottle or container specifically designed to withstand the rigors of transport. All bottles and containers shall be provided by the Judiciary. NIDT cups/bottles may only be used for shipping with the advanced approval of PPSO. Vendors shall seek approval for each type of NIDT device intended for shipping.

(2) The collector places the specimen and corresponding Chain of Custody Form or NIDT collection form in the approved shipping container and places such containers in the custody of an approved delivery service or courier;

(3) The collector notifies the shipper/delivery service/courier that specimen(s) are ready to be delivered to the laboratory. This notification shall be given no later than the close of business the day the specimens are collected.

(4) Urine specimens are refrigerated if specimens are retained and not shipped the same day.

(5) Refrigerated urine specimens are not retained **longer than** 48 hours before they are sent to the laboratory. If urine specimens are retained longer than 48 hours the specimens must be frozen.

(6) Urine specimens are stored in a secure area or locked refrigerator/freezer with access limited only to collectors or other vendor authorized personnel. The refrigerator temperature shall not exceed 43 degrees Fahrenheit and its temperature should be periodically monitored and documented.

h. **"No Test" Policy**

The urinalysis laboratories under contract with the AOUSC **will only test** urine specimens if all of the following conditions are met.

(1) The specimen bottle contains no less than 10 milliliters of urine.

(2) The specimen security seal or tamper evident system (e.g., tape) is present and intact.

(3) The specimen bar code label is present.

(4) The specimen is accompanied by the Chain of Custody Form.

(5) The specimen identifier (i.e., bar code number) on the bottle is identical to the number on the Chain of Custody Form.

(6) The collector's signature is on the Chain of Custody Form.

When any of the above conditions are not met, "No Test" will be stamped on the request report form and the reason for the no test will be checked or written in the space provided. Specimens that cannot be tested will be discarded. The vendor shall ensure that **all** of the above conditions are present for specimens sent to the national drug testing laboratories for testing.

i. **Random Urine Specimen Collection Procedures**

The vendor shall provide random urine specimens collections in accordance with the following:

(1) Urine Collection Phases

The frequency of testing for defendants/offenders shall follow the Three Phase Program, which requires a minimum of three (3) random tests with less than 24 hours notice per month during Phase 1; a minimum of two (2) such tests monthly during Phase II; and a minimum of one (1) such test monthly during Phase III. The length of the phases is determined by the USPO/USPSO and can range from 60 days to 6 months. If a defendant or offender tests positive, more frequent urine collections may be required.

(2) The vendor shall collect random urine specimens when the defendants/offenders have less than 24 hours notice that a urine specimen is to be submitted.

(3) The vendor shall not alter a randomly scheduled urine collection without the approval of the USPO/USPSO. The frequency of random urine collections shall be determined and authorized by the Program Plan (Probation Form 45).

(4) Upon request of the USPO/USPSO the vendor shall develop and operate an automated phone notification system for random urine collections. The vendor shall obtain the approval of the USPO/USPSO for the design and operation of the phone-based system before putting it into use.

j. **Urine Specimen Collection Records and Reports**

(1) **Urinalysis Testing Log**

The vendor shall maintain a log approved by the USPO/USPSO for all urinalysis specimens collected which shall indicate:

(a) Defendant's or offender's name and PACTS number.

(b) Collection Date
(c) Specimen ID/Chain of custody (bar code) number.
(d) Drugs or medications prescribed and date taken.
(e) Collector's initials.
(f) Special tests requested, and
(g) Test results and date received (if applicable)
(h) Co-pay collected (if applicable)

NOTE: Allowing anyone undergoing treatment to see the names or signatures of defendants/offenders violates federal confidentiality regulations regarding disclosure of drug or alcohol treatment records.

k. **National Contract Urinalysis Laboratories**

Urine specimens are analyzed under a separate contract with the AOUSC. The vendor shall notify the USPO/USPSO of positive specimen results reported from a national laboratory within 24 hours. Upon award, the USPO/USPSO shall notify the vendor that it uses a national contract testing laboratory and provide supplies and instructions for the shipping and handling of specimens.

l. **Onsite Screening Urinalysis Laboratory**

Urine specimens are analyzed by onsite laboratories at some locations in probation and/or pretrial services offices. Specimens sent to these facilities shall be processed in the same manner as listed above. Upon award, the USPO/USPSO shall notify the vendor that it uses an on-site testing laboratory and provide supplies and instructions for the shipping and handling of specimens.

Substance Abuse Services

2. **Substance Abuse Intake Assessment Report (2011)**

This is comprehensive biopsychosocial intake assessment and report which shall be conducted by a state certified addictions counselor or a clinician who meets the standards of practice established by his/her state's regulatory board. The assessor shall identify the defendant(s)/offender(s) substance abuse severity based upon the most current edition of the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (i.e., DSM), strengths, weaknesses, and readiness for treatment. Assessments shall be conducted face to face.

The vendor shall provide:

(a) A comprehensive diagnostic interview for each defendant/offender, to include a structured diagnostic instrument such as the Substance Abuse Subtle Screening Inventory (SASSI), Addiction Severity Index (ASI), or Structured Clinical Interview for DSM.

(b) A typed report to the USPO/USPSO **within 10 calendar days** of the vendor's first face-to-face contact with the defendant/offender. At a minimum the assessment report shall address the following:

(1) Basic identifying information and sources of the information for the report;

(2) Diagnostic impression;

(3) A biopsychosocial profile of symptoms that are related to substance use disorders, and mental disorders, if applicable;

(4) The target treatment problem which will be the primary or central focus of the initial treatment plan;

(5) The severity of the defendant's/offender's substance use disorder (mild, moderate, severe); and

(6) A treatment recommendation as to the level of service appropriate to address the identified problems.

The comprehensive diagnostic interview report shall not be a synopsis and/or overview of the presentence report, pretrial services report or any other institutional progress reports provided by the USPO/USPSO to the vendor for background information.

3. **Substance Abuse Counseling**

Counseling is a clinical interaction between defendant/offender and a trained and certified counselor. The interactions are deliberate and based on various clinical modalities, which have demonstrated evidence to change behavior.

The vendor shall provide:

a. The services below (1 through 5) or any combination thereof as indicated on the Form 45 for each defendant/offender:

(1) **Individual Counseling (2010)** to one (1) defendant/offender;

(2) **Group Counseling (2020)** to two (2) or more defendants/offenders but no more than twelve (12);

(3) **Family Counseling (2030)** to a defendant/offender and one (1) or more family members. The vendor may meet with family members without the defendant/offender present with USPO/USPSO approval

b. For counseling identified for project codes **2010, 2020, 2030, 2040, and 2090,** the vendor shall:

(1) Provide treatment only as directed on the Probation Form 45.

(2) Provide for emergency services (e.g., after hours staff phone numbers, local hotlines) for defendants/offenders when counselors are not available.

(3) Ensure that treatment plans are present and include: (a) short and long-term goals for the defendant(s)/offender(s); (b) measurable objectives; (c) type and frequency of services to be received; (d) specific criteria for treatment completion and the anticipated time-frame; (e) documentation of treatment plan review (including defendant's/offender's input), and continued need for treatment, if necessary (**at least every 90 days**). The plan should include information on family and significant others involvement (i.e., community support programs, etc.).

NOTE: Initially and after every update, or at least every 90 days, the treatment plan should be attached to the monthly treatment report provided to the USPO/USPSO.

(4) Ensure that only face-to-face contacts with the defendant/offender (or family) are billed and that emergency telephone calls are factored into the unit price.

(5) Ensure that a typed discharge summary is submitted to the USPO/USPSO **within 15 calendar days after** treatment is terminated. The summary shall outline the reason for concluding contract services, (i.e., the defendant/offender responded to treatment and treatment is no longer needed, or the defendant/offender failed to respond to treatment). Additionally, the discharge summary shall include recommendations for community-based aftercare that the defendant/offender can readily access. In all cases, the discharge status (i.e., successful discharge, unsuccessful discharge, interruption of treatment, etc.) shall be clearly stated.

(6) Ensure that counselors notify the USPO/USPSO within 24 hours if the

defendant/offender fails to report for treatment, conduct violating a condition of supervision occurs, or third-party risk issues are identified. If the assigned USPO/USPSO is not available, the counselor shall notify a supervisor or the duty officer.

c. For **substance abuse treatment services** performed for project codes **2010, 2020, 2030, 2040,** and **2090** the vendor shall ensure that all personnel meet the following qualifications:

(1) Principal counseling services practitioners shall have at least one of the following (a or b):

(a) an advanced degree (masters or doctoral level) in behavioral science, preferably psychology or social work,

(b) a BA/BS and at least two years of drug treatment training and/or experience.

(2) Counselors shall be certified and/or have credentials to engage in substance abuse treatment intervention as established by his/her state's regulatory board and/or accrediting agency.

(3) Paraprofessionals are **only** used under the direct supervision of, and in conjunction with, a staff member who meets the requirements described in item numbers (1) and (2) above, and after obtaining the approval of the contracting officer or designee. Interns may be considered paraprofessionals.

4. **Defendant/Offender Reimbursement and Co-Payment**

The vendor shall:

a. Collect any co-payment authorized on the Program Plan (Probation Form 45) and deduct any collected co-payment from the next invoice to be submitted to the judiciary;

b. Provide bills and receipts for co-payments to defendants/offenders. The vendor shall keep an individualized record of co-payment collection, make it available for the USPO/USPSO review, and have systems in place to both follow-up on collection of outstanding amounts and to resolve any discrepancies in the amount owed;

c. Document within the Monthly Treatment Report and the Sign-In/Sign-Out Daily Log any co-payment received or whether the expected co-payment was not provided, as well as the amount of any outstanding balance;

d. Inform the USPO/USPSO within 10 calendar days of a defendant's/offender's failure to make a total of three consecutive scheduled co-payments;

e. Reimburse the Judiciary as directed in Section G.

Note: The vendor may charge an **Administrative Fee (1501)** which is a reasonable monthly fee, to administer the collection of fees from defendants/offenders, not exceeding five (5) percent of the monthly funds collected.

5. **Deliverables**

a. **Defendant/Offender Records and Conferences**

(1) File Maintenance

The vendor shall:

(a) Maintain a secure filing system of information on all defendants/offenders to whom the vendor provides services under this contract/agreement. If information is maintained electronically, the vendor shall make a hard copy of all files available for review immediately upon request of the USPO/USPSO or designee.

(b) Segregate defendant/offender files from other vendor records. This will facilitate monitoring and promote defendant/offender confidentiality.

(c) Keep a separate file for each defendant/offender.

(d) Create a separate file when a defendant on pretrial services supervision is sentenced to probation supervision, but continued in treatment with the vendor. The vendor may copy any information relevant from the pretrial services file and transfer it into the probation file, except for information covered under the Pretrial Services Confidentiality Regulations. The vendor and its subcontractors are authorized to access criminal history information available in pretrial services or probation records that have been provided by the USPO/USPSO. This information is provided solely for the purpose of providing services under this contract. Any

unauthorized re-disclosure of this information may result in termination of this contract and the imposition of civil penalties.

(e) Identify any records that disclose the identity of a defendant/offender as **CONFIDENTIAL.**

(f) Keep all defendant/offender records for three years after the final payment is received for Judiciary inspection and review, **except** for litigation or settlement of claims arising out of the performance of this agreement, which records shall be maintained until final disposition of such appeals, litigation, or claims.

(g) At the expiration of the performance period of this agreement the vendor shall provide the USPO/USPSO or designee a copy of all defendant/offender records that have not been previously furnished, including copies of chronological notes.

NOTE: The vendor shall comply with the HIPAA privacy rule Security Standards for the Protection of Electronic Protected Health Information set forth at 45 C.F.R. § 164.302 to 318 with regard to electronic information.

b. **Disclosure**

The vendor shall:

(1) Protect **CONFIDENTIAL** records from disclosure except in accordance with item number b. (2), (3), (4),(5), (6), and (7) below.

(2) Obtain defendant's/offender's authorization to disclose confidential health information to the USPO/USPSO. If the vendor is unable to obtain this disclosure, the vendor shall notify the USPO/USPSO immediately.

(3) Disclose defendant/offender records upon request of the USPO/USPSO or designee to the USPO/USPSO or designee.

(4) Make its staff available to the USPO/USPSO to discuss treatment of a defendant/offender.

(5) Disclose defendant/offender records only in accordance with 42 C.F.R. Part 2, and 45 C.F.R. § 160.201 to 205 and Part 164 (even if the vendor is not otherwise subject to 45 C.F.R. § 16.201 to 205, and Part 164). The vendor shall disclose records only after advising the USPO/USPSO of the

request and any exceptions to the disclosure of, or an individual's right of access to, treatment or protected health information that might apply.

(6) Not disclose "pretrial services information" concerning pretrial services clients. "Pretrial services information," as defined by the "Pretrial Services Confidentiality Regulations," is "any information, whether recorded or not, that is obtained or developed by a pretrial services officer (or a probation officer performing pretrial services duties) in the course of performing pretrial services." Pretrial Services Confidentiality Regulations, §2.A. Generally, any information developed by an officer performing pretrial services that is shared with the vendor will be confidential pretrial services information. Only a judicial officer or a Chief USPO/USPSO may authorize disclosure of pretrial services information to a third party pursuant to the Pretrial Services Confidentiality Regulations. Any doubts about whether a potential disclosure concerns pretrial services information must be resolved by consultation with the USPO/USPSO.

(7) The vendor and its subcontractors are authorized to access criminal history information available in pretrial services or probation records that have been provided by the USPO/USPSO. This information is provided solely for the purpose of providing services under this contract. Any unauthorized re-disclosure of this information may result in termination of this contract and the imposition of civil penalties.

(8) Ensure that all persons having access to or custody of defendant/offender records follow the disclosure and confidentiality requirements of this agreement and federal law.

(9) Notify the USPO/USPSO immediately upon receipt of legal process requiring disclosure of defendant/offender records.

Note: The Judiciary agrees to provide any necessary consent forms that federal, state or local law requires.

c. **File Content**

The vendor's file on each defendant/offender shall contain the following records:

(1) **Chronological Notes** that:

(a) Record all contacts (e.g., face-to-face, telephone) with the

defendant/offender including collateral contacts with family members, employers, USPO/USPSO and others. Records shall document all notifications of absences and any apparent conduct violating a condition of supervision occurs.

(b) Are in accordance with the professional standards of the individual disciplines and with the respective state law on health care records.

(c) Document the goals of treatment, the methods used, the defendant's/offender's observed progress, or lack thereof, toward reaching the goals in the treatment records. Specific achievements, failed assignments, rule violations and consequences given should be recorded.

(d) Accurately reflect the defendant's/offender's treatment progress, sessions attended, and changes in treatment.

(e) Are current and available for review by the USPO/USPSO or designee and by the Probation and Pretrial Services Office (PPSO) at the Administrative Office.

(f) Chronological notes shall be legible, and be dated and signed by the practitioner.

(2) **Program Plan** (Probation Form 45) that:

(a) Identifies vendor services to be provided to the defendant/offender and billed to the Judiciary under the terms of agreement, and any co-payments due by the defendant.

(b) USPO/USPSO prepares during or immediately after the case staffing conference. The program plan authorizes the vendor to provide services (e.g., **Intake Assessment and Report (2011))** to the defendant/offender.

(c) USPO/USPSO shall amend the Program Plan (Probation Form 45) when changing the services the vendor shall perform, their frequency, or other administrative changes (e.g., co-payment amounts) and upon termination of services.

(3) **Amended Program Plan (Probation Form 45)** (if applicable) that USPO/USPSO prepares:

(a) During or immediately following the case staffing conference, or any

other changed circumstance if service delivery changes from existing Program Plan (Probation Form 45).

(b) To obtain additional services for a defendant/offender during the agreement or to change the frequency of a defendant/offender's urine collection.

(c) To document any other changes in co-payments, frequency of treatment, etc.

(d) To terminate services.

(4) **Monthly Treatment Report (Probation Form 46)** that:

(a) Is submitted along with the monthly invoice and the Daily log for the month for which the vendor is invoicing, except for clients who are receiving urinalysis services only (PC 1010, 1011).

(b) Summarizes defendant/offender's activities during the month, lists attendance dates, and accompanies the monthly invoice.

(c) Documents defendant/offender progress (e.g., adjustment, responsiveness, significant problems, employment).

(d) Reflects changes in the Program Plan (Probation Form 45).

(e) Records urine collection and test results, if applicable.

(f) Shall be typed if requested by the USPO/USPSO.

(5) **Authorization to Release Confidential Information** (Probation Forms 11B, 11E, or 11I, and PSA Forms 6B, or 6D) that:

(a) The defendant/offender and USPO/USPSO sign prior to the defendant's/offender's first appointment with the treatment provider.

(b) The vendor shall obtain the defendant's/offender's signature before releasing any information regarding the defendant/offender or the defendant's/offender's treatment and progress to the USPO/USPSO**.**

(6) **Daily Travel Log** (Probation Form 17) (if applicable) that:

(a) Vendor shall submit Probation Form 17 with the monthly invoice for **Vendor's Local Travel** by vendor or staff.

(1) By **Vehicle (1401)** (at the rate in the Judiciary Travel Regulations), or
(2) By **Common Carrier (1402)** (at the rate in the Judiciary Travel Regulations)

(7) **Sign-In, Sign-Out Daily Treatment Log** (if applicable) that:

(a) Along with the monthly invoice, is submitted for the month for which the vendor is invoicing.

(b) USPO/USPSO or designee uses to certify the monthly invoice.

(c) USPO/USPSO shall review for approval if vendor Daily Log form differs from the USPO/ USPSO sample form.

(d) Defendant/offender shall sign-in upon arrival and sign-out when leaving the vendor's facility.

(e) Documents any defendant/offender co-payment, and
(f) Vendor shall ensure that a defendant/offender signing or initialing an entry in the Daily Log cannot see the names or signatures of other defendants/offenders.

NOTE: Allowing anyone undergoing treatment to see the names or signatures of other defendants/offenders violates federal confidentiality regulations regarding treatment records.

(8) **Urinalysis Testing Log** (If applicable) (Attachment J.9) that:

(a) Along with the monthly invoice, is submitted for the month for which the vendor is invoicing.

(b) Shall record all collected urinalysis specimens and indicate:

(1) Defendant or offender's name and PACTS number
(2) Collection Date
(3) Specimen (bar code) number
(4) Collector's initials
(5) Test results and date received (if applicable)

(6) Drugs or medication taken, and
(7) Special test requested
(8) Co-pay collected (if applicable)

(c) Shall record any unusual occurrences in the collection process, and in the specific gravity and temperature readings (if applicable).

(d) The vendor shall submit for USPO/USPSO approval if vendor Daily Urinalysis Log form differs from the sample form provided in attachment J.9.

(e) The vendor shall ensure that a defendant/offender signing or initialing an entry Urinalysis Log cannot see the names or signatures of other defendants/offenders.

NOTE: Allowing anyone undergoing treatment to see the names or signatures of other defendants/offenders violates federal confidentiality regulations regarding treatment records.

d. **Case Staffing Conference**
Upon USPO/USPSO referral of a defendant/offender to the vendor, the vendor shall:

(1) Participate in a 3-way meeting with the USPO/USPSO, defendant/offender and vendor for an initial case staffing.

(2) Meet with the USPO/USPSO face-to-face or via a telephone conference at least every 30 days to discuss the defendant's/offender's progress in treatment.

(3) Consult and meet as requested by the USPO/USPSO.

NOTE: The price of case staffing conferences and consultations are included in the prices in Section B.

e. **Vendor Reports (Substance Abuse, Mental Health, and Sex Offense Specific Treatment Reports)**

The vendor shall:

(1) Provide a report on the defendant's/offender's treatment progress upon USPO/USPSO's request. Reports shall include specific/measurable goals

and objectives with target completion dates that are periodically reviewed.

(2) Provide a written recommendation in the report to whether or not a defendant's/offender's treatment shall be continued or terminated.

(3) If the vendor recommends treatment termination, the vendor shall provide a reason for this recommendation in the written report (i.e., whether the defendant/offender responded to treatment and no longer needs aftercare, or whether the defender/offender failed to respond to treatment)

(4) Provide a written quarterly profile on all (one report on all or one report on each) defendants/offenders discharged from the program each quarter (see Attachment J.1).

f. **Vendor Testimony**

The vendor, its staff, employees, and/or subcontractors shall:

(1) Appear or testify in legal proceedings convened by the federal court or Parole Commission only upon order of the federal court with jurisdiction, and

(i) a request by the United States Probation and/or Pretrial Services Offices, United States Attorney's Offices, or United States Parole Commission, or

(ii) in response to a subpoena.

(2) Provide testimony including but not limited to a defendant's/offender's: attendance record; drug test results; general adjustment to program rules; type and dosage of medication; response to treatment; test results; and treatment programs.

(3) Receive reimbursement for subpoenaed testimony through the Department of Justice based on its witness fee and expense schedule.

(4) Receive necessary consent/release forms required under federal, state or local law from the Judiciary.

(5) Not create, prepare, offer, or provide any opinions or reports, whether written or verbal that are not required by this statement of work and the

treatment program unless such action is approved in writing by the Chief US Probation Officer or Chief US Pretrial Services Officer.

g. **Emergency Contact Procedures**

The vendor shall establish and post emergency (24 hours/ 7 days a week) contact procedures (i.e., crisis intervention, schedule changes, local hotlines, and/or situations requiring immediate attention), for times when counselors are not available.

6. **Notifying USPO/USPSO of Defendant/Offender Behavior**

The vendor shall:

a. Notify the USPO/USPSO within 24 hours or as specified in writing by the Contracting Officer of defendant/offender behavior including but not limited to:

(1) Positive drug or alcohol test results.

(2) Attempts to adulterate a urine specimen and/or compromise any drug detection methodology to determine illicit drug usage.

(3) Failure to produce a urine specimen for testing (i.e., stall; withholding a specimen or failure to produce a specimen of sufficient quantity for testing).

(4) Failure to appear as directed for urine collection, evaluation, counseling session or alcohol test (i.e., no show).

(5) Failure to follow vendor staff direction.

(6) Apparent failure to comply with conditions of supervision.

(7) Any behavior that might increase the risk of the defendant/offender to the community.

Note: Vendor shall report any information from any source regarding a defendant's/offender's apparent failure to comply with conditions of supervision.

7. **Staff Requirements and Restrictions**

The vendor shall ensure that:

a. After award, persons currently under pretrial services, probation, parole, mandatory release, or supervised release (federal, state or local) shall not perform services under this agreement nor have access to defendant/offender files.

b. After award, persons charged with or under investigation for a criminal offense shall not perform services under this agreement nor have access to defendant/offender files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.

c. After award, persons convicted of any sexual offense (including but not limited to, child pornography offenses, child exploitation, sexual abuse, rape or sexual assault) or required under federal, state, or local law to register on the Sexual Offender registry shall not perform services under this agreement or contract nor shall they have access to defendant/offender files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.

d. After award, persons with any restrictions on their licenses, certifications or practice (or those who voluntarily agree to such a restriction) based on negotiations or proceedings with any licensing authority, shall not perform services under this agreement or contract nor shall they have access to defendant/offender files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.

e. The vendors and its employees shall:

(1) Avoid compromising relationships with defendants/offenders and probation or pretrial services staff, and

(2) Not employ, contract with, or pay any defendant/offender or defendant's/offender's firm or business to do any work for the vendor either at the vendor's facilities or personally for any of the vendor's employees during the period of this agreement.

(3) Report any such improprieties or the appearance thereof immediately to the USPO/USPSO or designee.

(4) Report to the USPO/USPSO any investigations, pending charges, arrests and/or convictions related to a criminal offense, any restrictions on staff licenses or certifications, whether imposed or voluntary, involving any staff

performing services under this agreement within 48 hours of obtaining knowledge.

f. The vendor shall notify the USPO/USPSO in writing of any staff changes and provide documentation of any required licensing, certification, experience and education requirements, or changes thereof. The vendor shall submit an Offeror's Staff Qualifications form (Section L - Attachment C) for each new staff member added under the agreement.

g. Failure to comply with the above terms and conditions could result in termination of this agreement.

8. **Facility Requirements:**

The vendor shall ensure that its facility(ies) has adequate access for defendants/offenders with physical disabilities.

9. The vendor shall comply with all applicable state, federal and local laws and regulations when performing services required under this contract or agreement. Failure to do so may result in immediate termination, and subject the vendor to civil and/or criminal penalties.

10. **Local Services**

NOTE: Insert the statement of work and project codes for local services. On the required service line an asterisk (*) shall be used to denote which project code in Section B will be amended in the local services section. The local services section shall be used for districts to further define a specific need. **Additional codes shall not be created under any circumstances without written approval from PPSO at the Administrative Office of the United States Courts. All local needs shall be approved in writing by PPSO.**

URINE COLLECTION

* 1010

The program must operate a code-a-phone system for random urine collections and schedule urine collections from 10:00 a.m. to 8:30 p.m., Monday through Friday, and 12:00 p.m. to 5:00 p.m., on Saturdays, Sundays, and holidays.
The physical facility at which the services are provided is located within mile of public transportation access.

The vendor must have restrooms that allow for the direct observation of defendant/offender voiding. If the collector does not have a direct view, a mirror must be installed which allows for the direct observation of voiding.

INTAKE

* 2011

The vendors services are made available during the weekday (from 9:00 a.m. until 5:00 p.m.) and two evenings per week (from 5:00 p.m. until 9:00 p.m.).
The physical facility at which the services are provided is located within mile of public transportation access.
The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish-speaking offenders/defendants receive treatment services. Bilingual treatment services may be provided directly by the vendors staff or through a subcontractor.

SUBSTANCE ABUSE COUNSELING

* 2010

The vendors services are made available during the weekday (from 9:00 a.m. until 5:00 p.m.) and two evenings per week (from 5:00 p.m. until 9:00 p.m.).
The physical facility at which the services are provided is located within mile of public transportation access.
The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish-speaking offenders/defendants receive treatment services. Bilingual treatment services may be provided directly by the vendors staff or through a subcontractor.

* 2020

The vendors services are made available during the weekday (from 9:00 a.m. until 5:00 p.m.) and two evenings per week (from 5:00 p.m. until 9:00 p.m.).
The physical facility at which the services are provided is located within mile of public transportation access.
The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish-speaking offenders/defendants receive treatment services. Bilingual treatment services may be provided directly by the vendors staff or through a subcontractor.

* 2030

The vendors services are made available during the weekday (from 9:00 a.m. until 5:00 p.m.) and two evenings per week (from 5:00 p.m. until 9:00 p.m.).
The physical facility at which the services are provided is located within mile of public transportation access.
The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish-speaking offenders/defendants receive treatment services. Bilingual treatment services may be provided directly by the vendors staff or through a subcontractor.

SECTION D. PACKAGING AND MARKING

NOT APPLICABLE

SECTION E - INSPECTION AND ACCEPTANCE

E.1 Vendors Performance (Mandatory Requirement)

The vendor and/or subcontractor shall:

(a) Maintain a physical facility that meets all applicable federal, state and local regulations (e.g., building codes).

(b) Not endanger the health and safety of employees, clients and the community.

(c) Provide physical facilities that preserve both the integrity of the confidential relationship and the personal dignity of the client.

E.2 Clause B-5 Clauses Incorporated by Reference (SEP 2010)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: **http://www.uscourts.gov/procurement.aspx**

The clauses listed below are applicable to Agreements and Contracts at any value.

Clause 2-5A Inspection of Products	**(APR 2013)**
Clause 2-5B Inspection of Services	**(APR 2013)**

SECTION F - DELIVERIES OR PERFORMANCE

F.1 Provision of Services to Federal Offenders and Defendants (Mandatory Requirements)

a. In an effort to protect the community by providing outpatient treatment, the vendor shall have the capability to immediately place Federal clients in outpatient or urine surveillance without regard to any placement backlog or waiting lists.

b. Recognizing the problems of limited bed space, vendors shall place referrals for residential placements in the first available bed space.

c. The vendor shall not unilaterally refuse services to any defendant or offender referred by the Government, except where the defendant or offender poses an apparent danger to the vendor's staff or other clients. The vendor shall not refuse service without approval of the Government.

d. Termination of clients from treatment, based upon a violation of the vendor's program rules and regulations shall not be made without the approval of the Government. When necessary, the vendor may take appropriate and immediate action to protect staff and clients.

e. The contractor shall not tell defendants or offenders to misrepresent or withhold information regarding the treatment provider or the treatment services received in response to questions posed by the USPO/USPSO or other government or law enforcement agencies authorized to make such inquiries.

f. If the vendor offers or provides a treatment program with a religious-based component [for example, Alcoholics Anonymous (AA), Narcotics Anonymous (NA), Cocaine Anonymous (CA)] to defendants or offenders, the vendor shall also offer or provide an alternative secular program that is the same or similar, but without any religious-based component.

F.2 The vendor shall perform and comply with the mandatory requirements set forth in Sections C, E, F, and G of this contract or agreement. A vendor's noncompliance or failure to do so shall be the basis for termination of the contract or agreement.

SECTION G - AGREEMENT ADMINISTRATION DATA

G.1 Contact Point for Assistance

a. Contact the person listed in block 7 on the form **Solicitation/Offer/Acceptance**, in Section A, p. 1 of the Request For Proposals (RFP).

G.2 Fiscal Records (Mandatory Requirement)

The vendor shall:

a. Maintain its fiscal records according to generally accepted accounting principles.

b. Keep and identify all financial records, that disclose the identity of any defendant/offender as **CONFIDENTIAL**.

c. Keep all defendant/offender records associated with the agreement for three (3) years after the final payment date under the agreement, for Government inspection and review, except that the vendor shall keep defendant/offender records relating to litigation or settlement of claims arising out of the performance of this agreement, until final disposition of such appeals, litigation, or claims.

G.3. Invoices (Mandatory Requirement)

The vendor shall:

a. Submit an original copy of the invoice to the address listed in block 7 of the **Solicitation/Offer/Acceptance** in SECTION A, p.1 of the RFP. Additionally, the **Monthly Treatment Report**, **Daily Log**, **Urinalysis Log** and **Daily Travel Log** (if applicable) shall be submitted to the USPO/USPSO.

b. Submit invoices monthly to arrive no later than the tenth (10th) day of the month for services provided during the preceding month.

c. Use the Administrative Office invoice (Parts A and B), or a probation office local invoice form, approved by the Administrative Office, indicating:

(1) Individual defendant/offender names and identifying numbers, and

(2) Charges for each service, identified by its project code, as described in **SECTION C - STATEMENT OF WORK**, of this document.

Note: The Administrative Office encourages computer generated billing and will accept a vendor's invoice form that contains the same information as the Administrative Office invoice. The vendor shall only submit invoices electronically in a manner approved by the Contracting Officer and in compliance with 45 C.F.R. § 164.302 to 164.318.

d. Submit with the invoice a certification by an authorized official of the vendor that the invoice:

(1) Is correct and accurate to the best of his/her knowledge, and

(2) Includes only charges for services actually provided to defendant(s)/offender(s).

e. The vendor shall submit separate invoices for services provided to pretrial services defendants and Bureau of Prisons inmates to the appropriate pretrial services or Bureau of Prisons office.

f. The vendor may include the "No-Show" factor in the unit price charged for the following services. The vendor shall not include a charge for a "No-Show" as a separate item.

1010	2090	5030	6030
1011	4010	6000	6032
2000	4020	6010	6036
2010	5010	6012	6050
2011	5011	6015	6051
2020	5012	6020	6080
2021	5020	6021	6090
2022	5021	6022	6091
2030	5022	6026	7013
2040	5023	6027	7023
2080	5025	6028	

Note: A "No-Show" occurs when a defendant/offender does not show (and does not cancel with at least 24 hours advance notice) for a prescheduled service provided customarily by a physician or other professional staff member.

g. The vendor shall charge for a session longer or shorter than the prescribed unit time (when the unit price is based on a prescribed unit of time) by adjusting the charge up or down in fifteen minute increments. If circumstances necessitate adjustment of the charge based on the example below in section (i), the vendor shall contact the Government for approval. Sessions lasting less than 16 minutes

shall be treated as a “no show” for the purposes of billing.

h. The vendor shall include on the monthly invoice the item number and the fractional part of the session for which the vendor is billing the Government.

i. **Example**:

Assume that the rate of service is $10.00 per half hour.

Time Spent (in minutes)	Charge
0 - 15	$ 0.00
16 - 30	$10.00
31 - 45	$15.00
46 - 60	$20.00

j. The vendor shall include the cost of written reports and conferences with the USPO/USPSO in the prices for defendant/offender services unless the Program Plan authorizes them as part of a specific service (e.g., Intake Assessment and Report (2011), Psychological Evaluation and Report (5010)).

k. The vendor shall include the cost of telephone contacts with defendants/offenders in the unit price for the services and shall not bill separately for these calls.

G.4 Reimbursements or Copayments (Mandatory Requirement)

a. The vendor shall not request or accept payment either directly or indirectly from the defendant/offender for services under this agreement unless the USPO/USPSO authorizes in writing partial or total payment by the defendant/offender for prescheduled individual services customarily provided by a physician or professional staff member.

(1) The USPO/USPSO shall evaluate the defendant/offender's financial status (e.g., employment) before authorizing defendant/offender payments to the vendor and shall notify the defendant/offender and vendor of the authorized defendant/offender payments in the program plan.

b. The vendor shall not submit invoices to the Government for services under this agreement where the vendor already has submitted invoices, or received payment for the same services from other sources.

c. If the vendor has received any payments from insurance programs or other sources (e.g., state or local public assistance programs) for services for which the vendor has received payment from the Government under this agreement, the vendor shall reimburse the Government for these services.

(1) The USPO/USPSO may order reimbursement in the form of deductions from subsequent invoices according to USPO/USPSO instruction and the terms and conditions of this solicitation document.

(2) According to 18 USC 3672, the vendor may be required to reimburse the Director of the Administrative Office of the U. S. Courts in lieu of deducting payments from subsequent invoices.

(3) The vendor shall not accept reimbursement for services in an amount that exceeds the amount authorized in the contract/agreement with the Government.

SECTION H - SPECIAL AGREEMENT REQUIREMENTS

H.1 Clause 7-25, Indemnification (AUG 2004)

(a) The contractor assumes full responsibility for and shall indemnify the judiciary against any and all losses or damage of whatsoever kind and nature to any and all judiciary property, including any equipment, products, accessories, or parts furnished, while in its custody and care for storage, repairs, or service to be performed under the terms of this contract, resulting in whole or in part from the negligent acts or omissions of the contractor, any subcontractor, or any employee, agent or representative of the contractor or subcontractor.

(b) If due to the fault, negligent acts (whether of commission or omission) and/or dishonesty of the contractor or its employees, any judiciary-owned or controlled property is lost or damaged as a result of the contractor's performance of this contract, the contractor shall be responsible to the judiciary for such loss or damage, and the judiciary, at its option, may, in lieu of requiring reimbursement therefor, require the contractor to replace at its own expense, all property lost or damaged.

(c) *Hold Harmless and Indemnification Agreement* The contractor shall save and hold harmless and indemnify the judiciary against any and all liability claims and cost of whatsoever kind and nature for injury to or death of any person or persons and for loss or damage to any contractor property or property owned by a third party occurring in connection with or in any way incident to or arising out of the occupancy, use, service, operation, or performance of work under the terms of this contract, resulting in whole or in part from the acts or omissions of the contractor, any subcontractor, or any employee, agent, or representative of the contractor or subcontractor.

(d) The contractor shall indemnify and hold the judiciary, its employees, and others acting on its behalf harmless against any and all loss, liability, or damage arising out of the negligence, failure to act, fraud, embezzlement, or other misconduct by the contractor, its employees, subcontractors, agents, or representatives of the contractor or subcontractor.

(e) *Judiciary's Right of Recovery* Nothing in the above paragraphs will be considered to preclude the judiciary from receiving the benefits of any insurance/bonds the contractor may carry which provides for the indemnification of any loss or destruction of, or damages to, property in the custody and care of the contractor where such loss, destruction or damage is to judiciary property. The contractor shall do nothing to prejudice the judiciary's right to recover against third parties for any loss, destruction of, or damage to, judiciary property, and upon the request of the contracting officer will, at the judiciary's expense, furnish to the judiciary all reasonable assistance and cooperation (including assistance in the prosecution of suit and the execution of instruments of assignment in favor of the judiciary) in obtaining recovery.

(f) *Judiciary Liability* The judiciary will not be liable for any injury to the contractor's personnel or damage to the contractor's property unless such injury or damage is due to negligence on the part of the judiciary and is recoverable under the Federal Torts Claims Act, or pursuant to other statutory authority applicable to the judiciary.

H.2 DRUG-FREE WORKPLACE - JAN 2003

(a) Definitions. As used in this clause,

"**Controlled Substance**" means a controlled substance in schedules I through V of Section 202 of the Controlled Substances Act (2l U.S.C. 8l2) and as further defined in regulation at 2l CFR l308.ll-l308.l5.

"**Conviction**" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State criminal drug statutes.

"**Criminal drug statute**" means a Federal or non-Federal criminal statute involving the manufacture, distribution, dispensing, possession or use of any controlled substance.

"**Drug-free workplace**" means a site for the performance of work done in connection with a specific contract at which the employees of the Contractor are prohibited from engaging in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance.

"**Employee**" means an employee of a Contractor directly engaged in the performance of work under a Government contract. "Directly Engaged" is defined to include all direct cost employees and any other Contractor employee who has other than a minimal impact or involvement in contract performance.

"**Individual**" means an offeror/contractor that has no more than one employee including the offeror/contractor.

(b) The Contractor, if other than an individual, shall--within 30 calendar days after award (unless a longer period is agreed to in writing for contracts of 30 calendar days or more performance duration), or as soon as possible for contracts of less than 30 calendar days performance duration--

(l) Publish a statement notifying such employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the Contractor's workplace and specifying the actions that will be taken against employees for violations of such prohibition;

(2) Establish an ongoing drug-free awareness program to inform such employees about-

(i) The dangers of drug abuse in the workplace;

(ii) The Contractor's policy of maintaining a drug-free workplace;

(iii) Any available drug counseling, rehabilitation, and employee assistance programs; and

(iv) The penalties that may be imposed upon employees from drug abuse violations occurring in the workplace;

(3) Provide all employees engaged in performance of the contract with a copy of the statement required by subparagraph (b)(l) of this clause;

(4) Notify such employees in writing in the statement required by subparagraph (b)(l) of this clause, that as a condition of continued employment on the contract resulting from this solicitation, the employee will-

(i) Abide by the terms of the statement; and

(ii) Notify the employer in writing of the employee's conviction under a criminal drug statute for a violation occurring in the workplace no later than five (5) days after such conviction;

(5) Notify the contracting officer within ten (l0) days after receiving notice under subdivision (b)(4)(ii) of this clause, from an employee or otherwise receiving actual notice of such conviction. The notice shall include the position title of the employee;

(6) Within 30 days after receiving notice under subparagraph (a)(4)(ii) of this clause of a conviction, take one of the following actions with respect to any employee who is convicted of a drug abuse violation occurring in the workplace:

(i) Taking appropriate personnel action against such employee, up to and including termination; or

(ii) Require such employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.

(7) Make a good faith effort to maintain a drug-free workplace through implementation of subparagraphs (b)(l) through (b)(6) of this provision.

(c) The Contractor, if an individual, agrees by award of the contract or acceptance of a purchase order, not to engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the performance of the contract resulting from the contract.

(d) In addition to other remedies available to the Government, the Contractor's failure to comply with the requirements of paragraphs (b) and (c) of this clause may, render the Contractor subject to suspension of contract payments, termination of the contract for default, and suspension of debarment.

H.3 Government Furnished Property - (JAN 2003)

No material, labor, or facilities will be furnished by the Government unless otherwise provided for in this solicitation.

The Chief Probation Officer or Chief Pretrial Services Officer may furnish Government-owned telephone answering equipment, fax machines, and/or onsite drug-detection devices called non-instrumented drug tests to a contractor if such equipment will improve the frequency of urine collection in the district. The equipment shall be used only for a random urine collection program.

SECTION I - REQUIRED CLAUSES

I.1 Clause 7-30, Public Use of the Name of the Federal Judiciary - (JUN 2014)

(a) The contractor shall not refer to the judiciary, or to any court or other organizational entities existing thereunder (hereinafter referred to as "the judiciary"), in advertising, news releases, brochures, catalogs, television and radio advertising, letters of reference, web sites, or any other media used generally by the vendor in its commercial marketing initiatives, in such a way that it represents or implies that the judiciary prefers or endorses the products or services offered by the contractor. This provision will not be construed as limiting the contractor's ability to refer to the judiciary as one of its customers when providing past performance information as part of a proposal submission, as opposed to general public marketing.

(b) No public release of information pertaining to this contract will be made without prior judiciary written approval, as appropriate, and then only with written approval of the contracting officer.

I.2 Subcontracting

Services that the vendor proposes to refer to other service providers shall be considered subcontracting. The vendor (prime contractor) may subcontract the provision of treatment services to other service providers (subcontractors). After award, any proposed subcontractor arrangements or changes to the existing subcontractor arrangements are subject to the Contracting Officer’s approval, and shall be submitted in writing to the Contracting Officer at least 30 days in advance of the proposed subcontracting arrangement or change. The Contracting Officer will respond promptly with written approval or disapproval. The prime contractor shall not refer defendants/offenders to any other vendor that has not been approved by the Contracting Officer in writing. The government reserves the right to revoke approval of any subcontractor at any time that does not meet the requirements of this contract/agreement.

The prime contractor is responsible to the judiciary for overall performance of the services required under this contract/agreement. If any services are subcontracted, the prime contractor shall ensure that the subcontractor is complying with the requirements of this contract/agreement, including the qualifications of any personnel providing services; the possession and maintenance of all appropriate state and local licenses in compliance with state and local regulations; and the appropriate documentation demonstrating compliance with all federal, state and local fire, safety and health codes. The prime contractor shall ensure that subcontractors are not debarred, suspended, or ineligible to perform under federal contracts.

A subcontractor has no contractual rights, known as privity of contract, against the judiciary. However, the subcontractor may have rights against the prime contractor.

Upon contract termination, the contractor must, except as otherwise directed by the CO, terminate all subcontracts to the extent that they relate to performance of the work terminated.

I.3. Clause 2-90D, Option to Extend the Term of the Contract - (APR 2013)

(a) The judiciary may extend the term of this contract by written notice to the contractor no later than 30 calendar days prior to the contract's expiration date; provided that the judiciary gives the contractor a preliminary written notice of its intent to extend at least 60 calendar days before the contract expires. The preliminary notice does not commit the judiciary to an extension.

(b) If the judiciary exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 3 years.

I.4 Clause 2-90C, Option to Extend Services - (APR 2013)

The judiciary may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The contracting officer may exercise the option by written notice to the contractor no later than 30 calendar days prior to contract's current expiration date.

I.5 Clause B-5 Clauses Incorporated by Reference - (SEP 2010)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: **http://www.uscourts.gov/procurement.aspx**

The clauses listed below are applicable to Agreements and Contracts at any value.

Clause 1-15	Disclosure of Contractor Information to the Public	AUG 2004
Clause 3-25	Protecting the Judiciary's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment	JUN 2014
Clause 3-160	Service Contract Act of 1965, As amended	JUN 2012
Clause 3-205	Protest After Award	JAN 2003

Clause 3-210	Protests	JUN 2014
Clause 7-35	Disclosure or Use of Information	APR 2013
Clause 7-70	Judiciary Property Furnished “As Is”	APR 2013
Clause 7-85	Examination of Records	JAN 2003
Clause 7-115	Availability of Funds	JAN 2003
Clause 7-135	Payments	APR 2013
Clause 7-140	Discounts for Prompt Payment	JAN 2003
Clause 7-150	Extras	JAN 2003
Clause 7-175	Assignment of Claims	JAN 2003
Clause 7-185	Changes	APR 2013
Clause 7-215	Notification of Ownership Changes	JAN 2003
Clause 7-223	Termination for the Convenience of the Judiciary (Short Form)	AUG 2004
Clause 7-230	Termination for Default (Fixed Price -	JAN 2003
Clause 7-235	Disputes	JAN 2003

IN ADDITION TO THE CLAUSES LISTED ABOVE, IF THIS AGREEMENT IS IN EXCESS OF $100,000, THE CONTRACTOR AGREES TO COMPLY WITH THE FOLLOWING CLAUSE, INCORPORATED BY REFERENCE.

Clause 1-10	Gratuities or Gifts	JAN 2010

SECTION J - LIST OF ATTACHMENTS

J.1	PROGRAM DISCHARGE SUMMARY PROFILE
J.2	SAMPLE PROGRAM PLAN (PROBATION FORM 45)
J.3	RESERVED FOR FUTURE USE
J.4	MONTHLY TREATMENT REPORT (PROBATION FORM 46)
J.5	AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION (PROBATION FORMS 11B, 11E, and 11I; and PSA FORMS 6B, and 6D)
J.6	DAILY LOG
J.7	DAILY TRAVEL RECORD (PROBATION FORM 17)
J.8	INVOICE
J.9	TESTING LOGS (URINALYSIS, SWEAT PATCH, BREATHALYZER)
J.10	DEPARTMENT OF LABOR WAGE DETERMINATION (As required by the Service Contract Act, when applicable.)

Attachment J.1

Program Discharge Summary Profile[1]

1. Number of defendants[2] enrolled in program during the past 12 months? _____

2. Number of offenders[3] enrolled in program during the past 12 months? _____

3. Number of defendants successfully discharged from program during the past 12 month period? _____

4. Number of offenders successfully discharged from program during the past 12 month period? _____

5. Number of defendants unsuccessfully discharged during the past 12 month period? _____

6. Number of offenders unsuccessfully discharged during the past 12 month period? _____

7. Number of defendants that were discharged due to failure to attend as required during the past 12 month period? _____

8. Number of offenders that were discharged due to failure to attend as required during the past 12 month period? _____

9. Other types of discharge during the past 12 month period, please explain in short narrative paragraph below (e.g., number of defendants, number of offenders, and reason):_____
_____
_____
_____
_____
_____
_____

10. Average treatment duration per client over the past 12 month period? _____

11. Average frequency of treatment per client over the past 12 month period? _____

12. Average staff to client ratio over the past 12 month period? _____

---

[1]Shall include entire clientele (federal, state, and local). Shall not be limited to only federal probation and pretrial services referrals.

[2]Defendant - An individual who has been charged with a crime, but not yet convicted. These individuals may or may not have been under pretrial supervision.

[3]Offender - An individual who has been convicted of a crime. These individuals are typically serving a period of probation or other form of post-conviction supervision.

Attachment J.2

Prob. Form 45

Today's Date:

Client Identifying Information

Client:	PACTS#:
Address:	Pretrial/Post Conviction:
Officer:	Client Phone:
Officer Phone:	DOB:

Photo Not Available

Provider Information

Provider:
Provider Location:
Attn:
Location Address:

Phone:
Fax:

Procurement No:
Effective Date:
Termination Date:

Authorized Services

Your agency is authorized to provide the following services beginning on the plan effective date indicated above. Any services provided outside of those listed below and/or outside the Effective and Termination Dates of the Plan will not be authorized for payment.

Services Ordered

Project Code	Description Of Services	Phase	Frequency (Units)	Interval	Copay Amount (per unit)
2010	Individual Substance Abuse Counseling		1.0	Weekly	$0.00
2020	Group Substance Counseling		2.0	Monthly	$0.00

Instructions to Provider Regarding Client Needs and Goals of Treatment

_____ Officer:

_____ Referral Agent:

_____ Client:

PROB 46
(Rev. 06/10)

MONTHLY TREATMENT REPORT

This form must be completed and submitted with each monthly billing. Additional sheets may be used.

1. PROGRAM NAME:	1a. PROVIDER NAME:	2. DATE OF CURRENT TX PLAN (ATTACH REVISIONS):
3. CLIENT NAME:	3a. PACTS NO.	4. FOR PERIOD COVERING:

5. PHASE NO.	5a. TIME IN PHASE:	6. PRETRIAL CLIENT:	7. CLIENT EMPLOYED:
		☐ Yes ☐ No	☐ Yes ☐ No ☐ Student ☐ Other

8. CONTACTS SINCE LAST REPORT

a. Date	b. Service (Name & No.)	c. Length of Contact	d. Comments (No Shows, Tardiness, Issues Addressed)	e. Copay (amount collected)

9. URINE TESTING RECORD

DATE COLLECTED	Scheduled		Sample Not Tested		Drug Use Admitted		COLLECTED BY	SPECIAL TESTS REQUESTED	TEST RESULTS (Positive/Negative)	Copay (amount collected)
	Yes	No	Insuf. Qty.	Stall	No	Yes (specify drug)				

10. COMMENTS REGARDING CLIENT'S TREATMENT PROGRESS

a. Describe the treatment goals addressed this month (☐ Met ☐ Not Met):

b. Describe any steps taken by the client this month toward these goals (☐ Positive ☐ Negative):

c. Describe any obstacles or setbacks the client encountered this month:

d. Describe one unique way the PO/PSO can assist/support the client in treatment over the next month:

e. If continued treatment is recommended, discuss the plan for next month (☐ Recommended ☐ Not Recommended):

f. Discuss your observations of the client's behavior and commitment to treatment (☐ Positive ☐ Negative):

g. Comments:

h. Overall Progress: ☐ Acceptable ☐ Unacceptable

SIGNATURE OF COUNSELOR	DATE

DISTRIBUTION: ORIGINAL CONTRACTOR

✎ PROB 11B
(Rev. 5/05)

UNITED STATES PROBATION SYSTEM
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
DRUG ABUSE PROGRAMS

I, _____ , the undersigned,
(Name of Client)

hereby authorize _____ to release confidential
(Name of Program)
information in its records, possession, or knowledge, of whatever nature may now exist or come to exist to the United States Probation Office of the _____ District of _____ .
(Name of Court) (State)

The confidential information to be released will include: date of entrance to program; attendance records; urine testing results; type, frequency and effectiveness of therapy (including psychotherapy notes); general adjustment to program rules; type and dosage of medication; response to treatment; test results (psychological, vocational, etc.); date of and reason for withdrawal from program; and prognosis.

The information which I now authorize for release is to be used in connection with my participation in the aforementioned program which has been made a condition of my _____ (pretrial release, post-trial release, probation, or parole).

I understand that the probation office may use the information hereby obtained only in connection with its official duties, including total or partial disclosure of such, to the District Court and/or United States Parole Commission when necessary for the purpose of discharging its supervisory duties over me.

I understand that this authorization is valid until my release from supervision, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

_____
(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before I satisfy the condition of my supervision that requires me to participate in the program will be reported to the court. My revocation of authorization under such circumstances could be considered a violation of a condition of my post-conviction supervision.

_____	_____
(Signature of Parent or Guardian if Client is a Minor)	(Signature of Client)
_____	_____
(Date Signed)	(Date Signed)
_____	_____
(Name & Title of Witness)	(Date Signed)

✎ PROB 11E
(Rev. 5/05)

UNITED STATES PROBATION SYSTEM
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
SUBSTANCE ABUSE AND MENTAL HEALTH TREATMENT PROGRAMS

I, _____ , the undersigned,
(Name of Client)

hereby authorize _____ to release confidential
(Name of Program)
information in its records, possession, or knowledge of whatever nature may now exist or come to exist to the United States Probation Office of the _____ District of _____ .
(Name of Court) (State)

The confidential information to be released will include: date of entrance to program; attendance records; urine testing results; type, frequency and effectiveness of therapy (including psychotherapy notes); general adjustment to program rules; type and dosage of medication; response to treatment; test results (psychological, vocational, etc.); psychotherapy notes; date of and reason for withdrawal from program; and prognosis.

The information which I now authorize for release is to be used in connection with the preparation of a court-ordered report.

I understand that the probation office may use the information hereby obtained only in connection with its official duties, including total or partial disclosure of such, to the District Court.

I understand that this authorization is valid until I have been sentenced and my sentence is final, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

_____
(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before the completion of the presentence investigation will be reported to the court.

_____	_____
(Signature of Parent or Guardian if Client is a Minor)	(Signature of Client)
_____	_____
(Date Signed)	(Date Signed)
_____	_____
(Name & Title of Witness)	(Date Signed)

✎ PROB 11I
(Rev. 4/05)

UNITED STATES PROBATION SYSTEM
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
MENTAL HEALTH TREATMENT PROGRAMS

I, _____ , the undersigned,
(Name of Client)

hereby authorize _____ to release confidential
(Name of Program)

information in its possession to the United States Probation Office in the _____
(Name of Court)

The confidential information to be released will include: date of entrance to program; attendance records; drug detection test results; type, frequency, and effectiveness of therapy (including psychotherapy notes); general adjustment to program rules; type and dosage of medication; response to treatment; test results (e.g., psychological, psycho-physiological measurements, vocational, sex offense specific evaluations, clinical polygraphs); date of and reason for withdrawal or termination from program; diagnosis; and prognosis.

This information is to be used in connection with my participation in the above-mentioned program, which has been made a condition of my post-conviction supervision (including probation, parole, mandatory release, supervised release, or conditional release), and may be used by the probation officer for the purpose of keeping the probation officer informed concerning compliance with any condition or special condition of my supervision. I understand that this authorization is valid until my release from supervision, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

_____
(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before I satisfy the condition of my supervision that requires me to participate in the program will be reported to the court. My revocation of authorization under such circumstances could be considered a violation of a condition of my post-conviction supervision.

(Signature of Parent or Guardian if Client is a Minor)	(Signature of Client)
(Date Signed)	(Date Signed)
(Name & Title of Witness)	(Date Signed)

✎PS 6B
(Rev. 5/05)

AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
(DRUG OR ALCOHOL ABUSE PROGRAMS)

I, _____ , the undersigned,
(Name of Client)

hereby authorize _____ to release confidential
(Name of Program)

information in its records, possession, or knowledge, of whatever nature may now exist or come to exist to the United States Pretrial Services or Probation Office for the _____ District of _____ .
(Name of Court) (State)

The confidential information to be released will include: date of entrance to program; attendance records; urine testing results; type, frequency and effectiveness of therapy (including psychotherapy notes); general adjustment to program rules; type and dosage of medication; response to treatment; test results (psychological, vocational, etc.); date of and reason for withdrawal from program; and prognosis.

The information which I now authorize for release is to be used in connection with my participation in the aforementioned program which has been made a condition of my pretrial release.

I understand that this authorization is valid until my release from supervision, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

_____
(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before I satisfy the condition of my supervision that requires me to participate in the program will be reported to the court. My revocation of authorization under such circumstances could be considered a violation of a condition of my pretrial supervision.

_____	_____
(Signature of Parent or Guardian, if Client is a Minor)	(Signature of Client)
_____	_____
(Date Signed)	(Date Signed)
_____	_____
(Name & Title of Witness)	(Date Signed)

✎PS 6D
(5/03)

UNITED STATES PRETRIAL SERVICES SYSTEM
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION
MENTAL HEALTH TREATMENT PROGRAMS

I, _____ , the undersigned,
(Name of Client)

hereby authorize _____ to release confidential
(Name of Program)

information in its possession to the United States Pretrial Services Office in the _____ .
(Name of Court)

The confidential information to be released will include: date of entrance to program; attendance records; drug detection test results; type, frequency, and effectiveness of therapy; general adjustment to program rules; type and dosage of medication; response to treatment; test results (e.g., psychological, psycho-physiological measurements, vocational, sex offense specific evaluations); date of and reason for withdrawal or termination from program; diagnosis; and prognosis.

This information is to be used in connection with my participation in the above-mentioned program, which has been made a condition of my pretrial supervision, and may be used by the pretrial services officer for the purpose of keeping the pretrial services officer informed concerning compliance with any condition or special condition of my supervision. I understand that this authorization is valid until my release from supervision, at which time this authorization to use or disclose this information expires. I understand that information used or disclosed pursuant to this authorization may be disclosed by the recipient and may no longer be protected by federal or state law. Such information may also be made available to the probation office for the purpose of preparing a presentence report in accordance with federal law.

I understand that I have the right to revoke this authorization, in writing, at any time by sending such written notification to the program's privacy contact at:

_____ .
(Name and Address of Program)

I understand that if I revoke this authorization to release confidential information, I will thereby revoke my authorization to further disclosure of such information. I also understand that revoking this authorization before I satisfy the condition of my supervision that requires me to participate in the program will be reported to the court. My revocation of authorization under such circumstances could be considered a violation of a condition of my pretrial supervision.

(Signature of Parent or Guardian if Client is a Minor)	(Signature of Client)
(Date Signed)	(Date Signed)
(Name & Title of Witness)	(Date Signed)

DAILY TREATMENT LOG

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name _____ **Month/Year** _____

Date	Client's Signature/Initials	Time In	Purpose of Visit	Co-Pay Collected	Time Out	Client's Initials	Vendor's Initials

✎PROB 17
(Rev. 2/93)

U.S. PROBATION AND PRETRIAL SERVICES TRAVEL LOG

DISTRICT:

DATE	EXPENSE CODE	CONTACT CODES (P-Personal/C-Collateral)		PROBLEM CODES		
OFFICER NAME	A-Telephone B-Parking C-Other	H-Home C-Community PS-Presentence PR-Prerelease for Institution PT-Pretransfer SI-Special Investigation	SS-Social Services for Institution OPO-Other Probation/Pretrial Services Officer PTS-Pretrial Services PTSD-Pretrial Services Diversion FWR-Furlough/Work Release	DA-Drug Abuse UA-Urine Collection PS- HS-Housing/Shelter O-Other	AL-Alcohol MS-Monitoring/Surveillance EM-Employment FB-Financial/Budgeting FM-Family/Marital ET-Education/Training	DAILY TRAVEL RECORD

DESTINATION	ODOMETER READING	MILES TRAVELED	OTHER EXPENSES	CONTACT CODE	PROBLEM CODE	CASE NUMBER/NAME OF CASE	ACTIVITY AND PERSON CONTACTED
START							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							
TO							

PER DIEM			TOTAL MILES TRAVELED	TOTAL OTHER EXPENSES	NUMBER OF MILES FROM HOME TO OFFICE	**SIGNATURE OF OFFICER**
TIME STARTED	TIME RETURNED	AMT. CLAIMED	AMOUNT CLAIMED FOR MILEAGE			

Date _____ Page _____ of _____

ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
TREATMENT SERVICES INVOICE

(PART A)

1. Judicial District _____
2. Vendor _____
   a. Address: _____
   _____
   _____
   b. Telephone: _____
3. P.O./B.P.A.# _____
4. Service Delivery: From _____ To _____
5. Total # of Individuals Served: _____

Vendor's Certification: I certify that **all** expenditures and requests for reimbursement in this voucher are accurate and correct to the best of my knowledge and include only charges for services actually rendered to clients under the terms of the agreement and for which no other compensation has been received from sources other than the United States District Court.

_____
Authorized Administrator

6. Project Code	7. Quantity	8. Unit Price	9. Total Price

Date _____ Page _____ of _____

ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
TREATMENT SERVICES INVOICE

(PART B)

Subtotal all costs for each client listed below:

1. Client Name	2. Client Number	3. Dates of Service	4. Service Rendered	5. Quantity (Units)	6. Unit Price	7. Cost

BREATHALYZER INSTRUMENT LOG

Vendor Name _____

Instrument Serial Number	Requirements for Calibration	Dates of Calibration	Date of Next Calibration	Signature of Person Conducting the Calibration

BREATHALYZER LOG

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name _____ PACTS # _____ Month/Year_____

Client's Signature/Initials	Collector's Initials	Reason Tested	Test Results	Refusal

Comments (please note any unusual occurrences):

SWEAT PATCH TESTING LOG

COMPLETE ONE FORM PER CLIENT PER MONTH
COMPLETE THE FIRST FIVE COLUMNS UPON APPLICATION, AND THE LAST FOUR UPON REMOVAL

Client Name _____ **PACTS #** _____ **Month/Year**_____

Application Date	Client's Signature/Initials	Chain of Custody Bar Code Number	Medications Taken	Collector's Initials	Removal Date	Client's Initials	Collector's Initials	Test Results/Date	Co-Pay Collected

Comments (please note any unusual occurrences):

URINALYSIS TESTING LOG

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name _____ **PACTS #** _____ **Month/Year**_____

Date Collected	Client's Signature/Initials	Bar Code Number	Special Tests	Medications Taken	Collector's Initials	Test Results/Date Received	Co-Pay Collected

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2507
Revision No.: 18
Date Of Last 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 Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.96
01012 - Accounting Clerk II		14.55
01013 - Accounting Clerk III		16.27
01020 - Administrative Assistant		20.11
01040 - Court Reporter		16.11
01051 - Data Entry Operator I		10.21
01052 - Data Entry Operator II		12.12
01060 - Dispatcher, Motor Vehicle		15.58
01070 - Document Preparation Clerk		11.64
01090 - Duplicating Machine Operator		11.64
01111 - General Clerk I		11.40
01112 - General Clerk II		13.38
01113 - General Clerk III		15.06
01120 - Housing Referral Assistant		18.25
01141 - Messenger Courier		10.32
01191 - Order Clerk I		10.43
01192 - Order Clerk II		11.96
01261 - Personnel Assistant (Employment) I		15.03
01262 - Personnel Assistant (Employment) II		16.81
01263 - Personnel Assistant (Employment) III		18.75
01270 - Production Control Clerk		22.73
01280 - Receptionist		10.55
01290 - Rental Clerk		13.27
01300 - Scheduler, Maintenance		14.51
01311 - Secretary I		14.51
01312 - Secretary II		16.37
01313 - Secretary III		18.25

01320 - Service Order Dispatcher	15.58
01410 - Supply Technician	20.11
01420 - Survey Worker	15.95
01531 - Travel Clerk I	11.09
01532 - Travel Clerk II	12.21
01533 - Travel Clerk III	13.10
01611 - Word Processor I	12.31
01612 - Word Processor II	13.81
01613 - Word Processor III	15.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.21
05010 - Automotive Electrician	17.48
05040 - Automotive Glass Installer	16.74
05070 - Automotive Worker	16.74
05110 - Mobile Equipment Servicer	15.29
05130 - Motor Equipment Metal Mechanic	18.21
05160 - Motor Equipment Metal Worker	16.74
05190 - Motor Vehicle Mechanic	18.21
05220 - Motor Vehicle Mechanic Helper	14.51
05250 - Motor Vehicle Upholstery Worker	16.01
05280 - Motor Vehicle Wrecker	16.74
05310 - Painter, Automotive	17.48
05340 - Radiator Repair Specialist	16.74
05370 - Tire Repairer	14.77
05400 - Transmission Repair Specialist	18.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.21
07041 - Cook I	9.04
07042 - Cook II	10.08
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.55
07210 - Meat Cutter	12.89
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	16.65
09090 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.25
09130 - Upholsterer	17.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.49
11060 - Elevator Operator	8.92
11090 - Gardener	12.98
11122 - Housekeeping Aide	8.92
11150 - Janitor	9.67
11210 - Laborer, Grounds Maintenance	10.24
11240 - Maid or Houseman	7.55
11260 - Pruner	9.86
11270 - Tractor Operator	12.15
11330 - Trail Maintenance Worker	10.24
11360 - Window Cleaner	10.67
12000 - Health Occupations	
12010 - Ambulance Driver	16.18
12011 - Breath Alcohol Technician	16.18
12012 - Certified Occupational Therapist Assistant	25.05
12015 - Certified Physical Therapist Assistant	25.45
12020 - Dental Assistant	13.95
12025 - Dental Hygienist	26.11
12030 - EKG Technician	23.84
12035 - Electroneurodiagnostic Technologist	23.84
12040 - Emergency Medical Technician	16.18
12071 - Licensed Practical Nurse I	15.14

12072 - Licensed Practical Nurse II		16.93
12073 - Licensed Practical Nurse III		18.88
12100 - Medical Assistant		10.96
12130 - Medical Laboratory Technician		13.70
12160 - Medical Record Clerk		13.21
12190 - Medical Record Technician		16.14
12195 - Medical Transcriptionist		13.92
12210 - Nuclear Medicine Technologist		25.78
12221 - Nursing Assistant I		9.86
12222 - Nursing Assistant II		11.12
12223 - Nursing Assistant III		12.13
12224 - Nursing Assistant IV		13.62
12235 - Optical Dispenser		12.11
12236 - Optical Technician		11.26
12250 - Pharmacy Technician		12.34
12280 - Phlebotomist		13.62
12305 - Radiologic Technologist		22.62
12311 - Registered Nurse I		25.83
12312 - Registered Nurse II		31.60
12313 - Registered Nurse II, Specialist		31.60
12314 - Registered Nurse III		38.23
12315 - Registered Nurse III, Anesthetist		38.23
12316 - Registered Nurse IV		45.82
12317 - Scheduler (Drug and Alcohol Testing)		20.05
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.99
13012 - Exhibits Specialist II		20.82
13013 - Exhibits Specialist III		25.46
13041 - Illustrator I		16.99
13042 - Illustrator II		20.82
13043 - Illustrator III		25.46
13047 - Librarian		23.18
13050 - Library Aide/Clerk		10.03
13054 - Library Information Technology Systems Administrator		20.94
13058 - Library Technician		12.51
13061 - Media Specialist I		15.10
13062 - Media Specialist II		16.90
13063 - Media Specialist III		18.84
13071 - Photographer I		13.47
13072 - Photographer II		16.43
13073 - Photographer III		19.23
13074 - Photographer IV		23.46
13075 - Photographer V		28.47
13110 - Video Teleconference Technician		14.29
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.48
14045 - Computer Operator V		22.67
14071 - Computer Programmer I	(see 1)	21.52
14072 - Computer Programmer II	(see 1)	26.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.75
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.77
14160 - Personal Computer Support Technician		20.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.65
15020 - Aircrew Training Devices Instructor (Rated)		33.46

15030 - Air Crew Training Devices Instructor (Pilot)	39.29
15050 - Computer Based Training Specialist / Instructor	27.65
15060 - Educational Technologist	26.91
15070 - Flight Instructor (Pilot)	39.29
15080 - Graphic Artist	20.98
15090 - Technical Instructor	18.85
15095 - Technical Instructor/Course Developer	23.06
15110 - Test Proctor	15.22
15120 - Tutor	15.22
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	9.65
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.14
16220 - Tailor	10.68
16250 - Washer, Machine	8.61
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.54
19040 - Tool And Die Maker	21.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.29
21030 - Material Coordinator	23.55
21040 - Material Expediter	23.55
21050 - Material Handling Laborer	10.07
21071 - Order Filler	10.37
21080 - Production Line Worker (Food Processing)	11.29
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.35
21140 - Store Worker I	13.50
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	11.77
21410 - Warehouse Specialist	11.77
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.10
23021 - Aircraft Mechanic I	24.06
23022 - Aircraft Mechanic II	25.10
23023 - Aircraft Mechanic III	26.15
23040 - Aircraft Mechanic Helper	19.17
23050 - Aircraft, Painter	20.41
23060 - Aircraft Servicer	21.17
23080 - Aircraft Worker	22.11
23110 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	13.35
23125 - Cable Splicer	20.98
23130 - Carpenter, Maintenance	17.36
23140 - Carpet Layer	17.64
23160 - Electrician, Maintenance	19.38
23181 - Electronics Technician Maintenance I	20.66
23182 - Electronics Technician Maintenance II	22.55
23183 - Electronics Technician Maintenance III	23.59
23260 - Fabric Worker	16.74
23290 - Fire Alarm System Mechanic	17.34
23310 - Fire Extinguisher Repairer	15.82
23311 - Fuel Distribution System Mechanic	24.91
23312 - Fuel Distribution System Operator	20.32
23370 - General Maintenance Worker	14.41
23380 - Ground Support Equipment Mechanic	24.06
23381 - Ground Support Equipment Servicer	21.17

23382 - Ground Support Equipment Worker	22.11
23391 - Gunsmith I	15.82
23392 - Gunsmith II	17.64
23393 - Gunsmith III	19.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.00
23430 - Heavy Equipment Mechanic	17.79
23440 - Heavy Equipment Operator	17.34
23460 - Instrument Mechanic	20.98
23465 - Laboratory/Shelter Mechanic	18.54
23470 - Laborer	12.71
23510 - Locksmith	17.53
23530 - Machinery Maintenance Mechanic	21.16
23550 - Machinist, Maintenance	20.96
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	20.98
23592 - Metrology Technician II	21.88
23593 - Metrology Technician III	22.78
23640 - Millwright	19.39
23710 - Office Appliance Repairer	16.65
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	19.64
23810 - Plumber, Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	19.39
23850 - Rigger	21.25
23870 - Scale Mechanic	17.64
23890 - Sheet-Metal Worker, Maintenance	23.54
23910 - Small Engine Mechanic	16.63
23931 - Telecommunications Mechanic I	20.85
23932 - Telecommunications Mechanic II	21.75
23950 - Telephone Lineman	23.11
23960 - Welder, Combination, Maintenance	18.30
23965 - Well Driller	19.15
23970 - Woodcraft Worker	19.39
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24610 - Chore Aide	8.36
24620 - Family Readiness And Support Services Coordinator	11.85
24630 - Homemaker	13.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.98
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	20.98
25190 - Ventilation Equipment Tender	15.93
25210 - Water Treatment Plant Operator	18.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.13
27007 - Baggage Inspector	10.84
27008 - Corrections Officer	19.97
27010 - Court Security Officer	19.97
27030 - Detection Dog Handler	13.78
27040 - Detention Officer	19.97
27070 - Firefighter	20.34
27101 - Guard I	10.84
27102 - Guard II	13.78
27131 - Police Officer I	23.49
27132 - Police Officer II	26.10
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		12.34
28042 - Carnival Equipment Repairer		12.85
28043 - Carnival Equpment Worker		10.10
28210 - Gate Attendant/Gate Tender		12.94
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.48
28510 - Recreation Aide/Health Facility Attendant		10.57
28515 - Recreation Specialist		17.94
28630 - Sports Official		11.54
28690 - Swimming Pool Operator		16.28
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.93
29020 - Hatch Tender		17.93
29030 - Line Handler		17.93
29041 - Stevedore I		17.11
29042 - Stevedore II		18.79
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		18.17
30022 - Archeological Technician II		20.32
30023 - Archeological Technician III		25.17
30030 - Cartographic Technician		25.17
30040 - Civil Engineering Technician		22.71
30061 - Drafter/CAD Operator I		18.17
30062 - Drafter/CAD Operator II		20.32
30063 - Drafter/CAD Operator III		22.67
30064 - Drafter/CAD Operator IV		27.89
30081 - Engineering Technician I		15.64
30082 - Engineering Technician II		17.56
30083 - Engineering Technician III		19.64
30084 - Engineering Technician IV		24.33
30085 - Engineering Technician V		31.55
30086 - Engineering Technician VI		36.00
30090 - Environmental Technician		22.96
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		25.17
30361 - Paralegal/Legal Assistant I		17.64
30362 - Paralegal/Legal Assistant II		21.86
30363 - Paralegal/Legal Assistant III		26.74
30364 - Paralegal/Legal Assistant IV		32.35
30390 - Photo-Optics Technician		24.33
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
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)	21.55
30621 - Weather Observer, Senior	(see 3)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.03
31030 - Bus Driver		14.79
31043 - Driver Courier		11.98
31260 - Parking and Lot Attendant		8.91
31290 - Shuttle Bus Driver		12.80
31310 - Taxi Driver		9.28
31361 - Truckdriver, Light		12.80
31362 - Truckdriver, Medium		15.17

31363 - Truckdriver, Heavy	15.38
31364 - Truckdriver, Tractor-Trailer	15.38
99000 - Miscellaneous Occupations	
99030 - Cashier	8.97
99050 - Desk Clerk	8.99
99095 - Embalmer	21.11
99251 - Laboratory Animal Caretaker I	9.41
99252 - Laboratory Animal Caretaker II	9.88
99310 - Mortician	21.11
99410 - Pest Controller	15.36
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.32
99711 - Recycling Specialist	17.01
99730 - Refuse Collector	12.97
99810 - Sales Clerk	10.96
99820 - School Crossing Guard	9.95
99830 - Survey Party Chief	18.65
99831 - Surveying Aide	12.54
99832 - Surveying Technician	15.43
99840 - Vending Machine Attendant	10.82
99841 - Vending Machine Repairer	12.50
99842 - Vending Machine Repairer Helper	10.82

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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 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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 ordance, 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 ordance, 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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2235
Revision No.: 2
Date Of Last 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: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Richland, Union, Webster, West Carroll

Texas Counties of Bowie, Gregg, Rusk, Upshur

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		17.12
01035 - Court Reporter		19.24
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher, Motor Vehicle		15.65
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74
01111 - General Clerk I		9.82
01112 - General Clerk II		11.14
01113 - General Clerk III		12.38
01120 - Housing Referral Assistant		15.49
01141 - Messenger Courier		9.26
01191 - Order Clerk I		12.75
01192 - Order Clerk II		13.92
01261 - Personnel Assistant (Employment) I		13.66
01262 - Personnel Assistant (Employment) II		15.28
01263 - Personnel Assistant (Employment) III		17.04
01270 - Production Control Clerk		16.42

01290 - Rental Clerk	11.36
01300 - Scheduler, Maintenance	12.42
01311 - Secretary I	12.42
01312 - Secretary II	14.18
01313 - Secretary III	15.49
01320 - Service Order Dispatcher	13.13
01410 - Supply Technician	17.22
01420 - Survey Worker	13.89
01460 - Switchboard Operator/Receptionist	9.85
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.66
01533 - Travel Clerk III	13.29
01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.91
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter, Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.85
07041 - Cook I	8.18
07042 - Cook II	9.41
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.50
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	7.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.60
11060 - Elevator Operator	8.60
11090 - Gardener	13.09
11122 - Housekeeping Aide	8.66
11150 - Janitor	8.66
11210 - Laborer, Grounds Maintenance	9.97
11240 - Maid or Houseman	7.63
11260 - Pruner	8.83
11270 - Tractor Operator	12.18
11330 - Trail Maintenance Worker	9.97
11360 - Window Cleaner	9.34
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.75
12012 - Certified Occupational Therapist Assistant	22.72
12015 - Certified Physical Therapist Assistant	22.23

12020 - Dental Assistant		13.82
12025 - Dental Hygienist		31.06
12030 - EKG Technician		18.22
12035 - Electroneurodiagnostic Technologist		18.22
12040 - Emergency Medical Technician		14.54
12071 - Licensed Practical Nurse I		14.20
12072 - Licensed Practical Nurse II		15.89
12073 - Licensed Practical Nurse III		17.72
12100 - Medical Assistant		12.61
12130 - Medical Laboratory Technician		14.08
12160 - Medical Record Clerk		10.17
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		14.77
12210 - Nuclear Medicine Technologist		30.79
12221 - Nursing Assistant I		8.96
12222 - Nursing Assistant II		10.07
12223 - Nursing Assistant III		10.99
12224 - Nursing Assistant IV		12.34
12235 - Optical Dispenser		20.89
12236 - Optical Technician		15.07
12250 - Pharmacy Technician		12.67
12280 - Phlebotomist		12.34
12305 - Radiologic Technologist		20.88
12311 - Registered Nurse I		22.23
12312 - Registered Nurse II		27.62
12313 - Registered Nurse II, Specialist		27.62
12314 - Registered Nurse III		32.92
12315 - Registered Nurse III, Anesthetist		32.92
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		18.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.10
13042 - Illustrator II		21.88
13043 - Illustrator III		25.92
13047 - Librarian		23.46
13050 - Library Aide/Clerk		11.33
13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		13.32
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		14.79
13072 - Photographer II		16.54
13073 - Photographer III		20.92
13074 - Photographer IV		25.08
13075 - Photographer V		30.34
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.95
14042 - Computer Operator II		15.11
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	

14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	13.95
14160 - Personal Computer Support Technician	23.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.22
15020 - Aircrew Training Devices Instructor (Rated)	32.13
15030 - Air Crew Training Devices Instructor (Pilot)	38.52
15050 - Computer Based Training Specialist / Instructor	27.30
15060 - Educational Technologist	23.84
15070 - Flight Instructor (Pilot)	38.52
15080 - Graphic Artist	18.90
15090 - Technical Instructor	18.38
15095 - Technical Instructor/Course Developer	22.48
15110 - Test Proctor	14.83
15120 - Tutor	14.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.16
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	10.77
16220 - Tailor	11.34
16250 - Washer, Machine	9.07
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.96
19040 - Tool And Die Maker	23.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.22
21030 - Material Coordinator	16.72
21040 - Material Expediter	16.72
21050 - Material Handling Laborer	11.80
21071 - Order Filler	11.15
21080 - Production Line Worker (Food Processing)	13.22
21110 - Shipping Packer	12.13
21130 - Shipping/Receiving Clerk	12.13
21140 - Store Worker I	10.82
21150 - Stock Clerk	15.32
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.35
23040 - Aircraft Mechanic Helper	16.56
23050 - Aircraft, Painter	20.57
23060 - Aircraft Servicer	19.06
23080 - Aircraft Worker	20.18
23110 - Appliance Mechanic	19.04
23120 - Bicycle Repairer	14.33
23125 - Cable Splicer	22.25
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	18.61
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.72
23183 - Electronics Technician Maintenance III	24.65
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.17

23310 - Fire Extinguisher Repairer	14.84
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.18
23391 - Gunsmith I	14.84
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.57
23440 - Heavy Equipment Operator	19.17
23460 - Instrument Mechanic	19.17
23465 - Laboratory/Shelter Mechanic	18.11
23470 - Laborer	10.11
23510 - Locksmith	18.11
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.17
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	19.17
23592 - Metrology Technician II	20.16
23593 - Metrology Technician III	21.18
23640 - Millwright	19.17
23710 - Office Appliance Repairer	18.11
23760 - Painter, Maintenance	18.11
23790 - Pipefitter, Maintenance	22.64
23810 - Plumber, Maintenance	21.52
23820 - Pneudraulic Systems Mechanic	19.17
23850 - Rigger	19.17
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	19.17
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	20.91
23932 - Telecommunications Mechanic II	21.97
23950 - Telephone Lineman	21.59
23960 - Welder, Combination, Maintenance	19.17
23965 - Well Driller	19.17
23970 - Woodcraft Worker	19.17
23980 - Woodworker	14.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.19
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	10.52
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	12.94
27040 - Detention Officer	17.31

27070 - Firefighter		18.39
27101 - Guard I		10.52
27102 - Guard II		12.94
27131 - Police Officer I		18.32
27132 - Police Officer II		20.36
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.96
28042 - Carnival Equipment Repairer		10.79
28043 - Carnival Worker		8.03
28210 - Gate Attendant/Gate Tender		13.13
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		14.68
28510 - Recreation Aide/Health Facility Attendant		10.72
28515 - Recreation Specialist		17.55
28630 - Sports Official		11.70
28690 - Swimming Pool Operator		14.00
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.82
29020 - Hatch Tender		17.89
29030 - Line Handler		19.68
29041 - Stevedore I		18.59
29042 - Stevedore II		21.00
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		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		23.23
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		22.00
30064 - Drafter/CAD Operator IV		27.08
30081 - Engineering Technician I		14.86
30082 - Engineering Technician II		19.06
30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
30086 - Engineering Technician VI		38.24
30090 - Environmental Technician		23.24
30210 - Laboratory Technician		22.86
30240 - Mathematical Technician		24.44
30361 - Paralegal/Legal Assistant I		16.24
30362 - Paralegal/Legal Assistant II		20.12
30363 - Paralegal/Legal Assistant III		24.62
30364 - Paralegal/Legal Assistant IV		29.78
30390 - Photo-Optics Technician		24.44
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
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 2)	22.00
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.23
31030 - Bus Driver		15.86

31043 - Driver Courier	12.78
31260 - Parking and Lot Attendant	8.01
31290 - Shuttle Bus Driver	13.16
31310 - Taxi Driver	9.90
31361 - Truckdriver, Light	13.16
31362 - Truckdriver, Medium	15.99
31363 - Truckdriver, Heavy	18.17
31364 - Truckdriver, Tractor-Trailer	18.17
99000 - Miscellaneous Occupations	
99030 - Cashier	7.89
99050 - Desk Clerk	9.85
99095 - Embalmer	21.56
99251 - Laboratory Animal Caretaker I	9.26
99252 - Laboratory Animal Caretaker II	9.40
99310 - Mortician	21.56
99410 - Pest Controller	12.73
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.46
99711 - Recycling Specialist	15.03
99730 - Refuse Collector	10.96
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.52
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.21
99842 - Vending Machine Repairer Helper	12.31

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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).

** 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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2503
Revision No.: 5
Date Of Last Revision: 03/01/2016

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 County of Lampasas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		21.80
01035 - Court Reporter		19.69
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.22
01192 - Order Clerk II		14.30
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		19.19
01290 - Rental Clerk		14.07
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08
01313 - Secretary III		22.35
01320 - Service Order Dispatcher		15.05
01410 - Supply Technician		23.98

01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	11.35
01532 - Travel Clerk II	12.26
01533 - Travel Clerk III	12.96
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	17.85
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	18.79
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.79
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	18.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.40
07042 - Cook II	11.75
07070 - Dishwasher	8.25
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	15.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	13.83
11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	11.02
11240 - Maid or Houseman	8.51
11260 - Pruner	10.05
11270 - Tractor Operator	12.89
11330 - Trail Maintenance Worker	11.02
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	16.60
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	21.88
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.60
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.90

12073 - Licensed Practical Nurse III		22.20
12100 - Medical Assistant		13.73
12130 - Medical Laboratory Technician		16.52
12160 - Medical Record Clerk		13.54
12190 - Medical Record Technician		14.12
12195 - Medical Transcriptionist		15.23
12210 - Nuclear Medicine Technologist		33.57
12221 - Nursing Assistant I		10.67
12222 - Nursing Assistant II		12.00
12223 - Nursing Assistant III		13.10
12224 - Nursing Assistant IV		14.70
12235 - Optical Dispenser		13.97
12236 - Optical Technician		12.58
12250 - Pharmacy Technician		14.35
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		25.79
12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II, Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III, Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		22.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
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		15.08
14160 - Personal Computer Support Technician		22.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67

15050 - Computer Based Training Specialist / Instructor	31.03
15060 - Educational Technologist	33.26
15070 - Flight Instructor (Pilot)	44.67
15080 - Graphic Artist	22.13
15090 - Technical Instructor	21.85
15095 - Technical Instructor/Course Developer	26.73
15110 - Test Proctor	17.64
15120 - Tutor	17.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	10.02
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.67
16220 - Tailor	11.34
16250 - Washer, Machine	8.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.27
19040 - Tool And Die Maker	22.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.56
21030 - Material Coordinator	18.49
21040 - Material Expediter	18.49
21050 - Material Handling Laborer	10.99
21071 - Order Filler	11.64
21080 - Production Line Worker (Food Processing)	12.56
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.37
21210 - Tools And Parts Attendant	12.56
21410 - Warehouse Specialist	12.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.56
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.56
23023 - Aircraft Mechanic III	25.66
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	19.05
23080 - Aircraft Worker	20.44
23110 - Appliance Mechanic	17.96
23120 - Bicycle Repairer	11.68
23125 - Cable Splicer	20.27
23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician Maintenance I	19.03
23182 - Electronics Technician Maintenance II	22.11
23183 - Electronics Technician Maintenance III	23.31
23260 - Fabric Worker	14.81
23290 - Fire Alarm System Mechanic	18.10
23310 - Fire Extinguisher Repairer	14.72
23311 - Fuel Distribution System Mechanic	18.63
23312 - Fuel Distribution System Operator	14.44
23370 - General Maintenance Worker	15.23
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44

23391 - Gunsmith I	14.72
23392 - Gunsmith II	16.90
23393 - Gunsmith III	18.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	18.35
23440 - Heavy Equipment Operator	16.84
23460 - Instrument Mechanic	18.98
23465 - Laboratory/Shelter Mechanic	17.96
23470 - Laborer	11.18
23510 - Locksmith	16.76
23530 - Machinery Maintenance Mechanic	21.45
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	18.98
23592 - Metrology Technician II	20.06
23593 - Metrology Technician III	22.11
23640 - Millwright	18.70
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	15.27
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	18.98
23850 - Rigger	18.98
23870 - Scale Mechanic	16.90
23890 - Sheet-Metal Worker, Maintenance	19.16
23910 - Small Engine Mechanic	15.04
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	22.79
23960 - Welder, Combination, Maintenance	16.84
23965 - Well Driller	20.37
23970 - Woodcraft Worker	18.98
23980 - Woodworker	12.09
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	7.99
24620 - Family Readiness And Support Services Coordinator	12.34
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	11.56
27102 - Guard II	16.19
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.39

28042 - Carnival Equipment Repairer		11.13
28043 - Carnival Worker		8.71
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.26
28515 - Recreation Specialist		14.94
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		15.96
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.62
29020 - Hatch Tender		15.62
29030 - Line Handler		15.62
29041 - Stevedore I		14.67
29042 - Stevedore II		16.59
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		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		25.78
30061 - Drafter/CAD Operator I		18.92
30062 - Drafter/CAD Operator II		21.16
30063 - Drafter/CAD Operator III		23.60
30064 - Drafter/CAD Operator IV		28.80
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.71
30083 - Engineering Technician III		18.69
30084 - Engineering Technician IV		23.16
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		22.39
30210 - Laboratory Technician		21.89
30240 - Mathematical Technician		26.21
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30390 - Photo-Optics Technician		26.21
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
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)	23.60
30621 - Weather Observer, Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.51
31030 - Bus Driver		15.64
31043 - Driver Courier		13.16
31260 - Parking and Lot Attendant		9.73
31290 - Shuttle Bus Driver		14.20
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.20
31362 - Truckdriver, Medium		15.21
31363 - Truckdriver, Heavy		16.33

31364 - Truckdriver, Tractor-Trailer	16.33
99000 - Miscellaneous Occupations	
99030 - Cashier	9.98
99050 - Desk Clerk	9.93
99095 - Embalmer	22.37
99251 - Laboratory Animal Caretaker I	10.28
99252 - Laboratory Animal Caretaker II	12.16
99310 - Mortician	27.05
99410 - Pest Controller	16.14
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	15.13
99711 - Recycling Specialist	17.79
99730 - Refuse Collector	13.78
99810 - Sales Clerk	11.50
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	18.89
99831 - Surveying Aide	12.98
99832 - Surveying Technician	16.62
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.17
99842 - Vending Machine Repairer Helper	11.69

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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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2509
Revision No.: 2
Date Of Last 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
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
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
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 Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
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
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

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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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2511
Revision No.: 1
Date Of Last Revision: 02/18/2016

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: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra

Texas County of El Paso

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.78
01012 - Accounting Clerk II		14.46
01013 - Accounting Clerk III		16.18
01020 - Administrative Assistant		17.66
01035 - Court Reporter		15.70
01051 - Data Entry Operator I		9.57
01052 - Data Entry Operator II		10.56
01060 - Dispatcher, Motor Vehicle		13.41
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		9.61
01112 - General Clerk II		10.49
01113 - General Clerk III		11.77
01120 - Housing Referral Assistant		14.98
01141 - Messenger Courier		8.76
01191 - Order Clerk I		10.48
01192 - Order Clerk II		11.44
01261 - Personnel Assistant (Employment) I		12.80
01262 - Personnel Assistant (Employment) II		14.44
01263 - Personnel Assistant (Employment) III		15.99
01270 - Production Control Clerk		16.69
01290 - Rental Clerk		10.50
01300 - Scheduler, Maintenance		12.00
01311 - Secretary I		12.01
01312 - Secretary II		13.43

01313 - Secretary III	14.98
01320 - Service Order Dispatcher	11.77
01410 - Supply Technician	17.23
01420 - Survey Worker	13.70
01460 - Switchboard Operator/Receptionist	9.47
01531 - Travel Clerk I	11.16
01532 - Travel Clerk II	12.20
01533 - Travel Clerk III	13.00
01611 - Word Processor I	12.87
01612 - Word Processor II	14.45
01613 - Word Processor III	16.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.41
05010 - Automotive Electrician	15.40
05040 - Automotive Glass Installer	14.37
05070 - Automotive Worker	14.37
05110 - Mobile Equipment Servicer	12.32
05130 - Motor Equipment Metal Mechanic	16.41
05160 - Motor Equipment Metal Worker	14.37
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	11.29
05250 - Motor Vehicle Upholstery Worker	13.34
05280 - Motor Vehicle Wrecker	14.37
05310 - Painter, Automotive	15.40
05340 - Radiator Repair Specialist	14.37
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	16.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.51
07041 - Cook I	9.61
07042 - Cook II	11.41
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.06
07210 - Meat Cutter	11.04
07260 - Waiter/Waitress	7.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	11.05
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.07
11060 - Elevator Operator	8.07
11090 - Gardener	12.04
11122 - Housekeeping Aide	9.02
11150 - Janitor	9.02
11210 - Laborer, Grounds Maintenance	9.02
11240 - Maid or Houseman	7.74
11260 - Pruner	7.79
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	9.02
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	12.83
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	22.21
12015 - Certified Physical Therapist Assistant	21.09
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	27.43
12030 - EKG Technician	25.42
12035 - Electroneurodiagnostic Technologist	25.42

12040 - Emergency Medical Technician		12.83
12071 - Licensed Practical Nurse I		16.95
12072 - Licensed Practical Nurse II		18.96
12073 - Licensed Practical Nurse III		21.15
12100 - Medical Assistant		10.86
12130 - Medical Laboratory Technician		13.77
12160 - Medical Record Clerk		13.27
12190 - Medical Record Technician		14.84
12195 - Medical Transcriptionist		14.31
12210 - Nuclear Medicine Technologist		33.37
12221 - Nursing Assistant I		9.26
12222 - Nursing Assistant II		10.41
12223 - Nursing Assistant III		11.36
12224 - Nursing Assistant IV		12.75
12235 - Optical Dispenser		11.21
12236 - Optical Technician		9.30
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		23.81
12311 - Registered Nurse I		23.99
12312 - Registered Nurse II		28.64
12313 - Registered Nurse II, Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III, Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		21.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		12.93
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		27.88
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.67
14160 - Personal Computer Support Technician		22.41
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	26.13
15020 - Aircrew Training Devices Instructor (Rated)	32.14
15030 - Air Crew Training Devices Instructor (Pilot)	37.89
15050 - Computer Based Training Specialist / Instructor	26.13
15060 - Educational Technologist	32.13
15070 - Flight Instructor (Pilot)	37.89
15080 - Graphic Artist	19.52
15090 - Technical Instructor	18.06
15095 - Technical Instructor/Course Developer	22.09
15110 - Test Proctor	14.58
15120 - Tutor	14.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.64
16030 - Counter Attendant	7.64
16040 - Dry Cleaner	9.31
16070 - Finisher, Flatwork, Machine	7.64
16090 - Presser, Hand	7.64
16110 - Presser, Machine, Drycleaning	7.64
16130 - Presser, Machine, Shirts	7.64
16160 - Presser, Machine, Wearing Apparel, Laundry	7.64
16190 - Sewing Machine Operator	9.84
16220 - Tailor	10.41
16250 - Washer, Machine	8.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.73
19040 - Tool And Die Maker	20.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.91
21030 - Material Coordinator	16.69
21040 - Material Expediter	16.69
21050 - Material Handling Laborer	9.14
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	10.91
21110 - Shipping Packer	10.48
21130 - Shipping/Receiving Clerk	10.49
21140 - Store Worker I	8.93
21150 - Stock Clerk	12.82
21210 - Tools And Parts Attendant	10.91
21410 - Warehouse Specialist	10.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	23.82
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft, Painter	18.67
23060 - Aircraft Servicer	19.25
23080 - Aircraft Worker	20.78
23110 - Appliance Mechanic	16.14
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	21.87
23130 - Carpenter, Maintenance	15.73
23140 - Carpet Layer	14.64
23160 - Electrician, Maintenance	18.27
23181 - Electronics Technician Maintenance I	19.57
23182 - Electronics Technician Maintenance II	21.02
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.46
23290 - Fire Alarm System Mechanic	16.62
23310 - Fire Extinguisher Repairer	12.26
23311 - Fuel Distribution System Mechanic	19.79
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.64

23380 - Ground Support Equipment Mechanic	23.82
23381 - Ground Support Equipment Servicer	19.25
23382 - Ground Support Equipment Worker	20.78
23391 - Gunsmith I	12.26
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.24
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	16.96
23460 - Instrument Mechanic	18.50
23465 - Laboratory/Shelter Mechanic	15.73
23470 - Laborer	9.14
23510 - Locksmith	15.73
23530 - Machinery Maintenance Mechanic	16.96
23550 - Machinist, Maintenance	16.31
23580 - Maintenance Trades Helper	11.27
23591 - Metrology Technician I	18.50
23592 - Metrology Technician II	19.66
23593 - Metrology Technician III	20.93
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.63
23810 - Plumber, Maintenance	16.55
23820 - Pneudraulic Systems Mechanic	16.96
23850 - Rigger	16.96
23870 - Scale Mechanic	14.64
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	14.64
23931 - Telecommunications Mechanic I	21.99
23932 - Telecommunications Mechanic II	23.51
23950 - Telephone Lineman	19.48
23960 - Welder, Combination, Maintenance	16.96
23965 - Well Driller	16.96
23970 - Woodcraft Worker	16.96
23980 - Woodworker	12.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	11.01
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.71
25040 - Sewage Plant Operator	17.19
25070 - Stationary Engineer	18.43
25190 - Ventilation Equipment Tender	12.83
25210 - Water Treatment Plant Operator	17.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.20
27007 - Baggage Inspector	10.38
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	10.38
27102 - Guard II	14.84
27131 - Police Officer I	21.41

27132 - Police Officer II		23.78
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.64
28042 - Carnival Equipment Repairer		12.69
28043 - Carnival Worker		8.45
28210 - Gate Attendant/Gate Tender		13.37
28310 - Lifeguard		11.90
28350 - Park Attendant (Aide)		14.96
28510 - Recreation Aide/Health Facility Attendant		10.92
28515 - Recreation Specialist		14.10
28630 - Sports Official		11.92
28690 - Swimming Pool Operator		16.36
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.06
29020 - Hatch Tender		17.06
29030 - Line Handler		17.06
29041 - Stevedore I		15.68
29042 - Stevedore II		18.98
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		18.13
30022 - Archeological Technician II		20.27
30023 - Archeological Technician III		25.11
30030 - Cartographic Technician		25.12
30040 - Civil Engineering Technician		19.04
30061 - Drafter/CAD Operator I		15.03
30062 - Drafter/CAD Operator II		16.81
30063 - Drafter/CAD Operator III		19.99
30064 - Drafter/CAD Operator IV		26.25
30081 - Engineering Technician I		15.71
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		29.90
30086 - Engineering Technician VI		36.17
30090 - Environmental Technician		19.33
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		24.90
30361 - Paralegal/Legal Assistant I		16.54
30362 - Paralegal/Legal Assistant II		20.49
30363 - Paralegal/Legal Assistant III		25.07
30364 - Paralegal/Legal Assistant IV		30.33
30390 - Photo-Optics Technician		22.90
30461 - Technical Writer I		26.05
30462 - Technical Writer II		31.87
30463 - Technical Writer III		38.56
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)	19.99
30621 - Weather Observer, Senior	(see 2)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.98
31030 - Bus Driver		15.52
31043 - Driver Courier		11.32
31260 - Parking and Lot Attendant		7.85
31290 - Shuttle Bus Driver		12.39
31310 - Taxi Driver		10.33

31361 - Truckdriver, Light	12.39
31362 - Truckdriver, Medium	14.19
31363 - Truckdriver, Heavy	17.82
31364 - Truckdriver, Tractor-Trailer	17.82
99000 - Miscellaneous Occupations	
99030 - Cashier	7.93
99050 - Desk Clerk	10.35
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	9.70
99252 - Laboratory Animal Caretaker II	10.76
99310 - Mortician	22.69
99410 - Pest Controller	14.84
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.26
99711 - Recycling Specialist	14.37
99730 - Refuse Collector	9.72
99810 - Sales Clerk	10.14
99820 - School Crossing Guard	8.48
99830 - Survey Party Chief	17.09
99831 - Surveying Aide	11.84
99832 - Surveying Technician	13.97
99840 - Vending Machine Attendant	9.87
99841 - Vending Machine Repairer	12.54
99842 - Vending Machine Repairer Helper	9.87

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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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2515
Revision No.: 3
Date Of Last Revision: 01/06/2016

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 Colorado, Jackson, Lavaca, Matagorda, Walker, Wharton

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		21.79
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher, Motor Vehicle		15.96
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		11.88
01112 - General Clerk II		13.27
01113 - General Clerk III		14.90
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		12.55
01191 - Order Clerk I		13.52
01192 - Order Clerk II		15.24
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.27
01263 - Personnel Assistant (Employment) III		19.25
01270 - Production Control Clerk		19.10
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		15.16
01410 - Supply Technician		25.91

01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	12.02
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
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	25.76
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	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.11
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	8.19
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	8.82
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.84
11150 - Janitor	8.84
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.96
11260 - Pruner	9.25
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	9.81
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	23.69
12015 - Certified Physical Therapist Assistant	24.52
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32

12073 - Licensed Practical Nurse III		23.76
12100 - Medical Assistant		12.50
12130 - Medical Laboratory Technician		16.63
12160 - Medical Record Clerk		14.53
12190 - Medical Record Technician		16.57
12195 - Medical Transcriptionist		16.81
12210 - Nuclear Medicine Technologist		35.13
12221 - Nursing Assistant I		8.57
12222 - Nursing Assistant II		10.36
12223 - Nursing Assistant III		11.31
12224 - Nursing Assistant IV		12.69
12235 - Optical Dispenser		16.79
12236 - Optical Technician		15.29
12250 - Pharmacy Technician		19.18
12280 - Phlebotomist		13.30
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
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		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
13072 - Photographer II		18.15
13073 - Photographer III		22.56
13074 - Photographer IV		27.49
13075 - Photographer V		33.07
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
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	29.23
15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	26.72
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.43
15110 - Test Proctor	18.43
15120 - Tutor	18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.40
16030 - Counter Attendant	9.40
16040 - Dry Cleaner	12.06
16070 - Finisher, Flatwork, Machine	9.40
16090 - Presser, Hand	9.40
16110 - Presser, Machine, Drycleaning	9.40
16130 - Presser, Machine, Shirts	9.40
16160 - Presser, Machine, Wearing Apparel, Laundry	9.40
16190 - Sewing Machine Operator	12.79
16220 - Tailor	13.75
16250 - Washer, Machine	10.32
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	13.25
21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	13.25
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.34
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	13.58
21410 - Warehouse Specialist	13.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23080 - Aircraft Worker	25.76
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	25.34
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76

23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
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	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
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	20.81
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	7.35
24620 - Family Readiness And Support Services Coordinator	13.83
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	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
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	20.41
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	11.63

28042 - Carnival Equipment Repairer		12.36
28043 - Carnival Worker		8.51
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		20.12
29020 - Hatch Tender		20.12
29030 - Line Handler		20.12
29041 - Stevedore I		18.72
29042 - Stevedore II		21.50
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		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
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
30210 - Laboratory Technician		23.56
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
30390 - Photo-Optics Technician		30.62
30461 - Technical Writer I		23.21
30462 - Technical Writer II		28.38
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.01
30493 - Unexploded Ordnance (UXO) Technician III		37.17
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
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		
31020 - Bus Aide		11.88
31030 - Bus Driver		17.06
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		9.17
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.32

31364 - Truckdriver, Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99030 - Cashier	10.01
99050 - Desk Clerk	11.72
99095 - Embalmer	23.71
99251 - Laboratory Animal Caretaker I	9.83
99252 - Laboratory Animal Caretaker II	10.71
99310 - Mortician	26.44
99410 - Pest Controller	15.80
99510 - Photofinishing Worker	12.62
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	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

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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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2517
Revision No.: 2
Date Of Last Revision: 03/01/2016

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: New Mexico, Oklahoma, Texas

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

Oklahoma Counties of Beaver, Cimarron, Texas

Texas Counties of Armstrong, Callahan, Carson, Crosby, Ector, Irion, Jones, Lubbock, Midland, Potter, Randall, Taylor, Tom Green

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.71
01012 - Accounting Clerk II		14.26
01013 - Accounting Clerk III		15.96
01020 - Administrative Assistant		21.36
01035 - Court Reporter		16.93
01051 - Data Entry Operator I		10.92
01052 - Data Entry Operator II		11.91
01060 - Dispatcher, Motor Vehicle		16.39
01070 - Document Preparation Clerk		11.95
01090 - Duplicating Machine Operator		11.95
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		9.96
01191 - Order Clerk I		10.92
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		14.21
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		17.75
01290 - Rental Clerk		13.42
01300 - Scheduler, Maintenance		15.37

01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	21.36
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	11.31
01531 - Travel Clerk I	11.15
01532 - Travel Clerk II	12.06
01533 - Travel Clerk III	12.98
01611 - Word Processor I	12.98
01612 - Word Processor II	14.56
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.73
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.12
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	21.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.56
07041 - Cook I	9.71
07042 - Cook II	11.25
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.18
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	7.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.38
11060 - Elevator Operator	8.38
11090 - Gardener	11.20
11122 - Housekeeping Aide	9.06
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	9.62
11240 - Maid or Houseman	7.80
11260 - Pruner	8.70
11270 - Tractor Operator	11.66
11330 - Trail Maintenance Worker	9.62
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	13.76
12011 - Breath Alcohol Technician	16.47
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	13.32
12025 - Dental Hygienist	31.24

12030 - EKG Technician		23.07
12035 - Electroneurodiagnostic Technologist		23.07
12040 - Emergency Medical Technician		13.76
12071 - Licensed Practical Nurse I		14.18
12072 - Licensed Practical Nurse II		15.86
12073 - Licensed Practical Nurse III		17.68
12100 - Medical Assistant		11.62
12130 - Medical Laboratory Technician		15.03
12160 - Medical Record Clerk		12.51
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		13.78
12210 - Nuclear Medicine Technologist		29.70
12221 - Nursing Assistant I		9.59
12222 - Nursing Assistant II		10.77
12223 - Nursing Assistant III		11.76
12224 - Nursing Assistant IV		13.20
12235 - Optical Dispenser		12.88
12236 - Optical Technician		11.61
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.20
12305 - Radiologic Technologist		23.30
12311 - Registered Nurse I		24.19
12312 - Registered Nurse II		29.61
12313 - Registered Nurse II, Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III, Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		18.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.34
13012 - Exhibits Specialist II		20.25
13013 - Exhibits Specialist III		24.77
13041 - Illustrator I		16.34
13042 - Illustrator II		20.25
13043 - Illustrator III		24.77
13047 - Librarian		22.42
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		20.25
13058 - Library Technician		14.76
13061 - Media Specialist I		14.62
13062 - Media Specialist II		16.34
13063 - Media Specialist III		18.23
13071 - Photographer I		13.30
13072 - Photographer II		15.63
13073 - Photographer III		18.41
13074 - Photographer IV		22.53
13075 - Photographer V		27.26
13110 - Video Teleconference Technician		14.97
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.98
14042 - Computer Operator II		15.64
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I		22.18
14072 - Computer Programmer II		27.50
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		13.98

14160 - Personal Computer Support Technician	21.63
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.44
15020 - Aircrew Training Devices Instructor (Rated)	34.92
15030 - Air Crew Training Devices Instructor (Pilot)	40.60
15050 - Computer Based Training Specialist / Instructor	27.72
15060 - Educational Technologist	26.44
15070 - Flight Instructor (Pilot)	40.60
15080 - Graphic Artist	19.64
15090 - Technical Instructor	18.16
15095 - Technical Instructor/Course Developer	22.23
15110 - Test Proctor	17.77
15120 - Tutor	17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.21
16030 - Counter Attendant	8.21
16040 - Dry Cleaner	9.53
16070 - Finisher, Flatwork, Machine	8.21
16090 - Presser, Hand	8.21
16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.09
16220 - Tailor	10.61
16250 - Washer, Machine	9.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.96
19040 - Tool And Die Maker	24.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.57
21030 - Material Coordinator	17.75
21040 - Material Expediter	17.75
21050 - Material Handling Laborer	9.78
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	14.57
21110 - Shipping Packer	12.38
21130 - Shipping/Receiving Clerk	12.38
21140 - Store Worker I	9.53
21150 - Stock Clerk	13.09
21210 - Tools And Parts Attendant	14.57
21410 - Warehouse Specialist	14.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.13
23021 - Aircraft Mechanic I	23.71
23022 - Aircraft Mechanic II	25.13
23023 - Aircraft Mechanic III	26.53
23040 - Aircraft Mechanic Helper	16.71
23050 - Aircraft, Painter	21.58
23060 - Aircraft Servicer	18.72
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	16.96
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	24.94
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.00
23181 - Electronics Technician Maintenance I	20.54
23182 - Electronics Technician Maintenance II	21.99
23183 - Electronics Technician Maintenance III	23.51
23260 - Fabric Worker	14.71
23290 - Fire Alarm System Mechanic	19.23
23310 - Fire Extinguisher Repairer	13.66
23311 - Fuel Distribution System Mechanic	18.22

23312 - Fuel Distribution System Operator	15.05
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.72
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	13.66
23392 - Gunsmith II	15.84
23393 - Gunsmith III	19.35
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	19.35
23465 - Laboratory/Shelter Mechanic	16.96
23470 - Laborer	11.40
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	17.96
23550 - Machinist, Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	19.35
23592 - Metrology Technician II	20.52
23593 - Metrology Technician III	21.65
23640 - Millwright	19.35
23710 - Office Appliance Repairer	16.96
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	17.80
23810 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	19.35
23850 - Rigger	19.35
23870 - Scale Mechanic	15.84
23890 - Sheet-Metal Worker, Maintenance	19.24
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	21.03
23932 - Telecommunications Mechanic II	22.36
23950 - Telephone Lineman	21.32
23960 - Welder, Combination, Maintenance	19.24
23965 - Well Driller	20.50
23970 - Woodcraft Worker	19.35
23980 - Woodworker	13.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.36
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	7.33
24620 - Family Readiness And Support Services Coordinator	9.81
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.90
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	18.90
25190 - Ventilation Equipment Tender	13.23
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.48
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	16.49
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	16.49
27070 - Firefighter	20.08
27101 - Guard I	12.58

27102 - Guard II		15.74
27131 - Police Officer I		23.04
27132 - Police Officer II		25.57
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11.01
28042 - Carnival Equipment Repairer		10.43
28043 - Carnival Worker		8.32
28210 - Gate Attendant/Gate Tender		13.35
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.94
28510 - Recreation Aide/Health Facility Attendant		10.90
28515 - Recreation Specialist		15.20
28630 - Sports Official		11.90
28690 - Swimming Pool Operator		14.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.39
29020 - Hatch Tender		18.39
29030 - Line Handler		18.39
29041 - Stevedore I		17.07
29042 - Stevedore II		19.69
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		16.30
30022 - Archeological Technician II		18.22
30023 - Archeological Technician III		22.58
30030 - Cartographic Technician		22.58
30040 - Civil Engineering Technician		21.39
30061 - Drafter/CAD Operator I		16.30
30062 - Drafter/CAD Operator II		18.22
30063 - Drafter/CAD Operator III		20.71
30064 - Drafter/CAD Operator IV		25.13
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.90
30083 - Engineering Technician III		18.91
30084 - Engineering Technician IV		23.43
30085 - Engineering Technician V		28.66
30086 - Engineering Technician VI		34.67
30090 - Environmental Technician		21.53
30210 - Laboratory Technician		20.09
30240 - Mathematical Technician		22.58
30361 - Paralegal/Legal Assistant I		16.90
30362 - Paralegal/Legal Assistant II		19.95
30363 - Paralegal/Legal Assistant III		24.84
30364 - Paralegal/Legal Assistant IV		29.73
30390 - Photo-Optics Technician		22.58
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.45
30463 - Technical Writer III		32.01
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)	20.71
30621 - Weather Observer, Senior	(see 2)	22.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.01
31030 - Bus Driver		17.05
31043 - Driver Courier		11.91
31260 - Parking and Lot Attendant		8.95

31290 - Shuttle Bus Driver	12.89
31310 - Taxi Driver	9.57
31361 - Truckdriver, Light	12.89
31362 - Truckdriver, Medium	15.45
31363 - Truckdriver, Heavy	17.91
31364 - Truckdriver, Tractor-Trailer	17.91
99000 - Miscellaneous Occupations	
99030 - Cashier	8.73
99050 - Desk Clerk	11.45
99095 - Embalmer	24.07
99251 - Laboratory Animal Caretaker I	10.35
99252 - Laboratory Animal Caretaker II	11.21
99310 - Mortician	24.07
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	11.42
99710 - Recycling Laborer	14.23
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	12.73
99810 - Sales Clerk	11.55
99820 - School Crossing Guard	8.77
99830 - Survey Party Chief	14.51
99831 - Surveying Aide	10.10
99832 - Surveying Technician	13.85
99840 - Vending Machine Attendant	11.45
99841 - Vending Machine Repairer	14.36
99842 - Vending Machine Repairer Helper	11.45

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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).

** 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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2519
Revision No.: 4
Date Of Last Revision: 04/15/2016

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 Brooks, Duval, Hidalgo, Kenedy, Webb

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.16
01012 - Accounting Clerk II		12.52
01013 - Accounting Clerk III		14.48
01020 - Administrative Assistant		16.86
01035 - Court Reporter		15.03
01051 - Data Entry Operator I		9.50
01052 - Data Entry Operator II		10.37
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		10.46
01090 - Duplicating Machine Operator		10.46
01111 - General Clerk I		10.21
01112 - General Clerk II		11.16
01113 - General Clerk III		12.52
01120 - Housing Referral Assistant		16.69
01141 - Messenger Courier		9.90
01191 - Order Clerk I		9.70
01192 - Order Clerk II		10.59
01261 - Personnel Assistant (Employment) I		12.52
01262 - Personnel Assistant (Employment) II		15.33
01263 - Personnel Assistant (Employment) III		17.11
01270 - Production Control Clerk		13.34
01290 - Rental Clerk		12.52
01300 - Scheduler, Maintenance		12.90
01311 - Secretary I		12.90
01312 - Secretary II		14.43
01313 - Secretary III		16.10
01320 - Service Order Dispatcher		12.82
01410 - Supply Technician		16.86

01420 - Survey Worker	14.38
01460 - Switchboard Operator/Receptionist	9.51
01531 - Travel Clerk I	10.71
01532 - Travel Clerk II	11.73
01533 - Travel Clerk III	12.58
01611 - Word Processor I	10.10
01612 - Word Processor II	12.50
01613 - Word Processor III	14.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.72
05010 - Automotive Electrician	13.04
05040 - Automotive Glass Installer	12.21
05070 - Automotive Worker	12.21
05110 - Mobile Equipment Servicer	10.83
05130 - Motor Equipment Metal Mechanic	13.72
05160 - Motor Equipment Metal Worker	12.21
05190 - Motor Vehicle Mechanic	13.72
05220 - Motor Vehicle Mechanic Helper	10.29
05250 - Motor Vehicle Upholstery Worker	11.52
05280 - Motor Vehicle Wrecker	12.21
05310 - Painter, Automotive	13.04
05340 - Radiator Repair Specialist	12.21
05370 - Tire Repairer	10.10
05400 - Transmission Repair Specialist	13.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.31
07041 - Cook I	8.74
07042 - Cook II	9.34
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.27
07210 - Meat Cutter	10.65
07260 - Waiter/Waitress	8.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.19
09040 - Furniture Handler	9.08
09080 - Furniture Refinisher	13.38
09090 - Furniture Refinisher Helper	10.22
09110 - Furniture Repairer, Minor	11.78
09130 - Upholsterer	13.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	7.68
11060 - Elevator Operator	8.45
11090 - Gardener	11.16
11122 - Housekeeping Aide	8.27
11150 - Janitor	9.29
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.25
11260 - Pruner	8.21
11270 - Tractor Operator	10.68
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.87
12000 - Health Occupations	
12010 - Ambulance Driver	14.85
12011 - Breath Alcohol Technician	15.30
12012 - Certified Occupational Therapist Assistant	22.12
12015 - Certified Physical Therapist Assistant	22.99
12020 - Dental Assistant	13.22
12025 - Dental Hygienist	30.90
12030 - EKG Technician	24.42
12035 - Electroneurodiagnostic Technologist	24.42
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.37

12073 - Licensed Practical Nurse III		19.38
12100 - Medical Assistant		10.95
12130 - Medical Laboratory Technician		14.36
12160 - Medical Record Clerk		12.34
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		14.16
12210 - Nuclear Medicine Technologist		34.71
12221 - Nursing Assistant I		8.74
12222 - Nursing Assistant II		9.82
12223 - Nursing Assistant III		10.72
12224 - Nursing Assistant IV		12.03
12235 - Optical Dispenser		15.79
12236 - Optical Technician		25.52
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		12.36
12305 - Radiologic Technologist		22.15
12311 - Registered Nurse I		25.88
12312 - Registered Nurse II		31.68
12313 - Registered Nurse II, Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III, Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		20.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.54
13013 - Exhibits Specialist III		26.37
13041 - Illustrator I		17.38
13042 - Illustrator II		21.54
13043 - Illustrator III		26.37
13047 - Librarian		23.88
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		21.54
13058 - Library Technician		13.22
13061 - Media Specialist I		15.54
13062 - Media Specialist II		17.38
13063 - Media Specialist III		19.39
13071 - Photographer I		14.67
13072 - Photographer II		16.41
13073 - Photographer III		20.35
13074 - Photographer IV		23.45
13075 - Photographer V		29.26
13110 - Video Teleconference Technician		15.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	17.38
14072 - Computer Programmer II	(see 1)	20.63
14073 - Computer Programmer III	(see 1)	25.90
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.75
14102 - Computer Systems Analyst II	(see 1)	26.90
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.68
14160 - Personal Computer Support Technician		17.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		23.41
15020 - Aircrew Training Devices Instructor (Rated)		28.33
15030 - Air Crew Training Devices Instructor (Pilot)		33.51

15050 - Computer Based Training Specialist / Instructor	23.41
15060 - Educational Technologist	29.50
15070 - Flight Instructor (Pilot)	33.51
15080 - Graphic Artist	17.26
15090 - Technical Instructor	16.83
15095 - Technical Instructor/Course Developer	19.52
15110 - Test Proctor	11.18
15120 - Tutor	11.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.93
16030 - Counter Attendant	7.93
16040 - Dry Cleaner	9.32
16070 - Finisher, Flatwork, Machine	7.93
16090 - Presser, Hand	7.93
16110 - Presser, Machine, Drycleaning	7.93
16130 - Presser, Machine, Shirts	7.93
16160 - Presser, Machine, Wearing Apparel, Laundry	7.93
16190 - Sewing Machine Operator	9.79
16220 - Tailor	10.31
16250 - Washer, Machine	8.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	13.84
19040 - Tool And Die Maker	16.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.16
21030 - Material Coordinator	14.22
21040 - Material Expediter	14.22
21050 - Material Handling Laborer	9.44
21071 - Order Filler	8.83
21080 - Production Line Worker (Food Processing)	10.22
21110 - Shipping Packer	10.00
21130 - Shipping/Receiving Clerk	10.00
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.65
21210 - Tools And Parts Attendant	10.22
21410 - Warehouse Specialist	10.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	15.92
23021 - Aircraft Mechanic I	15.15
23022 - Aircraft Mechanic II	15.92
23023 - Aircraft Mechanic III	16.71
23040 - Aircraft Mechanic Helper	11.24
23050 - Aircraft, Painter	14.17
23060 - Aircraft Servicer	13.56
23080 - Aircraft Worker	13.59
23110 - Appliance Mechanic	12.88
23120 - Bicycle Repairer	9.40
23125 - Cable Splicer	18.01
23130 - Carpenter, Maintenance	12.88
23140 - Carpet Layer	13.27
23160 - Electrician, Maintenance	13.97
23181 - Electronics Technician Maintenance I	12.65
23182 - Electronics Technician Maintenance II	14.54
23183 - Electronics Technician Maintenance III	17.58
23260 - Fabric Worker	12.51
23290 - Fire Alarm System Mechanic	15.10
23310 - Fire Extinguisher Repairer	11.64
23311 - Fuel Distribution System Mechanic	15.18
23312 - Fuel Distribution System Operator	11.00
23370 - General Maintenance Worker	11.71
23380 - Ground Support Equipment Mechanic	15.15
23381 - Ground Support Equipment Servicer	13.56
23382 - Ground Support Equipment Worker	13.59

23391 - Gunsmith I	11.44
23392 - Gunsmith II	13.08
23393 - Gunsmith III	14.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	12.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	12.95
23430 - Heavy Equipment Mechanic	16.02
23440 - Heavy Equipment Operator	12.08
23460 - Instrument Mechanic	15.10
23465 - Laboratory/Shelter Mechanic	13.88
23470 - Laborer	8.14
23510 - Locksmith	12.88
23530 - Machinery Maintenance Mechanic	15.39
23550 - Machinist, Maintenance	12.75
23580 - Maintenance Trades Helper	10.16
23591 - Metrology Technician I	15.10
23592 - Metrology Technician II	15.98
23593 - Metrology Technician III	16.85
23640 - Millwright	15.10
23710 - Office Appliance Repairer	11.99
23760 - Painter, Maintenance	11.71
23790 - Pipefitter, Maintenance	13.23
23810 - Plumber, Maintenance	12.87
23820 - Pneudraulic Systems Mechanic	15.10
23850 - Rigger	15.77
23870 - Scale Mechanic	13.41
23890 - Sheet-Metal Worker, Maintenance	12.32
23910 - Small Engine Mechanic	13.41
23931 - Telecommunications Mechanic I	18.04
23932 - Telecommunications Mechanic II	18.94
23950 - Telephone Lineman	15.15
23960 - Welder, Combination, Maintenance	13.27
23965 - Well Driller	15.10
23970 - Woodcraft Worker	14.91
23980 - Woodworker	10.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.31
24580 - Child Care Center Clerk	9.66
24610 - Chore Aide	7.98
24620 - Family Readiness And Support Services Coordinator	9.22
24630 - Homemaker	12.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.40
25040 - Sewage Plant Operator	12.03
25070 - Stationary Engineer	16.40
25190 - Ventilation Equipment Tender	11.90
25210 - Water Treatment Plant Operator	12.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.46
27007 - Baggage Inspector	10.02
27008 - Corrections Officer	14.94
27010 - Court Security Officer	17.35
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	14.94
27070 - Firefighter	17.58
27101 - Guard I	10.02
27102 - Guard II	14.63
27131 - Police Officer I	20.81
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.64

28042 - Carnival Equipment Repairer		10.18
28043 - Carnival Worker		9.27
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		12.23
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		14.40
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		12.56
29020 - Hatch Tender		12.56
29030 - Line Handler		12.56
29041 - Stevedore I		12.20
29042 - Stevedore II		13.71
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		13.92
30022 - Archeological Technician II		14.74
30023 - Archeological Technician III		17.07
30030 - Cartographic Technician		17.08
30040 - Civil Engineering Technician		16.56
30061 - Drafter/CAD Operator I		13.11
30062 - Drafter/CAD Operator II		14.64
30063 - Drafter/CAD Operator III		16.36
30064 - Drafter/CAD Operator IV		18.60
30081 - Engineering Technician I		12.25
30082 - Engineering Technician II		13.77
30083 - Engineering Technician III		15.38
30084 - Engineering Technician IV		19.08
30085 - Engineering Technician V		22.36
30086 - Engineering Technician VI		27.40
30090 - Environmental Technician		19.00
30210 - Laboratory Technician		16.36
30240 - Mathematical Technician		18.17
30361 - Paralegal/Legal Assistant I		15.14
30362 - Paralegal/Legal Assistant II		17.38
30363 - Paralegal/Legal Assistant III		21.26
30364 - Paralegal/Legal Assistant IV		25.72
30390 - Photo-Optics Technician		18.17
30461 - Technical Writer I		18.17
30462 - Technical Writer II		20.91
30463 - Technical Writer III		24.95
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)	16.36
30621 - Weather Observer, Senior	(see 2)	18.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.33
31030 - Bus Driver		13.68
31043 - Driver Courier		10.40
31260 - Parking and Lot Attendant		8.00
31290 - Shuttle Bus Driver		11.20
31310 - Taxi Driver		7.32
31361 - Truckdriver, Light		11.20
31362 - Truckdriver, Medium		12.07
31363 - Truckdriver, Heavy		14.67

31364 - Truckdriver, Tractor-Trailer	14.67
99000 - Miscellaneous Occupations	
99030 - Cashier	8.43
99050 - Desk Clerk	7.75
99095 - Embalmer	23.19
99251 - Laboratory Animal Caretaker I	13.71
99252 - Laboratory Animal Caretaker II	14.39
99310 - Mortician	23.19
99410 - Pest Controller	13.33
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.54
99711 - Recycling Specialist	13.78
99730 - Refuse Collector	11.00
99810 - Sales Clerk	10.71
99820 - School Crossing Guard	11.36
99830 - Survey Party Chief	18.99
99831 - Surveying Aide	12.91
99832 - Surveying Technician	15.88
99840 - Vending Machine Attendant	10.70
99841 - Vending Machine Repairer	12.14
99842 - Vending Machine Repairer Helper	10.70

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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 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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2521
Revision No.: 3
Date Of Last Revision: 02/18/2016

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 Atascosa, Bandera, Bexar, Comal, De Witt, Gonzales, Guadalupe, Kendall, McMullen, Medina, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		21.96
01035 - Court Reporter		22.14
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.11
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		11.26
01112 - General Clerk II		13.21
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.49
01192 - Order Clerk II		13.63
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk		18.59
01290 - Rental Clerk		14.90
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.86
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.26

01410 - Supply Technician	21.96
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	11.89
01531 - Travel Clerk I	12.19
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.60
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	16.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.41
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	16.77
05070 - Automotive Worker	16.77
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	16.77
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	11.12
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	9.42
07042 - Cook II	11.33
07070 - Dishwasher	7.76
07130 - Food Service Worker	8.51
07210 - Meat Cutter	12.63
07260 - Waiter/Waitress	7.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46
09080 - Furniture Refinisher	15.03
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.42
09130 - Upholsterer	15.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.02
11060 - Elevator Operator	9.02
11090 - Gardener	13.57
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.80
11260 - Pruner	10.36
11270 - Tractor Operator	12.91
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	14.40
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	26.24
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	32.84
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.40
12071 - Licensed Practical Nurse I	15.73

12072 - Licensed Practical Nurse II		17.60
12073 - Licensed Practical Nurse III		19.62
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		16.80
12160 - Medical Record Clerk		13.61
12190 - Medical Record Technician		14.86
12195 - Medical Transcriptionist		13.76
12210 - Nuclear Medicine Technologist		29.68
12221 - Nursing Assistant I		10.42
12222 - Nursing Assistant II		11.71
12223 - Nursing Assistant III		12.78
12224 - Nursing Assistant IV		14.35
12235 - Optical Dispenser		14.94
12236 - Optical Technician		15.20
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.35
12305 - Radiologic Technologist		24.06
12311 - Registered Nurse I		24.40
12312 - Registered Nurse II		29.85
12313 - Registered Nurse II, Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III, Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		18.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.29
13072 - Photographer II		16.15
13073 - Photographer III		18.92
13074 - Photographer IV		21.54
13075 - Photographer V		26.14
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51
14160 - Personal Computer Support Technician		21.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		31.51

15030 - Air Crew Training Devices Instructor (Pilot)	37.76
15050 - Computer Based Training Specialist / Instructor	26.31
15060 - Educational Technologist	26.86
15070 - Flight Instructor (Pilot)	37.76
15080 - Graphic Artist	22.57
15090 - Technical Instructor	18.93
15095 - Technical Instructor/Course Developer	23.16
15110 - Test Proctor	15.28
15120 - Tutor	15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.50
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.63
16250 - Washer, Machine	9.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.35
19040 - Tool And Die Maker	19.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.22
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	10.58
21071 - Order Filler	11.28
21080 - Production Line Worker (Food Processing)	12.22
21110 - Shipping Packer	12.67
21130 - Shipping/Receiving Clerk	12.67
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.18
21210 - Tools And Parts Attendant	12.22
21410 - Warehouse Specialist	12.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.73
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.73
23023 - Aircraft Mechanic III	21.85
23040 - Aircraft Mechanic Helper	13.74
23050 - Aircraft, Painter	17.58
23060 - Aircraft Servicer	15.39
23080 - Aircraft Worker	16.41
23110 - Appliance Mechanic	17.25
23120 - Bicycle Repairer	11.12
23125 - Cable Splicer	19.50
23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	15.04
23160 - Electrician, Maintenance	19.55
23181 - Electronics Technician Maintenance I	22.30
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	14.33
23290 - Fire Alarm System Mechanic	17.71
23310 - Fire Extinguisher Repairer	13.77
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.10

23382 - Ground Support Equipment Worker	16.10
23391 - Gunsmith I	14.33
23392 - Gunsmith II	15.37
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	17.55
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	16.41
23470 - Laborer	10.03
23510 - Locksmith	15.48
23530 - Machinery Maintenance Mechanic	17.57
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.29
23593 - Metrology Technician III	22.45
23640 - Millwright	19.02
23710 - Office Appliance Repairer	16.68
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.13
23890 - Sheet-Metal Worker, Maintenance	17.78
23910 - Small Engine Mechanic	15.37
23931 - Telecommunications Mechanic I	21.97
23932 - Telecommunications Mechanic II	23.21
23950 - Telephone Lineman	20.66
23960 - Welder, Combination, Maintenance	17.15
23965 - Well Driller	17.15
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	10.76
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.19
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	18.19
25190 - Ventilation Equipment Tender	12.13
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.89
27007 - Baggage Inspector	11.24
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	11.24
27102 - Guard II	14.20
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		9.89
28042 - Carnival Equipment Repairer		10.39
28043 - Carnival Worker		8.25
28210 - Gate Attendant/Gate Tender		12.51
28310 - Lifeguard		11.05
28350 - Park Attendant (Aide)		13.88
28510 - Recreation Aide/Health Facility Attendant		10.13
28515 - Recreation Specialist		14.76
28630 - Sports Official		11.05
28690 - Swimming Pool Operator		13.35
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		18.90
29020 - Hatch Tender		18.90
29030 - Line Handler		18.90
29041 - Stevedore I		17.63
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30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
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30061 - Drafter/CAD Operator I		17.13
30062 - Drafter/CAD Operator II		19.16
30063 - Drafter/CAD Operator III		21.37
30064 - Drafter/CAD Operator IV		26.29
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		36.63
30090 - Environmental Technician		19.43
30210 - Laboratory Technician		19.16
30240 - Mathematical Technician		23.74
30361 - Paralegal/Legal Assistant I		16.70
30362 - Paralegal/Legal Assistant II		21.82
30363 - Paralegal/Legal Assistant III		26.68
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		23.74
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
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)	21.37
30621 - Weather Observer, Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		16.78
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		9.64
31290 - Shuttle Bus Driver		14.18
31310 - Taxi Driver		11.35
31361 - Truckdriver, Light		14.18
31362 - Truckdriver, Medium		15.07

31363 - Truckdriver, Heavy	16.69
31364 - Truckdriver, Tractor-Trailer	16.69
99000 - Miscellaneous Occupations	
99030 - Cashier	9.41
99050 - Desk Clerk	9.68
99095 - Embalmer	18.80
99251 - Laboratory Animal Caretaker I	10.07
99252 - Laboratory Animal Caretaker II	10.84
99310 - Mortician	22.43
99410 - Pest Controller	15.42
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.34
99711 - Recycling Specialist	14.83
99730 - Refuse Collector	12.11
99810 - Sales Clerk	10.86
99820 - School Crossing Guard	10.97
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	12.83
99832 - Surveying Technician	15.33
99840 - Vending Machine Attendant	11.39
99841 - Vending Machine Repairer	14.08
99842 - Vending Machine Repairer Helper	11.39

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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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2523
Revision No.: 3
Date Of Last 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 Bell, Coryell, McLennan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.70
01012 - Accounting Clerk II		13.13
01013 - Accounting Clerk III		14.69
01020 - Administrative Assistant		19.47
01035 - Court Reporter		14.54
01051 - Data Entry Operator I		10.46
01052 - Data Entry Operator II		12.35
01060 - Dispatcher, Motor Vehicle		14.53
01070 - Document Preparation Clerk		11.12
01090 - Duplicating Machine Operator		11.12
01111 - General Clerk I		10.46
01112 - General Clerk II		12.55
01113 - General Clerk III		14.06
01120 - Housing Referral Assistant		14.76
01141 - Messenger Courier		10.45
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.45
01261 - Personnel Assistant (Employment) I		12.99
01262 - Personnel Assistant (Employment) II		14.60
01263 - Personnel Assistant (Employment) III		17.03
01270 - Production Control Clerk		16.12
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		11.81
01311 - Secretary I		11.81
01312 - Secretary II		13.39
01313 - Secretary III		14.76
01320 - Service Order Dispatcher		12.50
01410 - Supply Technician		19.47

01420 - Survey Worker	13.05
01460 - Switchboard Operator/Receptionist	10.41
01531 - Travel Clerk I	11.59
01532 - Travel Clerk II	12.65
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.97
01612 - Word Processor II	13.43
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	16.71
05040 - Automotive Glass Installer	15.81
05070 - Automotive Worker	15.81
05110 - Mobile Equipment Servicer	13.84
05130 - Motor Equipment Metal Mechanic	17.63
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.63
05220 - Motor Vehicle Mechanic Helper	12.13
05250 - Motor Vehicle Upholstery Worker	14.82
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	17.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.07
07041 - Cook I	9.57
07042 - Cook II	10.88
07070 - Dishwasher	7.36
07130 - Food Service Worker	8.27
07210 - Meat Cutter	12.04
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.63
11060 - Elevator Operator	9.00
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	10.33
11240 - Maid or Houseman	7.72
11260 - Pruner	9.19
11270 - Tractor Operator	11.55
11330 - Trail Maintenance Worker	10.33
11360 - Window Cleaner	10.08
12000 - Health Occupations	
12010 - Ambulance Driver	14.82
12011 - Breath Alcohol Technician	16.45
12012 - Certified Occupational Therapist Assistant	23.26
12015 - Certified Physical Therapist Assistant	23.37
12020 - Dental Assistant	15.27
12025 - Dental Hygienist	32.41
12030 - EKG Technician	25.72
12035 - Electroneurodiagnostic Technologist	25.72
12040 - Emergency Medical Technician	14.82
12071 - Licensed Practical Nurse I	15.13
12072 - Licensed Practical Nurse II	17.02

12073 - Licensed Practical Nurse III		18.91
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		15.40
12160 - Medical Record Clerk		13.45
12190 - Medical Record Technician		15.99
12195 - Medical Transcriptionist		15.31
12210 - Nuclear Medicine Technologist		37.25
12221 - Nursing Assistant I		9.68
12222 - Nursing Assistant II		10.87
12223 - Nursing Assistant III		12.63
12224 - Nursing Assistant IV		14.17
12235 - Optical Dispenser		11.98
12236 - Optical Technician		15.13
12250 - Pharmacy Technician		15.24
12280 - Phlebotomist		14.28
12305 - Radiologic Technologist		22.50
12311 - Registered Nurse I		20.88
12312 - Registered Nurse II		25.55
12313 - Registered Nurse II, Specialist		25.55
12314 - Registered Nurse III		30.91
12315 - Registered Nurse III, Anesthetist		30.91
12316 - Registered Nurse IV		37.05
12317 - Scheduler (Drug and Alcohol Testing)		18.91
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.66
13012 - Exhibits Specialist II		19.33
13013 - Exhibits Specialist III		23.65
13041 - Illustrator I		15.65
13042 - Illustrator II		19.33
13043 - Illustrator III		23.65
13047 - Librarian		21.45
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		19.33
13058 - Library Technician		15.66
13061 - Media Specialist I		14.32
13062 - Media Specialist II		16.03
13063 - Media Specialist III		17.86
13071 - Photographer I		13.94
13072 - Photographer II		15.66
13073 - Photographer III		19.31
13074 - Photographer IV		23.60
13075 - Photographer V		28.74
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.59
14042 - Computer Operator II		16.86
14043 - Computer Operator III		19.88
14044 - Computer Operator IV		22.02
14045 - Computer Operator V		24.38
14071 - Computer Programmer I		20.12
14072 - Computer Programmer II		24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		24.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59
14160 - Personal Computer Support Technician		22.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		24.73
15020 - Aircrew Training Devices Instructor (Rated)		29.56
15030 - Air Crew Training Devices Instructor (Pilot)		35.43

15050 - Computer Based Training Specialist / Instructor	24.73
15060 - Educational Technologist	26.64
15070 - Flight Instructor (Pilot)	35.43
15080 - Graphic Artist	17.62
15090 - Technical Instructor	20.75
15095 - Technical Instructor/Course Developer	25.13
15110 - Test Proctor	17.61
15120 - Tutor	17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.93
16030 - Counter Attendant	7.93
16040 - Dry Cleaner	10.24
16070 - Finisher, Flatwork, Machine	7.93
16090 - Presser, Hand	7.93
16110 - Presser, Machine, Drycleaning	7.93
16130 - Presser, Machine, Shirts	7.93
16160 - Presser, Machine, Wearing Apparel, Laundry	7.93
16190 - Sewing Machine Operator	11.04
16220 - Tailor	11.82
16250 - Washer, Machine	8.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.83
19040 - Tool And Die Maker	20.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.51
21030 - Material Coordinator	16.12
21040 - Material Expediter	16.12
21050 - Material Handling Laborer	10.06
21071 - Order Filler	10.77
21080 - Production Line Worker (Food Processing)	12.51
21110 - Shipping Packer	12.93
21130 - Shipping/Receiving Clerk	12.93
21140 - Store Worker I	9.38
21150 - Stock Clerk	13.16
21210 - Tools And Parts Attendant	12.51
21410 - Warehouse Specialist	12.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.04
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	22.04
23023 - Aircraft Mechanic III	23.16
23040 - Aircraft Mechanic Helper	13.86
23050 - Aircraft, Painter	18.61
23060 - Aircraft Servicer	15.99
23080 - Aircraft Worker	17.05
23110 - Appliance Mechanic	15.95
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	21.43
23130 - Carpenter, Maintenance	15.84
23140 - Carpet Layer	16.69
23160 - Electrician, Maintenance	19.86
23181 - Electronics Technician Maintenance I	19.30
23182 - Electronics Technician Maintenance II	20.62
23183 - Electronics Technician Maintenance III	22.36
23260 - Fabric Worker	15.56
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.42
23311 - Fuel Distribution System Mechanic	18.68
23312 - Fuel Distribution System Operator	14.42
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.05

23391 - Gunsmith I	14.42
23392 - Gunsmith II	16.69
23393 - Gunsmith III	18.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.05
23430 - Heavy Equipment Mechanic	17.29
23440 - Heavy Equipment Operator	16.86
23460 - Instrument Mechanic	20.38
23465 - Laboratory/Shelter Mechanic	18.02
23470 - Laborer	10.06
23510 - Locksmith	15.95
23530 - Machinery Maintenance Mechanic	18.94
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	20.38
23592 - Metrology Technician II	21.67
23593 - Metrology Technician III	22.98
23640 - Millwright	18.97
23710 - Office Appliance Repairer	15.95
23760 - Painter, Maintenance	17.15
23790 - Pipefitter, Maintenance	20.16
23810 - Plumber, Maintenance	18.49
23820 - Pneudraulic Systems Mechanic	18.97
23850 - Rigger	18.97
23870 - Scale Mechanic	16.69
23890 - Sheet-Metal Worker, Maintenance	18.10
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	21.42
23960 - Welder, Combination, Maintenance	16.45
23965 - Well Driller	18.97
23970 - Woodcraft Worker	18.97
23980 - Woodworker	13.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	8.61
24620 - Family Readiness And Support Services Coordinator	11.38
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.97
25040 - Sewage Plant Operator	15.62
25070 - Stationary Engineer	18.97
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	15.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.29
27007 - Baggage Inspector	10.98
27008 - Corrections Officer	14.90
27010 - Court Security Officer	16.80
27030 - Detection Dog Handler	14.19
27040 - Detention Officer	14.90
27070 - Firefighter	17.11
27101 - Guard I	10.98
27102 - Guard II	14.19
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62

28042 - Carnival Equipment Repairer		13.61
28043 - Carnival Worker		8.63
28210 - Gate Attendant/Gate Tender		12.73
28310 - Lifeguard		11.34
28350 - Park Attendant (Aide)		14.24
28510 - Recreation Aide/Health Facility Attendant		10.09
28515 - Recreation Specialist		15.98
28630 - Sports Official		11.34
28690 - Swimming Pool Operator		14.79
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		15.59
29020 - Hatch Tender		15.14
29030 - Line Handler		15.14
29041 - Stevedore I		14.17
29042 - Stevedore II		16.29
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		14.27
30022 - Archeological Technician II		15.58
30023 - Archeological Technician III		19.76
30030 - Cartographic Technician		23.36
30040 - Civil Engineering Technician		21.12
30061 - Drafter/CAD Operator I		14.80
30062 - Drafter/CAD Operator II		19.07
30063 - Drafter/CAD Operator III		20.51
30064 - Drafter/CAD Operator IV		22.72
30081 - Engineering Technician I		14.99
30082 - Engineering Technician II		18.07
30083 - Engineering Technician III		20.24
30084 - Engineering Technician IV		26.53
30085 - Engineering Technician V		31.84
30086 - Engineering Technician VI		36.70
30090 - Environmental Technician		21.16
30210 - Laboratory Technician		21.14
30240 - Mathematical Technician		23.28
30361 - Paralegal/Legal Assistant I		14.95
30362 - Paralegal/Legal Assistant II		18.88
30363 - Paralegal/Legal Assistant III		22.66
30364 - Paralegal/Legal Assistant IV		27.38
30390 - Photo-Optics Technician		24.19
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.94
30463 - Technical Writer III		32.59
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.40
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)	20.51
30621 - Weather Observer, Senior	(see 2)	22.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.68
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		10.87
31361 - Truckdriver, Light		12.35
31362 - Truckdriver, Medium		16.13
31363 - Truckdriver, Heavy		16.87

31364 - Truckdriver, Tractor-Trailer	16.87
99000 - Miscellaneous Occupations	
99030 - Cashier	7.99
99050 - Desk Clerk	9.49
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	10.41
99252 - Laboratory Animal Caretaker II	10.55
99310 - Mortician	22.74
99410 - Pest Controller	14.02
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	11.49
99711 - Recycling Specialist	13.93
99730 - Refuse Collector	10.64
99810 - Sales Clerk	10.68
99820 - School Crossing Guard	10.64
99830 - Survey Party Chief	17.55
99831 - Surveying Aide	10.95
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	13.60
99841 - Vending Machine Repairer	16.65
99842 - Vending Machine Repairer Helper	13.60

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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 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.

** 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.

** 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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-2525
Revision No.: 1
Date Of Last Revision: 03/01/2016

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: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens, Tillman

Texas Counties of Archer, Clay, Wichita

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.53
01012 - Accounting Clerk II		12.95
01013 - Accounting Clerk III		14.47
01020 - Administrative Assistant		17.80
01035 - Court Reporter		15.89
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.44
01090 - Duplicating Machine Operator		11.44
01111 - General Clerk I		9.97
01112 - General Clerk II		10.88
01113 - General Clerk III		12.21
01120 - Housing Referral Assistant		15.95
01141 - Messenger Courier		10.10
01191 - Order Clerk I		11.80
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		13.43
01262 - Personnel Assistant (Employment) II		15.02
01263 - Personnel Assistant (Employment) III		16.75
01270 - Production Control Clerk		19.95
01290 - Rental Clerk		11.06
01300 - Scheduler, Maintenance		11.78
01311 - Secretary I		11.78
01312 - Secretary II		13.18

01313 - Secretary III	15.95
01320 - Service Order Dispatcher	14.41
01410 - Supply Technician	17.80
01420 - Survey Worker	12.91
01460 - Switchboard Operator/Receptionist	10.48
01531 - Travel Clerk I	11.48
01532 - Travel Clerk II	12.40
01533 - Travel Clerk III	13.07
01611 - Word Processor I	13.50
01612 - Word Processor II	15.07
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.30
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.28
05070 - Automotive Worker	15.28
05110 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	17.04
05160 - Motor Equipment Metal Worker	15.28
05190 - Motor Vehicle Mechanic	17.04
05220 - Motor Vehicle Mechanic Helper	12.64
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	15.28
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.28
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	17.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	8.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.84
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	16.84
09090 - Furniture Refinisher Helper	13.20
09110 - Furniture Repairer, Minor	15.04
09130 - Upholsterer	16.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.08
11060 - Elevator Operator	9.68
11090 - Gardener	12.88
11122 - Housekeeping Aide	9.68
11150 - Janitor	9.68
11210 - Laborer, Grounds Maintenance	10.98
11240 - Maid or Houseman	8.38
11260 - Pruner	10.13
11270 - Tractor Operator	12.64
11330 - Trail Maintenance Worker	10.98
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	13.54
12011 - Breath Alcohol Technician	14.99
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	13.65
12025 - Dental Hygienist	29.92
12030 - EKG Technician	22.62
12035 - Electroneurodiagnostic Technologist	22.62

12040 - Emergency Medical Technician		13.54
12071 - Licensed Practical Nurse I		13.40
12072 - Licensed Practical Nurse II		14.99
12073 - Licensed Practical Nurse III		16.72
12100 - Medical Assistant		12.66
12130 - Medical Laboratory Technician		16.85
12160 - Medical Record Clerk		11.58
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		13.82
12210 - Nuclear Medicine Technologist		32.81
12221 - Nursing Assistant I		9.36
12222 - Nursing Assistant II		10.52
12223 - Nursing Assistant III		11.48
12224 - Nursing Assistant IV		12.89
12235 - Optical Dispenser		13.77
12236 - Optical Technician		13.40
12250 - Pharmacy Technician		14.12
12280 - Phlebotomist		13.59
12305 - Radiologic Technologist		21.66
12311 - Registered Nurse I		18.70
12312 - Registered Nurse II		22.96
12313 - Registered Nurse II, Specialist		22.96
12314 - Registered Nurse III		27.67
12315 - Registered Nurse III, Anesthetist		27.67
12316 - Registered Nurse IV		33.16
12317 - Scheduler (Drug and Alcohol Testing)		18.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.60
13012 - Exhibits Specialist II		20.57
13013 - Exhibits Specialist III		25.16
13041 - Illustrator I		16.60
13042 - Illustrator II		20.57
13043 - Illustrator III		25.16
13047 - Librarian		22.77
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		13.40
13072 - Photographer II		15.06
13073 - Photographer III		16.82
13074 - Photographer IV		20.17
13075 - Photographer V		24.42
13110 - Video Teleconference Technician		14.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I		19.41
14072 - Computer Programmer II		24.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.61
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	26.10
15020 - Aircrew Training Devices Instructor (Rated)	32.32
15030 - Air Crew Training Devices Instructor (Pilot)	37.74
15050 - Computer Based Training Specialist / Instructor	26.09
15060 - Educational Technologist	30.46
15070 - Flight Instructor (Pilot)	37.74
15080 - Graphic Artist	20.71
15090 - Technical Instructor	17.63
15095 - Technical Instructor/Course Developer	21.56
15110 - Test Proctor	14.23
15120 - Tutor	14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.08
16030 - Counter Attendant	8.08
16040 - Dry Cleaner	10.19
16070 - Finisher, Flatwork, Machine	8.08
16090 - Presser, Hand	8.08
16110 - Presser, Machine, Drycleaning	8.08
16130 - Presser, Machine, Shirts	8.08
16160 - Presser, Machine, Wearing Apparel, Laundry	8.08
16190 - Sewing Machine Operator	10.87
16220 - Tailor	11.58
16250 - Washer, Machine	8.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.48
19040 - Tool And Die Maker	22.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.39
21030 - Material Coordinator	19.95
21040 - Material Expediter	19.95
21050 - Material Handling Laborer	10.20
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	13.39
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	11.85
21150 - Stock Clerk	14.96
21210 - Tools And Parts Attendant	13.39
21410 - Warehouse Specialist	13.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.70
23021 - Aircraft Mechanic I	21.64
23022 - Aircraft Mechanic II	22.70
23023 - Aircraft Mechanic III	23.78
23040 - Aircraft Mechanic Helper	16.08
23050 - Aircraft, Painter	20.50
23060 - Aircraft Servicer	18.30
23080 - Aircraft Worker	19.40
23110 - Appliance Mechanic	18.18
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	21.21
23130 - Carpenter, Maintenance	16.87
23140 - Carpet Layer	16.81
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	21.07
23182 - Electronics Technician Maintenance II	22.24
23183 - Electronics Technician Maintenance III	23.44
23260 - Fabric Worker	16.23
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	15.26
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.28

23380 - Ground Support Equipment Mechanic	21.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.40
23391 - Gunsmith I	15.26
23392 - Gunsmith II	17.22
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	18.78
23440 - Heavy Equipment Operator	17.04
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.18
23470 - Laborer	10.54
23510 - Locksmith	18.69
23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	19.49
23580 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.03
23640 - Millwright	18.74
23710 - Office Appliance Repairer	17.78
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	19.66
23810 - Plumber, Maintenance	18.93
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	17.22
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	16.81
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	22.12
23960 - Welder, Combination, Maintenance	17.04
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	10.85
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	8.51
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.36
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	17.36
25190 - Ventilation Equipment Tender	12.88
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.15
27007 - Baggage Inspector	10.80
27008 - Corrections Officer	14.99
27010 - Court Security Officer	16.41
27030 - Detection Dog Handler	12.44
27040 - Detention Officer	14.99
27070 - Firefighter	17.35
27101 - Guard I	10.80
27102 - Guard II	12.44
27131 - Police Officer I	20.01

27132 - Police Officer II		22.24
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.11
28042 - Carnival Equipment Repairer		12.97
28043 - Carnival Worker		9.68
28210 - Gate Attendant/Gate Tender		14.46
28310 - Lifeguard		12.11
28350 - Park Attendant (Aide)		16.18
28510 - Recreation Aide/Health Facility Attendant		11.81
28515 - Recreation Specialist		15.86
28630 - Sports Official		12.89
28690 - Swimming Pool Operator		12.96
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.22
29020 - Hatch Tender		17.22
29030 - Line Handler		17.22
29041 - Stevedore I		16.23
29042 - Stevedore II		18.18
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)	26.69
30021 - Archeological Technician I		14.66
30022 - Archeological Technician II		16.82
30023 - Archeological Technician III		20.32
30030 - Cartographic Technician		20.83
30040 - Civil Engineering Technician		22.91
30061 - Drafter/CAD Operator I		14.66
30062 - Drafter/CAD Operator II		16.82
30063 - Drafter/CAD Operator III		18.75
30064 - Drafter/CAD Operator IV		22.50
30081 - Engineering Technician I		13.57
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		21.10
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		16.31
30362 - Paralegal/Legal Assistant II		20.20
30363 - Paralegal/Legal Assistant III		24.72
30364 - Paralegal/Legal Assistant IV		29.91
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		20.83
30462 - Technical Writer II		25.48
30463 - Technical Writer III		30.83
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)	18.75
30621 - Weather Observer, Senior	(see 2)	20.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.39
31030 - Bus Driver		13.70
31043 - Driver Courier		12.53
31260 - Parking and Lot Attendant		10.26
31290 - Shuttle Bus Driver		13.43
31310 - Taxi Driver		10.86

31361 - Truckdriver, Light	13.43
31362 - Truckdriver, Medium	13.70
31363 - Truckdriver, Heavy	16.27
31364 - Truckdriver, Tractor-Trailer	16.27
99000 - Miscellaneous Occupations	
99030 - Cashier	8.74
99050 - Desk Clerk	8.68
99095 - Embalmer	25.36
99251 - Laboratory Animal Caretaker I	11.87
99252 - Laboratory Animal Caretaker II	12.72
99310 - Mortician	25.36
99410 - Pest Controller	18.22
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.54
99711 - Recycling Specialist	16.78
99730 - Refuse Collector	13.43
99810 - Sales Clerk	10.80
99820 - School Crossing Guard	12.81
99830 - Survey Party Chief	17.97
99831 - Surveying Aide	12.07
99832 - Surveying Technician	16.31
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	16.81
99842 - Vending Machine Repairer Helper	13.94

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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 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).

** 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.

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5215
Revision No.: 3
Date Of Last Revision: 01/05/2016

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 Bastrop, Caldwell, Hays, Travis, Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		17.70
01020 - Administrative Assistant		23.98
01035 - Court Reporter		21.66
01041 - Customer Service Representative I		11.43
01042 - Customer Service Representative II		12.86
01043 - Customer Service Representative III		14.03
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.65
01090 - Duplicating Machine Operator		13.65
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		12.23
01191 - Order Clerk I		14.49
01192 - Order Clerk II		15.73
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		21.11
01290 - Rental Clerk		14.07
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08

01313 - Secretary III	22.35
01320 - Service Order Dispatcher	16.05
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	12.79
01531 - Travel Clerk I	11.56
01532 - Travel Clerk II	12.48
01533 - Travel Clerk III	13.23
01611 - Word Processor I	15.42
01612 - Word Processor II	17.31
01613 - Word Processor III	19.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	17.85
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	18.79
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.79
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	11.75
05400 - Transmission Repair Specialist	18.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.54
07042 - Cook II	12.10
07070 - Dishwasher	9.08
07130 - Food Service Worker	9.92
07210 - Meat Cutter	15.03
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	10.34
11090 - Gardener	14.10
11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	11.11
11240 - Maid or Houseman	9.09
11260 - Pruner	10.13
11270 - Tractor Operator	13.06
11330 - Trail Maintenance Worker	11.11
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	18.12
12011 - Breath Alcohol Technician	18.12
12012 - Certified Occupational Therapist Assistant	26.18
12015 - Certified Physical Therapist Assistant	24.07
12020 - Dental Assistant	17.32
12025 - Dental Hygienist	41.16
12030 - EKG Technician	25.57
12035 - Electroneurodiagnostic Technologist	25.57

12040 - Emergency Medical Technician		18.12
12071 - Licensed Practical Nurse I		17.79
12072 - Licensed Practical Nurse II		19.90
12073 - Licensed Practical Nurse III		22.20
12100 - Medical Assistant		14.55
12130 - Medical Laboratory Technician		17.43
12160 - Medical Record Clerk		13.69
12190 - Medical Record Technician		15.32
12195 - Medical Transcriptionist		16.75
12210 - Nuclear Medicine Technologist		35.60
12221 - Nursing Assistant I		10.67
12222 - Nursing Assistant II		12.00
12223 - Nursing Assistant III		13.10
12224 - Nursing Assistant IV		14.70
12235 - Optical Dispenser		13.97
12236 - Optical Technician		13.84
12250 - Pharmacy Technician		15.07
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		25.86
12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II, Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III, Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		22.45
12320 - Substance Abuse Treatment Counselor		17.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		26.39
13050 - Library Aide/Clerk		13.80
13054 - Library Information Technology Systems Administrator		23.85
13058 - Library Technician		16.88
13061 - Media Specialist I		17.19
13062 - Media Specialist II		19.24
13063 - Media Specialist III		21.44
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		17.33
13110 - Video Teleconference Technician		17.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
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		15.08

14160 - Personal Computer Support Technician	22.53
14170 - System Support Specialist	27.97
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.67
15050 - Computer Based Training Specialist / Instructor	31.03
15060 - Educational Technologist	33.26
15070 - Flight Instructor (Pilot)	44.67
15080 - Graphic Artist	22.13
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	35.95
15086 - Maintenance Test Pilot, Rotary Wing	35.95
15088 - Non-Maintenance Test/Co-Pilot	35.95
15090 - Technical Instructor	21.85
15095 - Technical Instructor/Course Developer	26.73
15110 - Test Proctor	17.64
15120 - Tutor	17.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.42
16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.80
16250 - Washer, Machine	9.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.27
19040 - Tool And Die Maker	22.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.38
21030 - Material Coordinator	20.34
21040 - Material Expediter	20.34
21050 - Material Handling Laborer	10.99
21071 - Order Filler	12.19
21080 - Production Line Worker (Food Processing)	13.28
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	11.19
21150 - Stock Clerk	14.78
21210 - Tools And Parts Attendant	13.38
21410 - Warehouse Specialist	13.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.02
23019 - Aircraft Logs and Records Technician	20.96
23021 - Aircraft Mechanic I	25.25
23022 - Aircraft Mechanic II	27.02
23023 - Aircraft Mechanic III	28.23
23040 - Aircraft Mechanic Helper	18.15
23050 - Aircraft, Painter	23.87
23060 - Aircraft Servicer	20.96
23070 - Aircraft Survival Flight Equipment Technician	23.87
23080 - Aircraft Worker	22.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.25
23110 - Appliance Mechanic	17.96
23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	22.30

23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	22.47
23181 - Electronics Technician Maintenance I	19.03
23182 - Electronics Technician Maintenance II	22.11
23183 - Electronics Technician Maintenance III	23.31
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	19.78
23310 - Fire Extinguisher Repairer	16.19
23311 - Fuel Distribution System Mechanic	18.63
23312 - Fuel Distribution System Operator	14.44
23370 - General Maintenance Worker	16.53
23380 - Ground Support Equipment Mechanic	25.25
23381 - Ground Support Equipment Servicer	20.96
23382 - Ground Support Equipment Worker	22.48
23391 - Gunsmith I	16.19
23392 - Gunsmith II	18.59
23393 - Gunsmith III	20.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	18.35
23440 - Heavy Equipment Operator	16.84
23460 - Instrument Mechanic	20.88
23465 - Laboratory/Shelter Mechanic	19.76
23470 - Laborer	11.18
23510 - Locksmith	16.76
23530 - Machinery Maintenance Mechanic	23.60
23550 - Machinist, Maintenance	18.78
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	20.88
23592 - Metrology Technician II	22.06
23593 - Metrology Technician III	23.33
23640 - Millwright	20.57
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	15.27
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	20.88
23850 - Rigger	20.88
23870 - Scale Mechanic	18.59
23890 - Sheet-Metal Worker, Maintenance	20.87
23910 - Small Engine Mechanic	16.24
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	25.07
23960 - Welder, Combination, Maintenance	16.84
23965 - Well Driller	22.41
23970 - Woodcraft Worker	20.88
23980 - Woodworker	13.30
24000 - Personal Needs Occupations	
24550 - Case Manager	16.30
24570 - Child Care Attendant	9.89
24580 - Child Care Center Clerk	12.33
24610 - Chore Aide	8.79
24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	18.13
25070 - Stationary Engineer	21.95

25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	18.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.97
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	23.37
27101 - Guard I	12.13
27102 - Guard II	16.19
27131 - Police Officer I	24.49
27132 - Police Officer II	27.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Worker	9.23
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	16.07
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.18
29020 - Hatch Tender	17.18
29030 - Line Handler	17.18
29041 - Stevedore I	16.14
29042 - Stevedore II	18.25
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	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	23.47
30051 - Cryogenic Technician I	25.92
30052 - Cryogenic Technician II	25.78
30061 - Drafter/CAD Operator I	18.92
30062 - Drafter/CAD Operator II	21.16
30063 - Drafter/CAD Operator III	23.60
30064 - Drafter/CAD Operator IV	28.80
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.71
30083 - Engineering Technician III	18.69
30084 - Engineering Technician IV	23.16
30085 - Engineering Technician V	28.33
30086 - Engineering Technician VI	34.27
30090 - Environmental Technician	22.39
30095 - Evidence Control Specialist	21.19
30210 - Laboratory Technician	21.89
30221 - Latent Fingerprint Technician I	18.88
30222 - Latent Fingerprint Technician II	20.85
30240 - Mathematical Technician	26.21
30361 - Paralegal/Legal Assistant I	20.07
30362 - Paralegal/Legal Assistant II	27.87
30363 - Paralegal/Legal Assistant III	30.42
30364 - Paralegal/Legal Assistant IV	36.80
30375 - Petroleum Supply Specialist	25.92

30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		25.92
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
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		23.47
30502 - Weather Forecaster II		28.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.60
30621 - Weather Observer, Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		12.66
31030 - Bus Driver		17.20
31043 - Driver Courier		13.89
31260 - Parking and Lot Attendant		9.73
31290 - Shuttle Bus Driver		14.99
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.99
31362 - Truckdriver, Medium		16.05
31363 - Truckdriver, Heavy		17.28
31364 - Truckdriver, Tractor-Trailer		17.28
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		9.98
99050 - Desk Clerk		9.93
99095 - Embalmer		24.61
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.20
99252 - Laboratory Animal Caretaker II		12.16
99260 - Marketing Analyst		35.44
99310 - Mortician		27.05
99410 - Pest Controller		17.07
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.78
99711 - Recycling Specialist		18.56
99730 - Refuse Collector		14.39
99810 - Sales Clerk		11.50
99820 - School Crossing Guard		11.06
99830 - Survey Party Chief		19.45
99831 - Surveying Aide		13.36
99832 - Surveying Technician		17.11
99840 - Vending Machine Attendant		11.69
99841 - Vending Machine Repairer		14.17
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, 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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5217
Revision No.: 1
Date Of Last Revision: 02/19/2016

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 Hardin, Jefferson, Orange

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.34
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		21.44
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		10.40
01042 - Customer Service Representative II		11.69
01043 - Customer Service Representative III		12.76
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		14.86
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		12.12
01090 - Duplicating Machine Operator		12.12
01111 - General Clerk I		11.07
01112 - General Clerk II		14.23
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		10.12
01191 - Order Clerk I		11.22
01192 - Order Clerk II		12.24
01261 - Personnel Assistant (Employment) I		14.69
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		23.27
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		13.67
01311 - Secretary I		13.67
01312 - Secretary II		16.07

01313 - Secretary III	18.72
01320 - Service Order Dispatcher	13.78
01410 - Supply Technician	21.44
01420 - Survey Worker	14.73
01460 - Switchboard Operator/Receptionist	10.97
01531 - Travel Clerk I	11.29
01532 - Travel Clerk II	12.35
01533 - Travel Clerk III	13.13
01611 - Word Processor I	12.56
01612 - Word Processor II	14.58
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.20
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.24
07041 - Cook I	9.95
07042 - Cook II	11.64
07070 - Dishwasher	8.14
07130 - Food Service Worker	8.54
07210 - Meat Cutter	13.61
07260 - Waiter/Waitress	8.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.94
11060 - Elevator Operator	8.94
11090 - Gardener	14.68
11122 - Housekeeping Aide	9.15
11150 - Janitor	9.15
11210 - Laborer, Grounds Maintenance	10.95
11240 - Maid or Houseman	8.02
11260 - Pruner	9.32
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	10.95
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	16.21
12011 - Breath Alcohol Technician	16.22
12012 - Certified Occupational Therapist Assistant	23.68
12015 - Certified Physical Therapist Assistant	23.79
12020 - Dental Assistant	15.38
12025 - Dental Hygienist	32.21
12030 - EKG Technician	24.56
12035 - Electroneurodiagnostic Technologist	24.56

12040 - Emergency Medical Technician		16.21
12071 - Licensed Practical Nurse I		14.49
12072 - Licensed Practical Nurse II		16.22
12073 - Licensed Practical Nurse III		18.07
12100 - Medical Assistant		12.72
12130 - Medical Laboratory Technician		15.54
12160 - Medical Record Clerk		12.88
12190 - Medical Record Technician		14.56
12195 - Medical Transcriptionist		15.22
12210 - Nuclear Medicine Technologist		35.63
12221 - Nursing Assistant I		9.82
12222 - Nursing Assistant II		11.04
12223 - Nursing Assistant III		12.05
12224 - Nursing Assistant IV		13.52
12235 - Optical Dispenser		12.83
12236 - Optical Technician		12.34
12250 - Pharmacy Technician		15.02
12280 - Phlebotomist		14.29
12305 - Radiologic Technologist		21.87
12311 - Registered Nurse I		21.66
12312 - Registered Nurse II		26.50
12313 - Registered Nurse II, Specialist		26.50
12314 - Registered Nurse III		32.06
12315 - Registered Nurse III, Anesthetist		32.06
12316 - Registered Nurse IV		38.43
12317 - Scheduler (Drug and Alcohol Testing)		20.08
12320 - Substance Abuse Treatment Counselor		14.92
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		27.97
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		27.97
13047 - Librarian		25.33
13050 - Library Aide/Clerk		11.04
13054 - Library Information Technology Systems Administrator		23.03
13058 - Library Technician		12.46
13061 - Media Specialist I		16.49
13062 - Media Specialist II		18.45
13063 - Media Specialist III		20.57
13071 - Photographer I		15.18
13072 - Photographer II		18.68
13073 - Photographer III		23.14
13074 - Photographer IV		25.73
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		13.87
13110 - Video Teleconference Technician		16.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
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		15.48

14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	23.04
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.22
15020 - Aircrew Training Devices Instructor (Rated)	37.78
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	31.22
15060 - Educational Technologist	30.54
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	19.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.29
15086 - Maintenance Test Pilot, Rotary Wing	45.29
15088 - Non-Maintenance Test/Co-Pilot	45.29
15090 - Technical Instructor	22.46
15095 - Technical Instructor/Course Developer	27.48
15110 - Test Proctor	18.13
15120 - Tutor	18.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.26
16030 - Counter Attendant	8.26
16040 - Dry Cleaner	9.81
16070 - Finisher, Flatwork, Machine	8.26
16090 - Presser, Hand	8.26
16110 - Presser, Machine, Drycleaning	8.26
16130 - Presser, Machine, Shirts	8.26
16160 - Presser, Machine, Wearing Apparel, Laundry	8.26
16190 - Sewing Machine Operator	11.30
16220 - Tailor	11.34
16250 - Washer, Machine	8.69
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.30
19040 - Tool And Die Maker	27.61
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	23.27
21040 - Material Expediter	23.27
21050 - Material Handling Laborer	11.37
21071 - Order Filler	10.36
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	14.77
21130 - Shipping/Receiving Clerk	14.77
21140 - Store Worker I	11.49
21150 - Stock Clerk	16.28
21210 - Tools And Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.85
23019 - Aircraft Logs and Records Technician	19.23
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.85
23023 - Aircraft Mechanic III	24.44
23040 - Aircraft Mechanic Helper	17.24
23050 - Aircraft, Painter	21.18
23060 - Aircraft Servicer	19.23
23070 - Aircraft Survival Flight Equipment Technician	21.18
23080 - Aircraft Worker	20.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.18
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	17.70
23125 - Cable Splicer	24.40

23130 - Carpenter, Maintenance	21.18
23140 - Carpet Layer	20.24
23160 - Electrician, Maintenance	24.35
23181 - Electronics Technician Maintenance I	22.98
23182 - Electronics Technician Maintenance II	29.05
23183 - Electronics Technician Maintenance III	30.81
23260 - Fabric Worker	19.23
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	18.32
23311 - Fuel Distribution System Mechanic	22.18
23312 - Fuel Distribution System Operator	17.86
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	19.23
23382 - Ground Support Equipment Worker	20.24
23391 - Gunsmith I	16.06
23392 - Gunsmith II	19.05
23393 - Gunsmith III	21.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.23
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.15
23430 - Heavy Equipment Mechanic	23.64
23440 - Heavy Equipment Operator	22.18
23460 - Instrument Mechanic	22.18
23465 - Laboratory/Shelter Mechanic	21.01
23470 - Laborer	11.37
23510 - Locksmith	21.18
23530 - Machinery Maintenance Mechanic	26.24
23550 - Machinist, Maintenance	22.36
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	22.18
23592 - Metrology Technician II	23.14
23593 - Metrology Technician III	24.13
23640 - Millwright	24.90
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	25.93
23810 - Plumber, Maintenance	22.98
23820 - Pneudraulic Systems Mechanic	22.18
23850 - Rigger	21.54
23870 - Scale Mechanic	20.24
23890 - Sheet-Metal Worker, Maintenance	22.18
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	23.44
23932 - Telecommunications Mechanic II	24.45
23950 - Telephone Lineman	25.32
23960 - Welder, Combination, Maintenance	21.22
23965 - Well Driller	22.18
23970 - Woodcraft Worker	22.18
23980 - Woodworker	18.88
24000 - Personal Needs Occupations	
24550 - Case Manager	12.27
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.48
24620 - Family Readiness And Support Services Coordinator	12.27
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43

25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	11.68
27008 - Corrections Officer	17.40
27010 - Court Security Officer	22.29
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	17.40
27070 - Firefighter	24.51
27101 - Guard I	11.68
27102 - Guard II	13.94
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.40
28042 - Carnival Equipment Repairer	13.12
28043 - Carnival Worker	8.72
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	18.37
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.08
29020 - Hatch Tender	20.08
29030 - Line Handler	20.08
29041 - Stevedore I	18.58
29042 - Stevedore II	20.45
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	17.00
30022 - Archeological Technician II	19.15
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	24.06
30051 - Cryogenic Technician I	24.95
30052 - Cryogenic Technician II	27.56
30061 - Drafter/CAD Operator I	16.26
30062 - Drafter/CAD Operator II	19.15
30063 - Drafter/CAD Operator III	20.70
30064 - Drafter/CAD Operator IV	24.95
30081 - Engineering Technician I	15.16
30082 - Engineering Technician II	16.99
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.52
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	34.88
30090 - Environmental Technician	21.15
30095 - Evidence Control Specialist	22.42
30210 - Laboratory Technician	26.75
30221 - Latent Fingerprint Technician I	24.95
30222 - Latent Fingerprint Technician II	27.56
30240 - Mathematical Technician	25.52
30361 - Paralegal/Legal Assistant I	18.50
30362 - Paralegal/Legal Assistant II	22.92
30363 - Paralegal/Legal Assistant III	28.04
30364 - Paralegal/Legal Assistant IV	33.93
30375 - Petroleum Supply Specialist	27.43

30390 - Photo-Optics Technician		24.22
30395 - Radiation Control Technician		27.43
30461 - Technical Writer I		22.42
30462 - Technical Writer II		27.43
30463 - Technical Writer III		32.20
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		24.54
30495 - Unexploded (UXO) Sweep Personnel		24.54
30501 - Weather Forecaster I		24.95
30502 - Weather Forecaster II		30.21
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.53
30621 - Weather Observer, Senior	(see 2)	22.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.39
31020 - Bus Aide		9.34
31030 - Bus Driver		14.25
31043 - Driver Courier		10.98
31260 - Parking and Lot Attendant		8.92
31290 - Shuttle Bus Driver		11.93
31310 - Taxi Driver		9.37
31361 - Truckdriver, Light		11.93
31362 - Truckdriver, Medium		13.06
31363 - Truckdriver, Heavy		17.05
31364 - Truckdriver, Tractor-Trailer		17.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.84
99030 - Cashier		8.82
99050 - Desk Clerk		9.41
99095 - Embalmer		27.04
99130 - Flight Follower		23.46
99251 - Laboratory Animal Caretaker I		11.21
99252 - Laboratory Animal Caretaker II		12.33
99260 - Marketing Analyst		29.96
99310 - Mortician		27.04
99410 - Pest Controller		16.50
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		17.65
99711 - Recycling Specialist		19.89
99730 - Refuse Collector		15.47
99810 - Sales Clerk		11.01
99820 - School Crossing Guard		9.92
99830 - Survey Party Chief		22.00
99831 - Surveying Aide		12.52
99832 - Surveying Technician		16.42
99840 - Vending Machine Attendant		13.01
99841 - Vending Machine Repairer		16.40
99842 - Vending Machine Repairer Helper		13.01

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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 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 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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5219
Revision No.: 1
Date Of Last Revision: 04/15/2016

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 County of Cameron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.28
01012 - Accounting Clerk II		13.77
01013 - Accounting Clerk III		15.55
01020 - Administrative Assistant		18.55
01035 - Court Reporter		15.03
01041 - Customer Service Representative I		9.60
01042 - Customer Service Representative II		10.79
01043 - Customer Service Representative III		11.78
01051 - Data Entry Operator I		10.45
01052 - Data Entry Operator II		11.41
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		10.74
01090 - Duplicating Machine Operator		10.74
01111 - General Clerk I		11.23
01112 - General Clerk II		12.28
01113 - General Clerk III		13.77
01120 - Housing Referral Assistant		16.69
01141 - Messenger Courier		9.90
01191 - Order Clerk I		10.67
01192 - Order Clerk II		11.65
01261 - Personnel Assistant (Employment) I		13.70
01262 - Personnel Assistant (Employment) II		15.33
01263 - Personnel Assistant (Employment) III		17.11
01270 - Production Control Clerk		14.67
01290 - Rental Clerk		12.52
01300 - Scheduler, Maintenance		12.90
01311 - Secretary I		12.90
01312 - Secretary II		14.43

01313 - Secretary III	16.10
01320 - Service Order Dispatcher	12.92
01410 - Supply Technician	18.55
01420 - Survey Worker	14.43
01460 - Switchboard Operator/Receptionist	9.51
01531 - Travel Clerk I	11.32
01532 - Travel Clerk II	12.46
01533 - Travel Clerk III	13.37
01611 - Word Processor I	10.74
01612 - Word Processor II	12.90
01613 - Word Processor III	14.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.72
05010 - Automotive Electrician	13.04
05040 - Automotive Glass Installer	12.21
05070 - Automotive Worker	12.21
05110 - Mobile Equipment Servicer	10.83
05130 - Motor Equipment Metal Mechanic	13.72
05160 - Motor Equipment Metal Worker	12.21
05190 - Motor Vehicle Mechanic	13.72
05220 - Motor Vehicle Mechanic Helper	10.29
05250 - Motor Vehicle Upholstery Worker	11.52
05280 - Motor Vehicle Wrecker	12.21
05310 - Painter, Automotive	13.04
05340 - Radiator Repair Specialist	12.21
05370 - Tire Repairer	11.11
05400 - Transmission Repair Specialist	13.72
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.31
07041 - Cook I	9.13
07042 - Cook II	10.21
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.00
07210 - Meat Cutter	10.99
07260 - Waiter/Waitress	8.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.19
09040 - Furniture Handler	9.08
09080 - Furniture Refinisher	13.38
09090 - Furniture Refinisher Helper	10.22
09110 - Furniture Repairer, Minor	11.78
09130 - Upholsterer	13.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.45
11060 - Elevator Operator	9.29
11090 - Gardener	12.08
11122 - Housekeeping Aide	9.10
11150 - Janitor	9.29
11210 - Laborer, Grounds Maintenance	9.53
11240 - Maid or Houseman	7.98
11260 - Pruner	8.64
11270 - Tractor Operator	11.31
11330 - Trail Maintenance Worker	9.53
11360 - Window Cleaner	10.11
12000 - Health Occupations	
12010 - Ambulance Driver	16.34
12011 - Breath Alcohol Technician	16.50
12012 - Certified Occupational Therapist Assistant	24.33
12015 - Certified Physical Therapist Assistant	25.29
12020 - Dental Assistant	14.54
12025 - Dental Hygienist	30.90
12030 - EKG Technician	24.42
12035 - Electroneurodiagnostic Technologist	24.42

12040 - Emergency Medical Technician		16.50
12071 - Licensed Practical Nurse I		16.81
12072 - Licensed Practical Nurse II		18.81
12073 - Licensed Practical Nurse III		20.96
12100 - Medical Assistant		10.95
12130 - Medical Laboratory Technician		15.80
12160 - Medical Record Clerk		12.99
12190 - Medical Record Technician		14.54
12195 - Medical Transcriptionist		15.58
12210 - Nuclear Medicine Technologist		38.18
12221 - Nursing Assistant I		9.61
12222 - Nursing Assistant II		10.80
12223 - Nursing Assistant III		11.79
12224 - Nursing Assistant IV		13.23
12235 - Optical Dispenser		15.79
12236 - Optical Technician		25.52
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		12.36
12305 - Radiologic Technologist		22.15
12311 - Registered Nurse I		25.88
12312 - Registered Nurse II		31.68
12313 - Registered Nurse II, Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III, Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		23.01
12320 - Substance Abuse Treatment Counselor		23.29
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.12
13012 - Exhibits Specialist II		23.69
13013 - Exhibits Specialist III		29.01
13041 - Illustrator I		19.12
13042 - Illustrator II		23.69
13043 - Illustrator III		29.01
13047 - Librarian		26.27
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		23.69
13058 - Library Technician		13.22
13061 - Media Specialist I		17.09
13062 - Media Specialist II		19.12
13063 - Media Specialist III		21.33
13071 - Photographer I		16.14
13072 - Photographer II		18.05
13073 - Photographer III		22.39
13074 - Photographer IV		25.80
13075 - Photographer V		32.19
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		15.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.62
14042 - Computer Operator II		15.24
14043 - Computer Operator III		17.03
14044 - Computer Operator IV		19.00
14045 - Computer Operator V		21.10
14071 - Computer Programmer I	(see 1)	19.12
14072 - Computer Programmer II	(see 1)	22.69
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.75
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.62

14160 - Personal Computer Support Technician	19.00
14170 - System Support Specialist	21.10
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.66
15020 - Aircrew Training Devices Instructor (Rated)	31.05
15030 - Air Crew Training Devices Instructor (Pilot)	36.86
15050 - Computer Based Training Specialist / Instructor	25.66
15060 - Educational Technologist	29.86
15070 - Flight Instructor (Pilot)	36.86
15080 - Graphic Artist	17.26
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.86
15086 - Maintenance Test Pilot, Rotary Wing	36.86
15088 - Non-Maintenance Test/Co-Pilot	36.86
15090 - Technical Instructor	16.83
15095 - Technical Instructor/Course Developer	19.52
15110 - Test Proctor	12.15
15120 - Tutor	12.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.03
16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	10.54
16220 - Tailor	11.09
16250 - Washer, Machine	8.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.22
19040 - Tool And Die Maker	18.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.55
21030 - Material Coordinator	15.64
21040 - Material Expediter	15.64
21050 - Material Handling Laborer	9.84
21071 - Order Filler	9.71
21080 - Production Line Worker (Food Processing)	10.55
21110 - Shipping Packer	10.29
21130 - Shipping/Receiving Clerk	10.29
21140 - Store Worker I	11.25
21150 - Stock Clerk	15.02
21210 - Tools And Parts Attendant	10.55
21410 - Warehouse Specialist	10.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.28
23019 - Aircraft Logs and Records Technician	14.26
23021 - Aircraft Mechanic I	16.57
23022 - Aircraft Mechanic II	17.28
23023 - Aircraft Mechanic III	18.01
23040 - Aircraft Mechanic Helper	12.36
23050 - Aircraft, Painter	15.59
23060 - Aircraft Servicer	14.26
23070 - Aircraft Survival Flight Equipment Technician	15.59
23080 - Aircraft Worker	14.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	14.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	16.57
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	10.34
23125 - Cable Splicer	18.01

23130 - Carpenter, Maintenance	14.00
23140 - Carpet Layer	14.60
23160 - Electrician, Maintenance	15.37
23181 - Electronics Technician Maintenance I	13.92
23182 - Electronics Technician Maintenance II	15.99
23183 - Electronics Technician Maintenance III	19.34
23260 - Fabric Worker	13.76
23290 - Fire Alarm System Mechanic	16.57
23310 - Fire Extinguisher Repairer	12.80
23311 - Fuel Distribution System Mechanic	15.81
23312 - Fuel Distribution System Operator	12.10
23370 - General Maintenance Worker	11.71
23380 - Ground Support Equipment Mechanic	16.57
23381 - Ground Support Equipment Servicer	14.26
23382 - Ground Support Equipment Worker	14.95
23391 - Gunsmith I	12.58
23392 - Gunsmith II	14.39
23393 - Gunsmith III	16.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.56
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	14.25
23430 - Heavy Equipment Mechanic	17.62
23440 - Heavy Equipment Operator	13.29
23460 - Instrument Mechanic	16.57
23465 - Laboratory/Shelter Mechanic	15.27
23470 - Laborer	8.95
23510 - Locksmith	14.17
23530 - Machinery Maintenance Mechanic	16.93
23550 - Machinist, Maintenance	14.03
23580 - Maintenance Trades Helper	10.16
23591 - Metrology Technician I	16.57
23592 - Metrology Technician II	17.28
23593 - Metrology Technician III	18.01
23640 - Millwright	16.57
23710 - Office Appliance Repairer	13.19
23760 - Painter, Maintenance	12.88
23790 - Pipefitter, Maintenance	14.55
23810 - Plumber, Maintenance	14.07
23820 - Pneudraulic Systems Mechanic	16.57
23850 - Rigger	16.57
23870 - Scale Mechanic	14.75
23890 - Sheet-Metal Worker, Maintenance	13.52
23910 - Small Engine Mechanic	14.75
23931 - Telecommunications Mechanic I	18.04
23932 - Telecommunications Mechanic II	18.94
23950 - Telephone Lineman	16.67
23960 - Welder, Combination, Maintenance	13.27
23965 - Well Driller	16.57
23970 - Woodcraft Worker	16.40
23980 - Woodworker	11.92
24000 - Personal Needs Occupations	
24550 - Case Manager	10.14
24570 - Child Care Attendant	8.90
24580 - Child Care Center Clerk	10.63
24610 - Chore Aide	8.48
24620 - Family Readiness And Support Services Coordinator	10.14
24630 - Homemaker	12.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	16.57
25040 - Sewage Plant Operator	13.23
25070 - Stationary Engineer	16.57

25190 - Ventilation Equipment Tender	12.61
25210 - Water Treatment Plant Operator	13.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.13
27007 - Baggage Inspector	10.77
27008 - Corrections Officer	14.94
27010 - Court Security Officer	17.35
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	14.94
27070 - Firefighter	19.34
27101 - Guard I	10.77
27102 - Guard II	14.63
27131 - Police Officer I	20.81
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.20
28043 - Carnival Worker	9.27
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.45
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.82
29020 - Hatch Tender	13.82
29030 - Line Handler	13.82
29041 - Stevedore I	13.42
29042 - Stevedore II	15.08
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	13.92
30022 - Archeological Technician II	15.27
30023 - Archeological Technician III	18.78
30030 - Cartographic Technician	18.79
30040 - Civil Engineering Technician	17.55
30051 - Cryogenic Technician I	20.94
30052 - Cryogenic Technician II	23.13
30061 - Drafter/CAD Operator I	13.64
30062 - Drafter/CAD Operator II	15.27
30063 - Drafter/CAD Operator III	17.11
30064 - Drafter/CAD Operator IV	20.46
30081 - Engineering Technician I	13.12
30082 - Engineering Technician II	14.72
30083 - Engineering Technician III	16.48
30084 - Engineering Technician IV	20.41
30085 - Engineering Technician V	24.60
30086 - Engineering Technician VI	30.14
30090 - Environmental Technician	19.00
30095 - Evidence Control Specialist	18.91
30210 - Laboratory Technician	17.11
30221 - Latent Fingerprint Technician I	20.94
30222 - Latent Fingerprint Technician II	23.13
30240 - Mathematical Technician	18.91
30361 - Paralegal/Legal Assistant I	15.14
30362 - Paralegal/Legal Assistant II	17.38
30363 - Paralegal/Legal Assistant III	21.26
30364 - Paralegal/Legal Assistant IV	25.72
30375 - Petroleum Supply Specialist	23.13

30390 - Photo-Optics Technician		18.91
30395 - Radiation Control Technician		23.13
30461 - Technical Writer I		18.91
30462 - Technical Writer II		23.00
30463 - Technical Writer III		27.45
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		20.94
30502 - Weather Forecaster II		25.47
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	17.11
30621 - Weather Observer, Senior	(see 2)	18.91
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.39
31020 - Bus Aide		10.26
31030 - Bus Driver		14.54
31043 - Driver Courier		10.53
31260 - Parking and Lot Attendant		8.04
31290 - Shuttle Bus Driver		11.25
31310 - Taxi Driver		8.05
31361 - Truckdriver, Light		11.25
31362 - Truckdriver, Medium		12.07
31363 - Truckdriver, Heavy		14.67
31364 - Truckdriver, Tractor-Trailer		14.67
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.84
99030 - Cashier		8.99
99050 - Desk Clerk		8.53
99095 - Embalmer		24.89
99130 - Flight Follower		23.46
99251 - Laboratory Animal Caretaker I		15.08
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		26.64
99310 - Mortician		24.89
99410 - Pest Controller		13.33
99510 - Photofinishing Worker		12.33
99710 - Recycling Laborer		12.69
99711 - Recycling Specialist		15.16
99730 - Refuse Collector		12.10
99810 - Sales Clerk		10.71
99820 - School Crossing Guard		11.36
99830 - Survey Party Chief		18.99
99831 - Surveying Aide		12.91
99832 - Surveying Technician		15.88
99840 - Vending Machine Attendant		11.77
99841 - Vending Machine Repairer		13.35
99842 - Vending Machine Repairer Helper		11.77

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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 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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5221
Revision No.: 2
Date Of Last 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 County of Burleson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.21
01012 - Accounting Clerk II		14.83
01013 - Accounting Clerk III		16.60
01020 - Administrative Assistant		23.65
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		10.33
01042 - Customer Service Representative II		11.62
01043 - Customer Service Representative III		12.68
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.53
01192 - Order Clerk II		14.77
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		19.43
01290 - Rental Clerk		14.07
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08

01313 - Secretary III	22.35
01320 - Service Order Dispatcher	15.05
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	11.56
01532 - Travel Clerk II	12.48
01533 - Travel Clerk III	13.23
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	17.85
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	18.85
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.85
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	18.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.40
07042 - Cook II	11.75
07070 - Dishwasher	8.62
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	15.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	13.92
11122 - Housekeeping Aide	10.43
11150 - Janitor	10.43
11210 - Laborer, Grounds Maintenance	11.02
11240 - Maid or Houseman	8.63
11260 - Pruner	10.05
11270 - Tractor Operator	12.89
11330 - Trail Maintenance Worker	11.02
11360 - Window Cleaner	11.69
12000 - Health Occupations	
12010 - Ambulance Driver	16.60
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	24.07
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29

12040 - Emergency Medical Technician		16.60
12071 - Licensed Practical Nurse I		17.79
12072 - Licensed Practical Nurse II		19.90
12073 - Licensed Practical Nurse III		22.20
12100 - Medical Assistant		13.85
12130 - Medical Laboratory Technician		16.52
12160 - Medical Record Clerk		13.54
12190 - Medical Record Technician		14.12
12195 - Medical Transcriptionist		15.23
12210 - Nuclear Medicine Technologist		36.03
12221 - Nursing Assistant I		10.67
12222 - Nursing Assistant II		12.00
12223 - Nursing Assistant III		13.10
12224 - Nursing Assistant IV		14.70
12235 - Optical Dispenser		13.97
12236 - Optical Technician		13.84
12250 - Pharmacy Technician		14.53
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		26.60
12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II, Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III, Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		22.22
12320 - Substance Abuse Treatment Counselor		20.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
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		15.08

14160 - Personal Computer Support Technician	22.53
14170 - System Support Specialist	19.60
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.67
15050 - Computer Based Training Specialist / Instructor	31.03
15060 - Educational Technologist	33.26
15070 - Flight Instructor (Pilot)	44.67
15080 - Graphic Artist	22.13
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.74
15086 - Maintenance Test Pilot, Rotary Wing	34.74
15088 - Non-Maintenance Test/Co-Pilot	34.74
15090 - Technical Instructor	24.04
15095 - Technical Instructor/Course Developer	29.40
15110 - Test Proctor	19.40
15120 - Tutor	19.64
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.42
16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.80
16250 - Washer, Machine	9.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.80
19040 - Tool And Die Maker	24.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.54
21030 - Material Coordinator	19.43
21040 - Material Expediter	19.43
21050 - Material Handling Laborer	10.99
21071 - Order Filler	11.64
21080 - Production Line Worker (Food Processing)	13.54
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.37
21210 - Tools And Parts Attendant	13.54
21410 - Warehouse Specialist	13.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.56
23019 - Aircraft Logs and Records Technician	19.05
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.56
23023 - Aircraft Mechanic III	25.66
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	19.05
23070 - Aircraft Survival Flight Equipment Technician	21.70
23080 - Aircraft Worker	20.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.95
23110 - Appliance Mechanic	19.53
23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	22.30

23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician Maintenance I	20.22
23182 - Electronics Technician Maintenance II	22.11
23183 - Electronics Technician Maintenance III	23.31
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	18.78
23310 - Fire Extinguisher Repairer	15.72
23311 - Fuel Distribution System Mechanic	20.49
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	15.72
23392 - Gunsmith II	18.27
23393 - Gunsmith III	20.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	19.03
23440 - Heavy Equipment Operator	16.84
23460 - Instrument Mechanic	20.79
23465 - Laboratory/Shelter Mechanic	19.53
23470 - Laborer	11.18
23510 - Locksmith	18.44
23530 - Machinery Maintenance Mechanic	23.60
23550 - Machinist, Maintenance	18.78
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	20.79
23592 - Metrology Technician II	22.07
23593 - Metrology Technician III	23.44
23640 - Millwright	20.57
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	15.27
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	20.79
23850 - Rigger	20.79
23870 - Scale Mechanic	18.27
23890 - Sheet-Metal Worker, Maintenance	20.42
23910 - Small Engine Mechanic	16.54
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	25.07
23960 - Welder, Combination, Maintenance	18.52
23965 - Well Driller	20.37
23970 - Woodcraft Worker	20.79
23980 - Woodworker	13.30
24000 - Personal Needs Occupations	
24550 - Case Manager	13.57
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	8.71
24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95

25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	11.56
27102 - Guard II	16.19
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Worker	8.79
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	14.94
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.18
29020 - Hatch Tender	17.18
29030 - Line Handler	17.18
29041 - Stevedore I	16.14
29042 - Stevedore II	18.25
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	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	25.78
30051 - Cryogenic Technician I	23.72
30052 - Cryogenic Technician II	26.19
30061 - Drafter/CAD Operator I	18.92
30062 - Drafter/CAD Operator II	21.16
30063 - Drafter/CAD Operator III	23.60
30064 - Drafter/CAD Operator IV	28.80
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.71
30083 - Engineering Technician III	18.69
30084 - Engineering Technician IV	23.16
30085 - Engineering Technician V	28.33
30086 - Engineering Technician VI	34.27
30090 - Environmental Technician	22.39
30095 - Evidence Control Specialist	21.42
30210 - Laboratory Technician	21.89
30221 - Latent Fingerprint Technician I	23.72
30222 - Latent Fingerprint Technician II	26.19
30240 - Mathematical Technician	26.21
30361 - Paralegal/Legal Assistant I	20.07
30362 - Paralegal/Legal Assistant II	24.87
30363 - Paralegal/Legal Assistant III	30.42
30364 - Paralegal/Legal Assistant IV	36.80
30375 - Petroleum Supply Specialist	26.19

30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		26.19
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
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		23.72
30502 - Weather Forecaster II		28.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.60
30621 - Weather Observer, Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		11.51
31030 - Bus Driver		16.31
31043 - Driver Courier		13.89
31260 - Parking and Lot Attendant		10.24
31290 - Shuttle Bus Driver		15.09
31310 - Taxi Driver		13.26
31361 - Truckdriver, Light		15.09
31362 - Truckdriver, Medium		16.31
31363 - Truckdriver, Heavy		17.54
31364 - Truckdriver, Tractor-Trailer		17.54
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		9.98
99050 - Desk Clerk		9.93
99095 - Embalmer		24.61
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.31
99252 - Laboratory Animal Caretaker II		13.38
99260 - Marketing Analyst		21.89
99310 - Mortician		27.05
99410 - Pest Controller		16.14
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		16.64
99711 - Recycling Specialist		19.57
99730 - Refuse Collector		15.02
99810 - Sales Clerk		11.50
99820 - School Crossing Guard		11.06
99830 - Survey Party Chief		20.78
99831 - Surveying Aide		14.28
99832 - Surveying Technician		18.28
99840 - Vending Machine Attendant		12.86
99841 - Vending Machine Repairer		15.59
99842 - Vending Machine Repairer Helper		12.86

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5223
Revision No.: 2
Date Of Last 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 Brazos, Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.87
01012 - Accounting Clerk II		14.44
01013 - Accounting Clerk III		16.16
01020 - Administrative Assistant		21.42
01035 - Court Reporter		15.52
01041 - Customer Service Representative I		10.33
01042 - Customer Service Representative II		11.62
01043 - Customer Service Representative III		12.68
01051 - Data Entry Operator I		11.33
01052 - Data Entry Operator II		12.37
01060 - Dispatcher, Motor Vehicle		15.15
01070 - Document Preparation Clerk		11.37
01090 - Duplicating Machine Operator		11.37
01111 - General Clerk I		11.51
01112 - General Clerk II		13.33
01113 - General Clerk III		14.96
01120 - Housing Referral Assistant		16.24
01141 - Messenger Courier		10.45
01191 - Order Clerk I		13.53
01192 - Order Clerk II		14.77
01261 - Personnel Assistant (Employment) I		14.29
01262 - Personnel Assistant (Employment) II		16.06
01263 - Personnel Assistant (Employment) III		18.02
01270 - Production Control Clerk		17.73
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		12.99
01311 - Secretary I		12.99
01312 - Secretary II		14.73

01313 - Secretary III	16.24
01320 - Service Order Dispatcher	13.54
01410 - Supply Technician	21.42
01420 - Survey Worker	13.05
01460 - Switchboard Operator/Receptionist	10.47
01531 - Travel Clerk I	11.59
01532 - Travel Clerk II	12.65
01533 - Travel Clerk III	13.72
01611 - Word Processor I	12.36
01612 - Word Processor II	13.87
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	17.70
05040 - Automotive Glass Installer	16.57
05070 - Automotive Worker	16.57
05110 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	18.85
05160 - Motor Equipment Metal Worker	16.57
05190 - Motor Vehicle Mechanic	18.85
05220 - Motor Vehicle Mechanic Helper	13.12
05250 - Motor Vehicle Upholstery Worker	15.40
05280 - Motor Vehicle Wrecker	16.57
05310 - Painter, Automotive	17.70
05340 - Radiator Repair Specialist	16.57
05370 - Tire Repairer	12.46
05400 - Transmission Repair Specialist	18.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.46
07041 - Cook I	9.57
07042 - Cook II	10.88
07070 - Dishwasher	8.10
07130 - Food Service Worker	9.10
07210 - Meat Cutter	12.73
07260 - Waiter/Waitress	7.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.08
11060 - Elevator Operator	9.08
11090 - Gardener	12.54
11122 - Housekeeping Aide	9.90
11150 - Janitor	9.90
11210 - Laborer, Grounds Maintenance	10.58
11240 - Maid or Houseman	8.49
11260 - Pruner	9.44
11270 - Tractor Operator	12.71
11330 - Trail Maintenance Worker	10.58
11360 - Window Cleaner	11.09
12000 - Health Occupations	
12010 - Ambulance Driver	16.30
12011 - Breath Alcohol Technician	16.45
12012 - Certified Occupational Therapist Assistant	23.26
12015 - Certified Physical Therapist Assistant	25.71
12020 - Dental Assistant	15.84
12025 - Dental Hygienist	33.08
12030 - EKG Technician	25.72
12035 - Electroneurodiagnostic Technologist	25.72

12040 - Emergency Medical Technician		16.30
12071 - Licensed Practical Nurse I		15.13
12072 - Licensed Practical Nurse II		17.02
12073 - Licensed Practical Nurse III		18.91
12100 - Medical Assistant		13.85
12130 - Medical Laboratory Technician		15.40
12160 - Medical Record Clerk		13.45
12190 - Medical Record Technician		15.99
12195 - Medical Transcriptionist		15.31
12210 - Nuclear Medicine Technologist		37.25
12221 - Nursing Assistant I		10.09
12222 - Nursing Assistant II		11.35
12223 - Nursing Assistant III		12.63
12224 - Nursing Assistant IV		14.17
12235 - Optical Dispenser		11.98
12236 - Optical Technician		15.13
12250 - Pharmacy Technician		15.24
12280 - Phlebotomist		14.28
12305 - Radiologic Technologist		24.75
12311 - Registered Nurse I		20.88
12312 - Registered Nurse II		25.55
12313 - Registered Nurse II, Specialist		25.55
12314 - Registered Nurse III		30.91
12315 - Registered Nurse III, Anesthetist		30.91
12316 - Registered Nurse IV		37.05
12317 - Scheduler (Drug and Alcohol Testing)		20.32
12320 - Substance Abuse Treatment Counselor		20.32
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.00
13012 - Exhibits Specialist II		19.81
13013 - Exhibits Specialist III		24.71
13041 - Illustrator I		16.00
13042 - Illustrator II		19.81
13043 - Illustrator III		24.71
13047 - Librarian		21.94
13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		19.81
13058 - Library Technician		15.66
13061 - Media Specialist I		14.32
13062 - Media Specialist II		16.03
13063 - Media Specialist III		17.86
13071 - Photographer I		13.94
13072 - Photographer II		15.66
13073 - Photographer III		19.31
13074 - Photographer IV		23.60
13075 - Photographer V		28.74
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.59
14042 - Computer Operator II		16.86
14043 - Computer Operator III		19.88
14044 - Computer Operator IV		22.02
14045 - Computer Operator V		24.38
14071 - Computer Programmer I	(see 1)	20.12
14072 - Computer Programmer II	(see 1)	24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59

14160 - Personal Computer Support Technician	22.02
14170 - System Support Specialist	19.60
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.73
15020 - Aircrew Training Devices Instructor (Rated)	29.56
15030 - Air Crew Training Devices Instructor (Pilot)	35.43
15050 - Computer Based Training Specialist / Instructor	24.73
15060 - Educational Technologist	26.64
15070 - Flight Instructor (Pilot)	35.43
15080 - Graphic Artist	19.38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.74
15086 - Maintenance Test Pilot, Rotary Wing	34.74
15088 - Non-Maintenance Test/Co-Pilot	34.74
15090 - Technical Instructor	22.83
15095 - Technical Instructor/Course Developer	27.64
15110 - Test Proctor	19.37
15120 - Tutor	19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.42
16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.82
16250 - Washer, Machine	9.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.53
19040 - Tool And Die Maker	22.78
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.54
21030 - Material Coordinator	17.73
21040 - Material Expediter	17.73
21050 - Material Handling Laborer	10.14
21071 - Order Filler	10.77
21080 - Production Line Worker (Food Processing)	13.54
21110 - Shipping Packer	13.03
21130 - Shipping/Receiving Clerk	13.03
21140 - Store Worker I	9.75
21150 - Stock Clerk	13.68
21210 - Tools And Parts Attendant	13.54
21410 - Warehouse Specialist	13.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.10
23019 - Aircraft Logs and Records Technician	16.99
23021 - Aircraft Mechanic I	20.79
23022 - Aircraft Mechanic II	22.10
23023 - Aircraft Mechanic III	23.44
23040 - Aircraft Mechanic Helper	14.47
23050 - Aircraft, Painter	19.53
23060 - Aircraft Servicer	16.99
23070 - Aircraft Survival Flight Equipment Technician	19.53
23080 - Aircraft Worker	18.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20.79
23110 - Appliance Mechanic	17.55
23120 - Bicycle Repairer	12.66
23125 - Cable Splicer	23.57

23130 - Carpenter, Maintenance	15.84
23140 - Carpet Layer	18.27
23160 - Electrician, Maintenance	19.86
23181 - Electronics Technician Maintenance I	20.22
23182 - Electronics Technician Maintenance II	21.61
23183 - Electronics Technician Maintenance III	23.01
23260 - Fabric Worker	16.99
23290 - Fire Alarm System Mechanic	18.78
23310 - Fire Extinguisher Repairer	15.72
23311 - Fuel Distribution System Mechanic	20.55
23312 - Fuel Distribution System Operator	15.86
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.79
23381 - Ground Support Equipment Servicer	16.99
23382 - Ground Support Equipment Worker	18.27
23391 - Gunsmith I	15.72
23392 - Gunsmith II	18.27
23393 - Gunsmith III	20.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.26
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.02
23440 - Heavy Equipment Operator	16.86
23460 - Instrument Mechanic	20.79
23465 - Laboratory/Shelter Mechanic	19.53
23470 - Laborer	10.14
23510 - Locksmith	17.55
23530 - Machinery Maintenance Mechanic	20.83
23550 - Machinist, Maintenance	17.58
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	20.79
23592 - Metrology Technician II	22.10
23593 - Metrology Technician III	23.44
23640 - Millwright	20.79
23710 - Office Appliance Repairer	15.95
23760 - Painter, Maintenance	17.15
23790 - Pipefitter, Maintenance	21.15
23810 - Plumber, Maintenance	19.86
23820 - Pneudraulic Systems Mechanic	20.79
23850 - Rigger	20.79
23870 - Scale Mechanic	18.27
23890 - Sheet-Metal Worker, Maintenance	19.91
23910 - Small Engine Mechanic	18.27
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	23.56
23960 - Welder, Combination, Maintenance	18.10
23965 - Well Driller	18.97
23970 - Woodcraft Worker	20.79
23980 - Woodworker	14.38
24000 - Personal Needs Occupations	
24550 - Case Manager	12.52
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	8.71
24620 - Family Readiness And Support Services Coordinator	12.52
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.79
25040 - Sewage Plant Operator	15.96
25070 - Stationary Engineer	20.79

25190 - Ventilation Equipment Tender	14.15
25210 - Water Treatment Plant Operator	15.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.52
27007 - Baggage Inspector	10.98
27008 - Corrections Officer	16.39
27010 - Court Security Officer	18.48
27030 - Detection Dog Handler	14.19
27040 - Detention Officer	16.39
27070 - Firefighter	18.82
27101 - Guard I	10.98
27102 - Guard II	14.19
27131 - Police Officer I	20.15
27132 - Police Officer II	22.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.61
28043 - Carnival Worker	8.79
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.98
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.15
29020 - Hatch Tender	16.65
29030 - Line Handler	16.65
29041 - Stevedore I	15.59
29042 - Stevedore II	17.92
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	15.45
30022 - Archeological Technician II	17.14
30023 - Archeological Technician III	21.42
30030 - Cartographic Technician	23.36
30040 - Civil Engineering Technician	21.12
30051 - Cryogenic Technician I	23.72
30052 - Cryogenic Technician II	26.19
30061 - Drafter/CAD Operator I	15.45
30062 - Drafter/CAD Operator II	19.07
30063 - Drafter/CAD Operator III	20.51
30064 - Drafter/CAD Operator IV	23.72
30081 - Engineering Technician I	14.99
30082 - Engineering Technician II	18.07
30083 - Engineering Technician III	20.24
30084 - Engineering Technician IV	26.53
30085 - Engineering Technician V	31.84
30086 - Engineering Technician VI	36.70
30090 - Environmental Technician	21.16
30095 - Evidence Control Specialist	21.42
30210 - Laboratory Technician	21.14
30221 - Latent Fingerprint Technician I	23.72
30222 - Latent Fingerprint Technician II	26.19
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	15.61
30362 - Paralegal/Legal Assistant II	19.33
30363 - Paralegal/Legal Assistant III	23.64
30364 - Paralegal/Legal Assistant IV	28.61
30375 - Petroleum Supply Specialist	26.19

30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		26.19
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.94
30463 - Technical Writer III		32.59
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		23.72
30502 - Weather Forecaster II		28.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.51
30621 - Weather Observer, Senior	(see 2)	22.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		11.47
31030 - Bus Driver		16.31
31043 - Driver Courier		13.04
31260 - Parking and Lot Attendant		9.79
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		11.96
31361 - Truckdriver, Light		13.59
31362 - Truckdriver, Medium		16.31
31363 - Truckdriver, Heavy		17.54
31364 - Truckdriver, Tractor-Trailer		17.54
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		8.79
99050 - Desk Clerk		9.49
99095 - Embalmer		23.19
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.45
99252 - Laboratory Animal Caretaker II		11.61
99260 - Marketing Analyst		21.89
99310 - Mortician		23.19
99410 - Pest Controller		15.42
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		12.64
99711 - Recycling Specialist		15.32
99730 - Refuse Collector		11.70
99810 - Sales Clerk		10.68
99820 - School Crossing Guard		11.05
99830 - Survey Party Chief		19.31
99831 - Surveying Aide		12.05
99832 - Surveying Technician		16.50
99840 - Vending Machine Attendant		14.96
99841 - Vending Machine Repairer		18.32
99842 - Vending Machine Repairer Helper		14.96

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5231
Revision No.: 2
Date Of Last 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 Johnson, Parker, Tarrant, Wise

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		19.02
01041 - Customer Service Representative I		11.67
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		12.45
01112 - General Clerk II		14.07
01113 - General Clerk III		16.16
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.77
01191 - Order Clerk I		15.03
01192 - Order Clerk II		16.40
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		22.21
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	18.82
01410 - Supply Technician	26.46
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	14.07
01612 - Word Processor II	15.80
01613 - Word Processor III	17.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.81
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	17.68
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.70
05310 - Painter, Automotive	21.40
05340 - Radiator Repair Specialist	20.70
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	10.60
07042 - Cook II	12.18
07070 - Dishwasher	8.81
07130 - Food Service Worker	9.63
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.91
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.91
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	12.94
09130 - Upholsterer	14.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	10.67
11090 - Gardener	14.94
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	11.14
11240 - Maid or Houseman	9.03
11260 - Pruner	11.58
11270 - Tractor Operator	13.69
11330 - Trail Maintenance Worker	11.14
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	31.48
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.39
12030 - EKG Technician	29.97
12035 - Electroneurodiagnostic Technologist	29.97

12040 - Emergency Medical Technician		16.96
12071 - Licensed Practical Nurse I		18.42
12072 - Licensed Practical Nurse II		20.60
12073 - Licensed Practical Nurse III		22.96
12100 - Medical Assistant		14.89
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		36.87
12221 - Nursing Assistant I		11.39
12222 - Nursing Assistant II		12.81
12223 - Nursing Assistant III		13.97
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		15.48
12236 - Optical Technician		13.78
12250 - Pharmacy Technician		15.66
12280 - Phlebotomist		14.36
12305 - Radiologic Technologist		28.40
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)		24.75
12320 - Substance Abuse Treatment Counselor		17.23
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
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
13090 - Technical Order Library Clerk		14.82
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		21.23
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.62
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
14170 - System Support Specialist	32.86
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	42.54
15030 - Air Crew Training Devices Instructor (Pilot)	50.81
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	31.20
15070 - Flight Instructor (Pilot)	50.81
15080 - Graphic Artist	22.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.66
15086 - Maintenance Test Pilot, Rotary Wing	40.66
15088 - Non-Maintenance Test/Co-Pilot	40.66
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	9.54
16030 - Counter Attendant	9.54
16040 - Dry Cleaner	12.03
16070 - Finisher, Flatwork, Machine	9.54
16090 - Presser, Hand	9.54
16110 - Presser, Machine, Drycleaning	9.54
16130 - Presser, Machine, Shirts	9.54
16160 - Presser, Machine, Wearing Apparel, Laundry	9.54
16190 - Sewing Machine Operator	12.60
16220 - Tailor	13.33
16250 - Washer, Machine	10.38
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.80
19040 - Tool And Die Maker	25.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	21.40
21040 - Material Expediter	21.40
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	16.27
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
23019 - Aircraft Logs and Records Technician	24.43
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	20.57
23050 - Aircraft, Painter	23.51
23060 - Aircraft Servicer	24.43
23070 - Aircraft Survival Flight Equipment Technician	23.51
23080 - Aircraft Worker	25.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.07
23110 - Appliance Mechanic	17.74
23120 - Bicycle Repairer	12.53
23125 - Cable Splicer	23.76

23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	15.34
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.62
23260 - Fabric Worker	15.91
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	17.03
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.02
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	23.52
23391 - Gunsmith I	17.03
23392 - Gunsmith II	19.57
23393 - Gunsmith III	21.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.53
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.52
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	16.90
23460 - Instrument Mechanic	24.76
23465 - Laboratory/Shelter Mechanic	20.61
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	19.68
23580 - Maintenance Trades Helper	12.97
23591 - Metrology Technician I	24.76
23592 - Metrology Technician II	25.95
23593 - Metrology Technician III	27.16
23640 - Millwright	23.34
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	21.74
23850 - Rigger	21.88
23870 - Scale Mechanic	19.57
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.32
23932 - Telecommunications Mechanic II	24.44
23950 - Telephone Lineman	23.54
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	21.74
23980 - Woodworker	17.02
24000 - Personal Needs Occupations	
24550 - Case Manager	14.73
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	14.73
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.21
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	25.21

25190 - Ventilation Equipment Tender	15.99
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.21
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	21.13
27070 - Firefighter	23.05
27101 - Guard I	14.10
27102 - Guard II	15.92
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	13.25
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	19.23
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.71
29020 - Hatch Tender	20.71
29030 - Line Handler	20.71
29041 - Stevedore I	18.13
29042 - Stevedore II	20.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.30
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	24.64
30051 - Cryogenic Technician I	23.72
30052 - Cryogenic Technician II	26.21
30061 - Drafter/CAD Operator I	20.06
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
30095 - Evidence Control Specialist	21.42
30210 - Laboratory Technician	21.60
30221 - Latent Fingerprint Technician I	23.42
30222 - Latent Fingerprint Technician II	25.85
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
30375 - Petroleum Supply Specialist	26.21

30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		26.21
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.52
30492 - Unexploded Ordnance (UXO) Technician II		29.66
30493 - Unexploded Ordnance (UXO) Technician III		35.55
30494 - Unexploded (UXO) Safety Escort		24.52
30495 - Unexploded (UXO) Sweep Personnel		24.52
30501 - Weather Forecaster I		23.72
30502 - Weather Forecaster II		28.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.66
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		10.62
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.46
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		22.06
99130 - Flight Follower		24.52
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99260 - Marketing Analyst		29.91
99310 - Mortician		23.40
99410 - Pest Controller		19.13
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		9.97
99830 - Survey Party Chief		26.96
99831 - Surveying Aide		15.63
99832 - Surveying Technician		19.68
99840 - Vending Machine Attendant		14.09
99841 - Vending Machine Repairer		17.06
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.

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5233
Revision No.: 3
Date Of Last 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
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 I	26.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.95
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
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

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5265
Revision No.: 1
Date Of Last Revision: 03/01/2016

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 County of Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.10
01020 - Administrative Assistant		21.80
01035 - Court Reporter		20.08
01041 - Customer Service Representative I		10.42
01042 - Customer Service Representative II		11.72
01043 - Customer Service Representative III		12.78
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		20.44
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.22
01192 - Order Clerk II		14.30
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		19.19
01290 - Rental Clerk		14.07
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08

01313 - Secretary III	22.35
01320 - Service Order Dispatcher	16.56
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	13.54
01611 - Word Processor I	14.86
01612 - Word Processor II	17.78
01613 - Word Processor III	20.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	17.85
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	18.79
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.79
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	18.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.40
07042 - Cook II	11.75
07070 - Dishwasher	8.52
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.65
09040 - Furniture Handler	11.23
09080 - Furniture Refinisher	15.65
09090 - Furniture Refinisher Helper	13.20
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	15.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	15.21
11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	12.12
11240 - Maid or Houseman	8.51
11260 - Pruner	11.06
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	12.12
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	16.60
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	24.07
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16
12030 - EKG Technician	27.19
12035 - Electroneurodiagnostic Technologist	27.19

12040 - Emergency Medical Technician		16.60
12071 - Licensed Practical Nurse I		17.79
12072 - Licensed Practical Nurse II		19.90
12073 - Licensed Practical Nurse III		22.20
12100 - Medical Assistant		13.73
12130 - Medical Laboratory Technician		18.17
12160 - Medical Record Clerk		13.54
12190 - Medical Record Technician		14.12
12195 - Medical Transcriptionist		15.28
12210 - Nuclear Medicine Technologist		34.81
12221 - Nursing Assistant I		10.67
12222 - Nursing Assistant II		12.00
12223 - Nursing Assistant III		13.10
12224 - Nursing Assistant IV		14.70
12235 - Optical Dispenser		13.97
12236 - Optical Technician		13.84
12250 - Pharmacy Technician		14.35
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		25.79
12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II, Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III, Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		22.22
12320 - Substance Abuse Treatment Counselor		14.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		13.23
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
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		15.08

14160 - Personal Computer Support Technician	22.53
14170 - System Support Specialist	22.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.67
15050 - Computer Based Training Specialist / Instructor	31.03
15060 - Educational Technologist	33.26
15070 - Flight Instructor (Pilot)	44.67
15080 - Graphic Artist	22.13
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.25
15086 - Maintenance Test Pilot, Rotary Wing	38.25
15088 - Non-Maintenance Test/Co-Pilot	38.25
15090 - Technical Instructor	21.85
15095 - Technical Instructor/Course Developer	26.73
15110 - Test Proctor	17.64
15120 - Tutor	17.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.68
16030 - Counter Attendant	8.68
16040 - Dry Cleaner	10.68
16070 - Finisher, Flatwork, Machine	8.68
16090 - Presser, Hand	8.68
16110 - Presser, Machine, Drycleaning	8.68
16130 - Presser, Machine, Shirts	8.68
16160 - Presser, Machine, Wearing Apparel, Laundry	8.68
16190 - Sewing Machine Operator	11.33
16220 - Tailor	12.04
16250 - Washer, Machine	9.29
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.80
19040 - Tool And Die Maker	23.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.11
21030 - Material Coordinator	18.49
21040 - Material Expediter	18.49
21050 - Material Handling Laborer	12.01
21071 - Order Filler	11.64
21080 - Production Line Worker (Food Processing)	13.11
21110 - Shipping Packer	15.27
21130 - Shipping/Receiving Clerk	15.27
21140 - Store Worker I	10.90
21150 - Stock Clerk	14.82
21210 - Tools And Parts Attendant	13.11
21410 - Warehouse Specialist	13.11
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.56
23019 - Aircraft Logs and Records Technician	19.05
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.56
23023 - Aircraft Mechanic III	25.66
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	19.05
23070 - Aircraft Survival Flight Equipment Technician	21.70
23080 - Aircraft Worker	20.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.95
23110 - Appliance Mechanic	18.71
23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	21.83

23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	20.93
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.64
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	18.72
23310 - Fire Extinguisher Repairer	15.28
23311 - Fuel Distribution System Mechanic	20.49
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.23
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	15.28
23392 - Gunsmith II	17.60
23393 - Gunsmith III	19.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	18.35
23440 - Heavy Equipment Operator	17.73
23460 - Instrument Mechanic	19.82
23465 - Laboratory/Shelter Mechanic	18.71
23470 - Laborer	12.01
23510 - Locksmith	18.44
23530 - Machinery Maintenance Mechanic	23.60
23550 - Machinist, Maintenance	17.41
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	19.82
23592 - Metrology Technician II	20.87
23593 - Metrology Technician III	22.11
23640 - Millwright	18.70
23710 - Office Appliance Repairer	18.71
23760 - Painter, Maintenance	15.42
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	19.82
23850 - Rigger	20.88
23870 - Scale Mechanic	17.60
23890 - Sheet-Metal Worker, Maintenance	19.16
23910 - Small Engine Mechanic	15.04
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	22.79
23960 - Welder, Combination, Maintenance	17.22
23965 - Well Driller	20.37
23970 - Woodcraft Worker	19.82
23980 - Woodworker	13.30
24000 - Personal Needs Occupations	
24550 - Case Manager	16.64
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	8.52
24620 - Family Readiness And Support Services Coordinator	13.57
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95

25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	11.56
27102 - Guard II	16.19
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Worker	9.00
28210 - Gate Attendant/Gate Tender	13.00
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.55
28510 - Recreation Aide/Health Facility Attendant	10.61
28515 - Recreation Specialist	16.43
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	15.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.18
29020 - Hatch Tender	17.18
29030 - Line Handler	17.18
29041 - Stevedore I	16.14
29042 - Stevedore II	18.25
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	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	25.78
30051 - Cryogenic Technician I	28.80
30052 - Cryogenic Technician II	31.82
30061 - Drafter/CAD Operator I	18.92
30062 - Drafter/CAD Operator II	21.16
30063 - Drafter/CAD Operator III	23.60
30064 - Drafter/CAD Operator IV	28.80
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.71
30083 - Engineering Technician III	18.69
30084 - Engineering Technician IV	23.16
30085 - Engineering Technician V	28.33
30086 - Engineering Technician VI	34.27
30090 - Environmental Technician	22.39
30095 - Evidence Control Specialist	20.12
30210 - Laboratory Technician	21.89
30221 - Latent Fingerprint Technician I	28.80
30222 - Latent Fingerprint Technician II	31.82
30240 - Mathematical Technician	26.21
30361 - Paralegal/Legal Assistant I	20.07
30362 - Paralegal/Legal Assistant II	24.87
30363 - Paralegal/Legal Assistant III	30.42
30364 - Paralegal/Legal Assistant IV	36.80
30375 - Petroleum Supply Specialist	24.62

30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		24.62
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
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		28.80
30502 - Weather Forecaster II		34.08
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.60
30621 - Weather Observer, Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		11.51
31030 - Bus Driver		15.64
31043 - Driver Courier		13.16
31260 - Parking and Lot Attendant		10.70
31290 - Shuttle Bus Driver		14.20
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.20
31362 - Truckdriver, Medium		15.21
31363 - Truckdriver, Heavy		17.96
31364 - Truckdriver, Tractor-Trailer		17.96
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		9.98
99050 - Desk Clerk		9.93
99095 - Embalmer		24.61
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.31
99252 - Laboratory Animal Caretaker II		13.11
99260 - Marketing Analyst		28.86
99310 - Mortician		27.05
99410 - Pest Controller		16.14
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		15.42
99711 - Recycling Specialist		18.39
99730 - Refuse Collector		13.92
99810 - Sales Clerk		11.50
99820 - School Crossing Guard		11.06
99830 - Survey Party Chief		20.78
99831 - Surveying Aide		14.28
99832 - Surveying Technician		18.28
99840 - Vending Machine Attendant		12.86
99841 - Vending Machine Repairer		15.59
99842 - Vending Machine Repairer Helper		12.86

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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 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).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5267
Revision No.: 1
Date Of Last Revision: 03/01/2016

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 Jack, Montague

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		19.02
01041 - Customer Service Representative I		10.42
01042 - Customer Service Representative II		11.72
01043 - Customer Service Representative III		12.78
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		23.32
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.73
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.77
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	20.70
01410 - Supply Technician	26.46
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	16.83
01613 - Word Processor III	19.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	16.07
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.43
05310 - Painter, Automotive	19.45
05340 - Radiator Repair Specialist	20.43
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.65
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	15.65
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	14.23
09130 - Upholsterer	15.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	10.67
11090 - Gardener	14.94
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	11.43
11240 - Maid or Houseman	8.50
11260 - Pruner	11.58
11270 - Tractor Operator	13.72
11330 - Trail Maintenance Worker	11.43
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	28.07
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89

12040 - Emergency Medical Technician		16.96
12071 - Licensed Practical Nurse I		18.42
12072 - Licensed Practical Nurse II		20.60
12073 - Licensed Practical Nurse III		22.96
12100 - Medical Assistant		14.89
12130 - Medical Laboratory Technician		21.05
12160 - Medical Record Clerk		15.45
12190 - Medical Record Technician		17.26
12195 - Medical Transcriptionist		17.87
12210 - Nuclear Medicine Technologist		34.81
12221 - Nursing Assistant I		10.49
12222 - Nursing Assistant II		11.80
12223 - Nursing Assistant III		12.88
12224 - Nursing Assistant IV		14.56
12235 - Optical Dispenser		15.48
12236 - Optical Technician		15.16
12250 - Pharmacy Technician		15.18
12280 - Phlebotomist		14.56
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
12320 - Substance Abuse Treatment Counselor		14.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
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
13090 - Technical Order Library Clerk		13.23
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		21.23
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.62
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
14170 - System Support Specialist	22.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	42.54
15030 - Air Crew Training Devices Instructor (Pilot)	50.81
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	30.46
15070 - Flight Instructor (Pilot)	50.81
15080 - Graphic Artist	22.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.25
15086 - Maintenance Test Pilot, Rotary Wing	38.25
15088 - Non-Maintenance Test/Co-Pilot	38.25
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)	18.91
19040 - Tool And Die Maker	23.03
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	11.82
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
23019 - Aircraft Logs and Records Technician	22.61
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	21.37
23060 - Aircraft Servicer	22.61
23070 - Aircraft Survival Flight Equipment Technician	21.37
23080 - Aircraft Worker	23.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.07
23110 - Appliance Mechanic	18.71
23120 - Bicycle Repairer	12.53
23125 - Cable Splicer	21.83

23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	16.87
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.62
23260 - Fabric Worker	16.44
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.02
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	23.52
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.82
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	17.73
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	12.97
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.70
23593 - Metrology Technician III	24.94
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.71
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.82
23850 - Rigger	24.07
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.24
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.82
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24550 - Case Manager	17.73
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	14.03
24630 - Homemaker	17.73
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	19.21
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	21.13
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	18.11
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.71
29020 - Hatch Tender	20.71
29030 - Line Handler	20.71
29041 - Stevedore I	18.13
29042 - Stevedore II	20.67
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	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	24.64
30051 - Cryogenic Technician I	30.73
30052 - Cryogenic Technician II	33.96
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
30095 - Evidence Control Specialist	20.12
30210 - Laboratory Technician	21.60
30221 - Latent Fingerprint Technician I	30.73
30222 - Latent Fingerprint Technician II	33.96
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
30375 - Petroleum Supply Specialist	24.62

30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		24.62
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
30501 - Weather Forecaster I		30.73
30502 - Weather Forecaster II		37.40
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		9.76
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		10.74
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		19.90
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		22.06
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.95
99252 - Laboratory Animal Caretaker II		13.06
99260 - Marketing Analyst		28.86
99310 - Mortician		23.40
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		9.97
99830 - Survey Party Chief		25.51
99831 - Surveying Aide		14.79
99832 - Surveying Technician		18.62
99840 - Vending Machine Attendant		15.50
99841 - Vending Machine Repairer		18.77
99842 - Vending Machine Repairer Helper		15.46

♀

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 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).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director Division of Wage Determinations	Wage Determination No.: 2015-5269 Revision No.: 1 Date Of Last Revision: 03/01/2016

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 Andrews, Bailey, Borden, Briscoe, Brown, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho, Cottle, Crane, Crockett, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Kent, Kimble, King, Knox, Lamb, Lipscomb, Loving, Lynn, Martin, McCulloch, Menard, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford, Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Terry, Throckmorton, Upton, Ward, Wheeler, Winkler, Yoakum, Young

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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		16.10
01020 - Administrative Assistant		21.36
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		10.42
01042 - Customer Service Representative II		11.72
01043 - Customer Service Representative III		12.78
01051 - Data Entry Operator I		11.21
01052 - Data Entry Operator II		11.91
01060 - Dispatcher, Motor Vehicle		18.03
01070 - Document Preparation Clerk		11.95
01090 - Duplicating Machine Operator		11.95
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		9.96
01191 - Order Clerk I		10.92

01192 - Order Clerk II	12.88
01261 - Personnel Assistant (Employment) I	14.21
01262 - Personnel Assistant (Employment) II	17.32
01263 - Personnel Assistant (Employment) III	18.25
01270 - Production Control Clerk	17.75
01290 - Rental Clerk	13.42
01300 - Scheduler, Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	16.09
01410 - Supply Technician	21.36
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	11.31
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	13.54
01611 - Word Processor I	12.98
01612 - Word Processor II	15.37
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.73
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.56
07041 - Cook I	9.71
07042 - Cook II	11.25
07070 - Dishwasher	8.11
07130 - Food Service Worker	8.57
07210 - Meat Cutter	13.09
07260 - Waiter/Waitress	8.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.22
11060 - Elevator Operator	9.22
11090 - Gardener	12.32
11122 - Housekeeping Aide	9.97
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	10.58
11240 - Maid or Houseman	8.50
11260 - Pruner	9.57
11270 - Tractor Operator	12.83
11330 - Trail Maintenance Worker	10.58
11360 - Window Cleaner	11.52

12000 - Health Occupations	
12010 - Ambulance Driver	15.14
12011 - Breath Alcohol Technician	16.47
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	13.32
12025 - Dental Hygienist	33.99
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	15.14
12071 - Licensed Practical Nurse I	14.18
12072 - Licensed Practical Nurse II	15.86
12073 - Licensed Practical Nurse III	17.68
12100 - Medical Assistant	12.42
12130 - Medical Laboratory Technician	16.53
12160 - Medical Record Clerk	12.51
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	32.67
12221 - Nursing Assistant I	10.49
12222 - Nursing Assistant II	11.80
12223 - Nursing Assistant III	12.88
12224 - Nursing Assistant IV	14.52
12235 - Optical Dispenser	12.88
12236 - Optical Technician	12.77
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.52
12305 - Radiologic Technologist	23.36
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	18.91
12320 - Substance Abuse Treatment Counselor	14.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.11
13013 - Exhibits Specialist III	27.05
13041 - Illustrator I	17.85
13042 - Illustrator II	22.11
13043 - Illustrator III	27.05
13047 - Librarian	24.48
13050 - Library Aide/Clerk	10.53
13054 - Library Information Technology Systems Administrator	22.11
13058 - Library Technician	14.76
13061 - Media Specialist I	15.96
13062 - Media Specialist II	17.85
13063 - Media Specialist III	19.90
13071 - Photographer I	14.63
13072 - Photographer II	17.19
13073 - Photographer III	20.25
13074 - Photographer IV	24.78
13075 - Photographer V	29.99
13090 - Technical Order Library Clerk	13.23
13110 - Video Teleconference Technician	15.96
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.98
14042 - Computer Operator II	15.64
14043 - Computer Operator III	19.48
14044 - Computer Operator IV	21.63

14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
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		13.98
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		22.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.38
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		29.08
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		19.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.25
15086 - Maintenance Test Pilot, Rotary Wing		38.25
15088 - Non-Maintenance Test/Co-Pilot		38.25
15090 - Technical Instructor		18.16
15095 - Technical Instructor/Course Developer		22.23
15110 - Test Proctor		17.77
15120 - Tutor		17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.68
16030 - Counter Attendant		8.68
16040 - Dry Cleaner		10.48
16070 - Finisher, Flatwork, Machine		8.68
16090 - Presser, Hand		8.68
16110 - Presser, Machine, Drycleaning		8.68
16130 - Presser, Machine, Shirts		8.68
16160 - Presser, Machine, Wearing Apparel, Laundry		8.68
16190 - Sewing Machine Operator		11.10
16220 - Tailor		11.67
16250 - Washer, Machine		9.45
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.66
19040 - Tool And Die Maker		24.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.57
21030 - Material Coordinator		17.75
21040 - Material Expediter		17.75
21050 - Material Handling Laborer		10.76
21071 - Order Filler		11.03
21080 - Production Line Worker (Food Processing)		14.57
21110 - Shipping Packer		13.62
21130 - Shipping/Receiving Clerk		13.62
21140 - Store Worker I		10.48
21150 - Stock Clerk		14.40
21210 - Tools And Parts Attendant		14.57
21410 - Warehouse Specialist		14.57
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.13
23019 - Aircraft Logs and Records Technician		18.72
23021 - Aircraft Mechanic I		23.71
23022 - Aircraft Mechanic II		25.13
23023 - Aircraft Mechanic III		26.53
23040 - Aircraft Mechanic Helper		16.71
23050 - Aircraft, Painter		21.58
23060 - Aircraft Servicer		18.72

23070 - Aircraft Survival Flight Equipment Technician	21.58
23080 - Aircraft Worker	20.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.71
23110 - Appliance Mechanic	18.66
23120 - Bicycle Repairer	14.19
23125 - Cable Splicer	24.94
23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	17.42
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	24.19
23183 - Electronics Technician Maintenance III	25.86
23260 - Fabric Worker	16.18
23290 - Fire Alarm System Mechanic	19.23
23310 - Fire Extinguisher Repairer	15.03
23311 - Fuel Distribution System Mechanic	20.04
23312 - Fuel Distribution System Operator	16.56
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	18.72
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.03
23392 - Gunsmith II	17.42
23393 - Gunsmith III	19.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	19.82
23465 - Laboratory/Shelter Mechanic	18.66
23470 - Laborer	12.01
23510 - Locksmith	18.66
23530 - Machinery Maintenance Mechanic	19.76
23550 - Machinist, Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	19.82
23592 - Metrology Technician II	20.87
23593 - Metrology Technician III	21.96
23640 - Millwright	19.35
23710 - Office Appliance Repairer	19.96
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	17.80
23810 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	19.82
23850 - Rigger	21.29
23870 - Scale Mechanic	17.42
23890 - Sheet-Metal Worker, Maintenance	19.24
23910 - Small Engine Mechanic	15.84
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.25
23950 - Telephone Lineman	21.32
23960 - Welder, Combination, Maintenance	19.24
23965 - Well Driller	20.50
23970 - Woodcraft Worker	19.82
23980 - Woodworker	15.20
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	8.65

24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	8.06
24620 - Family Readiness And Support Services Coordinator	10.79
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.79
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	20.79
25190 - Ventilation Equipment Tender	14.13
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.48
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	18.14
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	18.14
27070 - Firefighter	20.08
27101 - Guard I	12.58
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.89
28042 - Carnival Equipment Repairer	11.47
28043 - Carnival Worker	9.00
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	16.72
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	14.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.23
29020 - Hatch Tender	20.23
29030 - Line Handler	20.23
29041 - Stevedore I	18.78
29042 - Stevedore II	21.66
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	16.30
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.58
30030 - Cartographic Technician	22.58
30040 - Civil Engineering Technician	21.39
30051 - Cryogenic Technician I	25.13
30052 - Cryogenic Technician II	27.77
30061 - Drafter/CAD Operator I	16.30
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.13
30081 - Engineering Technician I	15.07
30082 - Engineering Technician II	16.90
30083 - Engineering Technician III	18.91
30084 - Engineering Technician IV	23.43
30085 - Engineering Technician V	28.66
30086 - Engineering Technician VI	34.67
30090 - Environmental Technician	21.53
30095 - Evidence Control Specialist	20.12

30210 - Laboratory Technician		21.38
30221 - Latent Fingerprint Technician I		25.13
30222 - Latent Fingerprint Technician II		27.77
30240 - Mathematical Technician		22.58
30361 - Paralegal/Legal Assistant I		16.90
30362 - Paralegal/Legal Assistant II		20.52
30363 - Paralegal/Legal Assistant III		25.09
30364 - Paralegal/Legal Assistant IV		30.36
30375 - Petroleum Supply Specialist		24.62
30390 - Photo-Optics Technician		22.58
30395 - Radiation Control Technician		24.62
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.45
30463 - Technical Writer III		32.01
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		25.13
30502 - Weather Forecaster II		30.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	22.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		12.01
31030 - Bus Driver		17.05
31043 - Driver Courier		12.19
31260 - Parking and Lot Attendant		9.85
31290 - Shuttle Bus Driver		13.18
31310 - Taxi Driver		10.53
31361 - Truckdriver, Light		13.18
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		19.70
31364 - Truckdriver, Tractor-Trailer		19.70
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		8.77
99050 - Desk Clerk		11.45
99095 - Embalmer		24.07
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.39
99252 - Laboratory Animal Caretaker II		12.33
99260 - Marketing Analyst		28.86
99310 - Mortician		24.07
99410 - Pest Controller		14.76
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		15.42
99711 - Recycling Specialist		18.39
99730 - Refuse Collector		13.92
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		8.89
99830 - Survey Party Chief		15.96
99831 - Surveying Aide		11.11
99832 - Surveying Technician		15.24
99840 - Vending Machine Attendant		12.60
99841 - Vending Machine Repairer		15.80
99842 - Vending Machine Repairer Helper		12.60

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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 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).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See

29 CFR 4.6(b)(2)(iii)).

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

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

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

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

Daniel W. Simms, Director — Division of Wage Determinations

Wage Determination No.: 2015-5271
Revision No.: 1
Date Of Last Revision: 03/01/2016

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 Baylor, Wilbarger

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		14.25
01013 - Accounting Clerk III		15.92
01020 - Administrative Assistant		18.30
01035 - Court Reporter		15.89
01041 - Customer Service Representative I		10.42
01042 - Customer Service Representative II		11.72
01043 - Customer Service Representative III		12.78
01051 - Data Entry Operator I		11.21
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		15.41
01070 - Document Preparation Clerk		11.63
01090 - Duplicating Machine Operator		11.63
01111 - General Clerk I		10.97
01112 - General Clerk II		11.97
01113 - General Clerk III		13.43
01120 - Housing Referral Assistant		15.95
01141 - Messenger Courier		10.10
01191 - Order Clerk I		11.80
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		13.79
01262 - Personnel Assistant (Employment) II		15.42
01263 - Personnel Assistant (Employment) III		16.75
01270 - Production Control Clerk		19.95
01290 - Rental Clerk		11.06
01300 - Scheduler, Maintenance		12.36
01311 - Secretary I		12.36
01312 - Secretary II		13.84

01313 - Secretary III	15.95
01320 - Service Order Dispatcher	15.85
01410 - Supply Technician	18.30
01420 - Survey Worker	12.91
01460 - Switchboard Operator/Receptionist	10.62
01531 - Travel Clerk I	11.80
01532 - Travel Clerk II	12.71
01533 - Travel Clerk III	13.54
01611 - Word Processor I	13.50
01612 - Word Processor II	15.07
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.30
05010 - Automotive Electrician	16.16
05040 - Automotive Glass Installer	15.28
05070 - Automotive Worker	15.28
05110 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	17.04
05160 - Motor Equipment Metal Worker	15.28
05190 - Motor Vehicle Mechanic	17.04
05220 - Motor Vehicle Mechanic Helper	12.64
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	15.28
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.28
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	17.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	8.43
07130 - Food Service Worker	8.57
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	8.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.84
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	16.84
09090 - Furniture Refinisher Helper	14.13
09110 - Furniture Repairer, Minor	16.44
09130 - Upholsterer	16.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.08
11060 - Elevator Operator	10.08
11090 - Gardener	14.17
11122 - Housekeeping Aide	9.68
11150 - Janitor	9.68
11210 - Laborer, Grounds Maintenance	12.08
11240 - Maid or Houseman	8.50
11260 - Pruner	11.14
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	12.08
11360 - Window Cleaner	10.70
12000 - Health Occupations	
12010 - Ambulance Driver	14.89
12011 - Breath Alcohol Technician	14.99
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	26.54
12020 - Dental Assistant	13.65
12025 - Dental Hygienist	32.91
12030 - EKG Technician	24.88
12035 - Electroneurodiagnostic Technologist	24.88

12040 - Emergency Medical Technician		14.89
12071 - Licensed Practical Nurse I		14.16
12072 - Licensed Practical Nurse II		15.85
12073 - Licensed Practical Nurse III		17.65
12100 - Medical Assistant		12.66
12130 - Medical Laboratory Technician		18.54
12160 - Medical Record Clerk		12.13
12190 - Medical Record Technician		13.57
12195 - Medical Transcriptionist		15.20
12210 - Nuclear Medicine Technologist		34.81
12221 - Nursing Assistant I		10.30
12222 - Nursing Assistant II		11.57
12223 - Nursing Assistant III		12.63
12224 - Nursing Assistant IV		14.18
12235 - Optical Dispenser		13.77
12236 - Optical Technician		14.16
12250 - Pharmacy Technician		14.12
12280 - Phlebotomist		14.18
12305 - Radiologic Technologist		23.36
12311 - Registered Nurse I		18.73
12312 - Registered Nurse II		22.96
12313 - Registered Nurse II, Specialist		22.96
12314 - Registered Nurse III		27.70
12315 - Registered Nurse III, Anesthetist		27.70
12316 - Registered Nurse IV		33.21
12317 - Scheduler (Drug and Alcohol Testing)		18.91
12320 - Substance Abuse Treatment Counselor		14.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.85
13012 - Exhibits Specialist II		22.11
13013 - Exhibits Specialist III		27.05
13041 - Illustrator I		17.85
13042 - Illustrator II		22.11
13043 - Illustrator III		27.05
13047 - Librarian		24.48
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		22.11
13058 - Library Technician		12.79
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		14.74
13072 - Photographer II		16.57
13073 - Photographer III		18.50
13074 - Photographer IV		22.19
13075 - Photographer V		26.86
13090 - Technical Order Library Clerk		13.23
13110 - Video Teleconference Technician		15.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I	(see 1)	19.41
14072 - Computer Programmer II	(see 1)	24.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.61

14160 - Personal Computer Support Technician	23.46
14170 - System Support Specialist	22.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.38
15020 - Aircrew Training Devices Instructor (Rated)	32.32
15030 - Air Crew Training Devices Instructor (Pilot)	38.25
15050 - Computer Based Training Specialist / Instructor	26.38
15060 - Educational Technologist	30.46
15070 - Flight Instructor (Pilot)	38.25
15080 - Graphic Artist	20.71
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.25
15086 - Maintenance Test Pilot, Rotary Wing	38.25
15088 - Non-Maintenance Test/Co-Pilot	38.25
15090 - Technical Instructor	17.63
15095 - Technical Instructor/Course Developer	21.56
15110 - Test Proctor	14.23
15120 - Tutor	14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.68
16030 - Counter Attendant	8.68
16040 - Dry Cleaner	10.68
16070 - Finisher, Flatwork, Machine	8.68
16090 - Presser, Hand	8.68
16110 - Presser, Machine, Drycleaning	8.68
16130 - Presser, Machine, Shirts	8.68
16160 - Presser, Machine, Wearing Apparel, Laundry	8.68
16190 - Sewing Machine Operator	11.33
16220 - Tailor	12.04
16250 - Washer, Machine	9.29
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.10
19040 - Tool And Die Maker	23.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.39
21030 - Material Coordinator	19.95
21040 - Material Expediter	19.95
21050 - Material Handling Laborer	11.22
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	13.39
21110 - Shipping Packer	14.39
21130 - Shipping/Receiving Clerk	14.39
21140 - Store Worker I	11.85
21150 - Stock Clerk	14.96
21210 - Tools And Parts Attendant	13.39
21410 - Warehouse Specialist	13.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.70
23019 - Aircraft Logs and Records Technician	18.30
23021 - Aircraft Mechanic I	21.64
23022 - Aircraft Mechanic II	22.70
23023 - Aircraft Mechanic III	23.78
23040 - Aircraft Mechanic Helper	16.08
23050 - Aircraft, Painter	20.50
23060 - Aircraft Servicer	18.30
23070 - Aircraft Survival Flight Equipment Technician	20.50
23080 - Aircraft Worker	19.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	21.64
23110 - Appliance Mechanic	18.71
23120 - Bicycle Repairer	14.19
23125 - Cable Splicer	21.83

23130 - Carpenter, Maintenance	16.87
23140 - Carpet Layer	17.60
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	23.18
23182 - Electronics Technician Maintenance II	24.46
23183 - Electronics Technician Maintenance III	25.78
23260 - Fabric Worker	16.44
23290 - Fire Alarm System Mechanic	18.72
23310 - Fire Extinguisher Repairer	15.28
23311 - Fuel Distribution System Mechanic	21.08
23312 - Fuel Distribution System Operator	17.80
23370 - General Maintenance Worker	15.28
23380 - Ground Support Equipment Mechanic	21.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.40
23391 - Gunsmith I	15.28
23392 - Gunsmith II	17.60
23393 - Gunsmith III	19.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	18.78
23440 - Heavy Equipment Operator	17.73
23460 - Instrument Mechanic	19.82
23465 - Laboratory/Shelter Mechanic	18.71
23470 - Laborer	11.59
23510 - Locksmith	18.71
23530 - Machinery Maintenance Mechanic	22.22
23550 - Machinist, Maintenance	19.49
23580 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	19.82
23592 - Metrology Technician II	20.87
23593 - Metrology Technician III	21.96
23640 - Millwright	18.74
23710 - Office Appliance Repairer	18.71
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	19.66
23810 - Plumber, Maintenance	18.93
23820 - Pneudraulic Systems Mechanic	19.82
23850 - Rigger	21.08
23870 - Scale Mechanic	17.60
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	16.81
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.24
23950 - Telephone Lineman	22.12
23960 - Welder, Combination, Maintenance	17.22
23965 - Well Driller	19.82
23970 - Woodcraft Worker	19.82
23980 - Woodworker	15.28
24000 - Personal Needs Occupations	
24550 - Case Manager	12.08
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	10.85
24610 - Chore Aide	8.52
24620 - Family Readiness And Support Services Coordinator	9.36
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.10
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	19.10

25190 - Ventilation Equipment Tender	14.13
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.38
27007 - Baggage Inspector	10.81
27008 - Corrections Officer	16.49
27010 - Court Security Officer	18.05
27030 - Detection Dog Handler	12.44
27040 - Detention Officer	16.49
27070 - Firefighter	19.09
27101 - Guard I	10.81
27102 - Guard II	12.44
27131 - Police Officer I	20.01
27132 - Police Officer II	22.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	12.97
28043 - Carnival Worker	9.68
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	17.45
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	14.26
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.94
29020 - Hatch Tender	18.94
29030 - Line Handler	18.94
29041 - Stevedore I	17.85
29042 - Stevedore II	20.00
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	14.68
30022 - Archeological Technician II	16.82
30023 - Archeological Technician III	20.32
30030 - Cartographic Technician	20.83
30040 - Civil Engineering Technician	22.91
30051 - Cryogenic Technician I	22.50
30052 - Cryogenic Technician II	24.86
30061 - Drafter/CAD Operator I	14.68
30062 - Drafter/CAD Operator II	16.82
30063 - Drafter/CAD Operator III	18.75
30064 - Drafter/CAD Operator IV	22.50
30081 - Engineering Technician I	14.74
30082 - Engineering Technician II	16.54
30083 - Engineering Technician III	18.50
30084 - Engineering Technician IV	22.91
30085 - Engineering Technician V	28.03
30086 - Engineering Technician VI	33.89
30090 - Environmental Technician	20.83
30095 - Evidence Control Specialist	20.12
30210 - Laboratory Technician	20.63
30221 - Latent Fingerprint Technician I	22.50
30222 - Latent Fingerprint Technician II	24.86
30240 - Mathematical Technician	20.83
30361 - Paralegal/Legal Assistant I	16.56
30362 - Paralegal/Legal Assistant II	20.52
30363 - Paralegal/Legal Assistant III	25.09
30364 - Paralegal/Legal Assistant IV	30.36
30375 - Petroleum Supply Specialist	24.62

30390 - Photo-Optics Technician		20.83
30395 - Radiation Control Technician		24.62
30461 - Technical Writer I		20.83
30462 - Technical Writer II		25.48
30463 - Technical Writer III		30.83
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		22.50
30502 - Weather Forecaster II		27.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		10.39
31030 - Bus Driver		13.70
31043 - Driver Courier		12.53
31260 - Parking and Lot Attendant		11.29
31290 - Shuttle Bus Driver		13.43
31310 - Taxi Driver		10.86
31361 - Truckdriver, Light		13.43
31362 - Truckdriver, Medium		14.18
31363 - Truckdriver, Heavy		17.90
31364 - Truckdriver, Tractor-Trailer		17.90
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		8.77
99050 - Desk Clerk		8.68
99095 - Embalmer		25.36
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		12.12
99252 - Laboratory Animal Caretaker II		13.11
99260 - Marketing Analyst		28.86
99310 - Mortician		25.36
99410 - Pest Controller		18.22
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		15.42
99711 - Recycling Specialist		18.39
99730 - Refuse Collector		13.92
99810 - Sales Clerk		10.80
99820 - School Crossing Guard		12.81
99830 - Survey Party Chief		19.77
99831 - Surveying Aide		13.28
99832 - Surveying Technician		17.94
99840 - Vending Machine Attendant		15.33
99841 - Vending Machine Repairer		18.49
99842 - Vending Machine Repairer Helper		15.33

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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 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).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5273
Revision No.: 2
Date Of Last 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 Cooke, Fannin, Navarro

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		19.02
01041 - Customer Service Representative I		10.58
01042 - Customer Service Representative II		11.89
01043 - Customer Service Representative III		12.97
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		11.37
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		14.86
01192 - Order Clerk II		16.20
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	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	12.80
01612 - Word Processor II	16.83
01613 - Word Processor III	19.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.02
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	22.99
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	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.42
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	16.85
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.22
09110 - Furniture Repairer, Minor	15.16
09130 - Upholsterer	18.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	10.67
11090 - Gardener	14.73
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.95
11240 - Maid or Houseman	8.71
11260 - Pruner	11.58
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.62
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		21.14
12160 - Medical Record Clerk		15.45
12190 - Medical Record Technician		17.26
12195 - Medical Transcriptionist		18.42
12210 - Nuclear Medicine Technologist		36.87
12221 - Nursing Assistant I		10.84
12222 - Nursing Assistant II		12.20
12223 - Nursing Assistant III		13.30
12224 - Nursing Assistant IV		14.94
12235 - Optical Dispenser		15.48
12236 - Optical Technician		15.16
12250 - Pharmacy Technician		15.18
12280 - Phlebotomist		15.80
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
12320 - Substance Abuse Treatment Counselor		22.69
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
13090 - Technical Order Library Clerk		18.01
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
14170 - System Support Specialist	18.10
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	30.75
15070 - Flight Instructor (Pilot)	46.09
15080 - Graphic Artist	24.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.93
15086 - Maintenance Test Pilot, Rotary Wing	40.93
15088 - Non-Maintenance Test/Co-Pilot	40.93
15090 - Technical Instructor	24.21
15095 - Technical Instructor/Course Developer	29.60
15110 - Test Proctor	19.54
15120 - Tutor	19.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.70
16030 - Counter Attendant	9.70
16040 - Dry Cleaner	12.45
16070 - Finisher, Flatwork, Machine	9.70
16090 - Presser, Hand	9.70
16110 - Presser, Machine, Drycleaning	9.70
16130 - Presser, Machine, Shirts	9.70
16160 - Presser, Machine, Wearing Apparel, Laundry	9.70
16190 - Sewing Machine Operator	13.20
16220 - Tailor	14.20
16250 - Washer, Machine	10.65
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
23019 - Aircraft Logs and Records Technician	22.61
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
23070 - Aircraft Survival Flight Equipment Technician	25.93
23080 - Aircraft Worker	23.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.07
23110 - Appliance Mechanic	18.86
23120 - Bicycle Repairer	13.68
23125 - Cable Splicer	21.56

23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	17.80
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	16.71
23290 - Fire Alarm System Mechanic	19.89
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	17.80
23393 - Gunsmith III	19.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	20.16
23440 - Heavy Equipment Operator	16.95
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.86
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	18.39
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	18.86
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.89
23850 - Rigger	21.28
23870 - Scale Mechanic	17.80
23890 - Sheet-Metal Worker, Maintenance	19.89
23910 - Small Engine Mechanic	17.80
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	18.82
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.89
23980 - Woodworker	15.36
24000 - Personal Needs Occupations	
24550 - Case Manager	15.07
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.66
24620 - Family Readiness And Support Services Coordinator	15.07
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.63
25070 - Stationary Engineer	22.92

25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	15.51
27008 - Corrections Officer	18.17
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	19.99
27070 - Firefighter	22.87
27101 - Guard I	15.51
27102 - Guard II	18.61
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	20.71
29020 - Hatch Tender	20.71
29030 - Line Handler	20.71
29041 - Stevedore I	18.60
29042 - Stevedore II	20.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.30
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	23.51
30051 - Cryogenic Technician I	26.61
30052 - Cryogenic Technician II	29.39
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
30095 - Evidence Control Specialist	24.02
30210 - Laboratory Technician	22.28
30221 - Latent Fingerprint Technician I	26.61
30222 - Latent Fingerprint Technician II	29.39
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
30375 - Petroleum Supply Specialist	29.39

30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		29.39
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.52
30492 - Unexploded Ordnance (UXO) Technician II		29.66
30493 - Unexploded Ordnance (UXO) Technician III		35.55
30494 - Unexploded (UXO) Safety Escort		24.52
30495 - Unexploded (UXO) Sweep Personnel		24.52
30501 - Weather Forecaster I		26.61
30502 - Weather Forecaster II		32.36
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.66
31020 - Bus Aide		11.20
31030 - Bus Driver		16.37
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		9.76
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		10.65
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.46
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		23.88
99130 - Flight Follower		24.52
99251 - Laboratory Animal Caretaker I		11.95
99252 - Laboratory Animal Caretaker II		13.06
99260 - Marketing Analyst		27.44
99310 - Mortician		24.52
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		10.97
99830 - Survey Party Chief		23.31
99831 - Surveying Aide		13.96
99832 - Surveying Technician		17.89
99840 - Vending Machine Attendant		15.50
99841 - Vending Machine Repairer		18.73
99842 - Vending Machine Repairer Helper		15.46

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5275
Revision No.: 2
Date Of Last 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 Erath, Hood, Palo Pinto, Somervell

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		19.02
01041 - Customer Service Representative I		10.58
01042 - Customer Service Representative II		11.89
01043 - Customer Service Representative III		12.97
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.37
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.77
01191 - Order Clerk I		14.86
01192 - Order Clerk II		16.20
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	18.82
01410 - Supply Technician	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	12.80
01612 - Word Processor II	16.83
01613 - Word Processor III	19.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.40
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	16.07
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.43
05310 - Painter, Automotive	19.45
05340 - Radiator Repair Specialist	20.43
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.19
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	16.19
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	14.23
09130 - Upholsterer	15.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	10.67
11090 - Gardener	14.73
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.95
11240 - Maid or Houseman	8.71
11260 - Pruner	11.58
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.62
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89

12040 - Emergency Medical Technician		16.96
12071 - Licensed Practical Nurse I		18.42
12072 - Licensed Practical Nurse II		20.60
12073 - Licensed Practical Nurse III		22.96
12100 - Medical Assistant		14.89
12130 - Medical Laboratory Technician		21.14
12160 - Medical Record Clerk		15.45
12190 - Medical Record Technician		17.26
12195 - Medical Transcriptionist		18.42
12210 - Nuclear Medicine Technologist		36.87
12221 - Nursing Assistant I		10.84
12222 - Nursing Assistant II		12.20
12223 - Nursing Assistant III		13.30
12224 - Nursing Assistant IV		14.94
12235 - Optical Dispenser		15.48
12236 - Optical Technician		15.16
12250 - Pharmacy Technician		15.18
12280 - Phlebotomist		15.80
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
12320 - Substance Abuse Treatment Counselor		22.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
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
13090 - Technical Order Library Clerk		18.01
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		21.23
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.62
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
14170 - System Support Specialist	18.10
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	42.54
15030 - Air Crew Training Devices Instructor (Pilot)	50.81
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	30.75
15070 - Flight Instructor (Pilot)	50.81
15080 - Graphic Artist	24.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.93
15086 - Maintenance Test Pilot, Rotary Wing	40.93
15088 - Non-Maintenance Test/Co-Pilot	40.93
15090 - Technical Instructor	24.21
15095 - Technical Instructor/Course Developer	29.60
15110 - Test Proctor	19.54
15120 - Tutor	19.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.70
16030 - Counter Attendant	9.70
16040 - Dry Cleaner	12.45
16070 - Finisher, Flatwork, Machine	9.70
16090 - Presser, Hand	9.70
16110 - Presser, Machine, Drycleaning	9.70
16130 - Presser, Machine, Shirts	9.70
16160 - Presser, Machine, Wearing Apparel, Laundry	9.70
16190 - Sewing Machine Operator	13.20
16220 - Tailor	14.20
16250 - Washer, Machine	10.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.91
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
23019 - Aircraft Logs and Records Technician	22.61
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	21.37
23060 - Aircraft Servicer	22.61
23070 - Aircraft Survival Flight Equipment Technician	21.37
23080 - Aircraft Worker	23.52
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.07
23110 - Appliance Mechanic	18.86
23120 - Bicycle Repairer	12.53
23125 - Cable Splicer	23.54

23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	16.87
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.62
23260 - Fabric Worker	16.71
23290 - Fire Alarm System Mechanic	19.89
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	15.47
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	23.52
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.80
23393 - Gunsmith III	19.89
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	20.16
23440 - Heavy Equipment Operator	16.95
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.86
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	18.39
23580 - Maintenance Trades Helper	12.97
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	18.86
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.89
23850 - Rigger	21.88
23870 - Scale Mechanic	17.80
23890 - Sheet-Metal Worker, Maintenance	19.89
23910 - Small Engine Mechanic	17.80
23931 - Telecommunications Mechanic I	22.19
23932 - Telecommunications Mechanic II	23.17
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	18.82
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.89
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24550 - Case Manager	15.07
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.66
24620 - Family Readiness And Support Services Coordinator	15.07
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.63
25070 - Stationary Engineer	22.92

25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	15.51
27008 - Corrections Officer	19.21
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.13
27070 - Firefighter	22.87
27101 - Guard I	15.51
27102 - Guard II	18.61
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	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.71
29020 - Hatch Tender	20.71
29030 - Line Handler	20.71
29041 - Stevedore I	18.60
29042 - Stevedore II	20.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.30
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	24.64
30051 - Cryogenic Technician I	26.61
30052 - Cryogenic Technician II	29.39
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
30095 - Evidence Control Specialist	24.02
30210 - Laboratory Technician	21.60
30221 - Latent Fingerprint Technician I	26.61
30222 - Latent Fingerprint Technician II	29.39
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
30375 - Petroleum Supply Specialist	29.39

30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		29.39
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.52
30492 - Unexploded Ordnance (UXO) Technician II		29.66
30493 - Unexploded Ordnance (UXO) Technician III		35.55
30494 - Unexploded (UXO) Safety Escort		24.52
30495 - Unexploded (UXO) Sweep Personnel		24.52
30501 - Weather Forecaster I		26.61
30502 - Weather Forecaster II		32.36
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.66
31020 - Bus Aide		11.20
31030 - Bus Driver		16.37
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		9.76
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		10.65
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.46
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		22.06
99130 - Flight Follower		24.52
99251 - Laboratory Animal Caretaker I		11.95
99252 - Laboratory Animal Caretaker II		13.06
99260 - Marketing Analyst		27.44
99310 - Mortician		24.52
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		10.97
99830 - Survey Party Chief		24.51
99831 - Surveying Aide		14.21
99832 - Surveying Technician		17.89
99840 - Vending Machine Attendant		15.50
99841 - Vending Machine Repairer		18.77
99842 - Vending Machine Repairer Helper		15.46

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5277
Revision No.: 2
Date Of Last 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 Camp, Cass, Cherokee, Franklin, Harrison, Marion, Morris, Panola, Red River, Titus

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		14.52
01013 - Accounting Clerk III		16.25
01020 - Administrative Assistant		18.83
01035 - Court Reporter		21.16
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		11.47
01052 - Data Entry Operator II		12.51
01060 - Dispatcher, Motor Vehicle		16.12
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74
01111 - General Clerk I		10.80
01112 - General Clerk II		12.25
01113 - General Clerk III		13.62
01120 - Housing Referral Assistant		16.25
01141 - Messenger Courier		10.19
01191 - Order Clerk I		12.75
01192 - Order Clerk II		13.92
01261 - Personnel Assistant (Employment) I		14.78
01262 - Personnel Assistant (Employment) II		16.54
01263 - Personnel Assistant (Employment) III		18.43
01270 - Production Control Clerk		18.06
01290 - Rental Clerk		11.36
01300 - Scheduler, Maintenance		13.03
01311 - Secretary I		13.03

01312 - Secretary II	14.58
01313 - Secretary III	16.25
01320 - Service Order Dispatcher	14.41
01410 - Supply Technician	18.83
01420 - Survey Worker	13.89
01460 - Switchboard Operator/Receptionist	10.84
01531 - Travel Clerk I	12.98
01532 - Travel Clerk II	13.93
01533 - Travel Clerk III	14.62
01611 - Word Processor I	13.48
01612 - Word Processor II	15.15
01613 - Word Processor III	16.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.91
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter, Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.85
07041 - Cook I	8.90
07042 - Cook II	10.21
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.25
07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	8.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.46
11060 - Elevator Operator	9.46
11090 - Gardener	13.31
11122 - Housekeeping Aide	9.53
11150 - Janitor	9.53
11210 - Laborer, Grounds Maintenance	10.25
11240 - Maid or Houseman	8.39
11260 - Pruner	9.22
11270 - Tractor Operator	12.28
11330 - Trail Maintenance Worker	10.25
11360 - Window Cleaner	10.27
12000 - Health Occupations	
12010 - Ambulance Driver	15.15
12011 - Breath Alcohol Technician	15.15
12012 - Certified Occupational Therapist Assistant	24.99
12015 - Certified Physical Therapist Assistant	24.45
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	31.06
12030 - EKG Technician	20.04

12035 - Electroneurodiagnostic Technologist		20.04
12040 - Emergency Medical Technician		15.15
12071 - Licensed Practical Nurse I		15.37
12072 - Licensed Practical Nurse II		17.19
12073 - Licensed Practical Nurse III		19.14
12100 - Medical Assistant		12.61
12130 - Medical Laboratory Technician		15.49
12160 - Medical Record Clerk		11.19
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		14.77
12210 - Nuclear Medicine Technologist		33.87
12221 - Nursing Assistant I		9.76
12222 - Nursing Assistant II		10.98
12223 - Nursing Assistant III		11.98
12224 - Nursing Assistant IV		13.45
12235 - Optical Dispenser		20.89
12236 - Optical Technician		15.37
12250 - Pharmacy Technician		13.28
12280 - Phlebotomist		12.34
12305 - Radiologic Technologist		22.70
12311 - Registered Nurse I		22.23
12312 - Registered Nurse II		27.62
12313 - Registered Nurse II, Specialist		27.62
12314 - Registered Nurse III		32.92
12315 - Registered Nurse III, Anesthetist		32.92
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		18.77
12320 - Substance Abuse Treatment Counselor		14.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.13
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.96
13041 - Illustrator I		17.13
13042 - Illustrator II		21.88
13043 - Illustrator III		25.96
13047 - Librarian		23.49
13050 - Library Aide/Clerk		11.33
13054 - Library Information Technology Systems Administrator		21.21
13058 - Library Technician		13.32
13061 - Media Specialist I		15.32
13062 - Media Specialist II		17.13
13063 - Media Specialist III		19.10
13071 - Photographer I		15.32
13072 - Photographer II		17.13
13073 - Photographer III		21.21
13074 - Photographer IV		25.96
13075 - Photographer V		31.38
13090 - Technical Order Library Clerk		11.87
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.05
14042 - Computer Operator II		15.72
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	29.00
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	14.05
14160 - Personal Computer Support Technician	23.14
14170 - System Support Specialist	23.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.84
15020 - Aircrew Training Devices Instructor (Rated)	35.06
15030 - Air Crew Training Devices Instructor (Pilot)	42.03
15050 - Computer Based Training Specialist / Instructor	28.84
15060 - Educational Technologist	26.22
15070 - Flight Instructor (Pilot)	42.03
15080 - Graphic Artist	18.90
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.03
15086 - Maintenance Test Pilot, Rotary Wing	42.03
15088 - Non-Maintenance Test/Co-Pilot	42.03
15090 - Technical Instructor	18.38
15095 - Technical Instructor/Course Developer	22.48
15110 - Test Proctor	14.83
15120 - Tutor	14.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.50
16030 - Counter Attendant	9.50
16040 - Dry Cleaner	11.18
16070 - Finisher, Flatwork, Machine	9.50
16090 - Presser, Hand	9.50
16110 - Presser, Machine, Drycleaning	9.50
16130 - Presser, Machine, Shirts	9.50
16160 - Presser, Machine, Wearing Apparel, Laundry	9.50
16190 - Sewing Machine Operator	11.85
16220 - Tailor	12.47
16250 - Washer, Machine	9.98
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.96
19040 - Tool And Die Maker	23.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.39
21030 - Material Coordinator	18.39
21040 - Material Expediter	18.39
21050 - Material Handling Laborer	11.80
21071 - Order Filler	11.15
21080 - Production Line Worker (Food Processing)	14.39
21110 - Shipping Packer	13.34
21130 - Shipping/Receiving Clerk	13.34
21140 - Store Worker I	11.45
21150 - Stock Clerk	15.82
21210 - Tools And Parts Attendant	14.39
21410 - Warehouse Specialist	14.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23019 - Aircraft Logs and Records Technician	19.06
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.35
23040 - Aircraft Mechanic Helper	16.56
23050 - Aircraft, Painter	20.57
23060 - Aircraft Servicer	19.06
23070 - Aircraft Survival Flight Equipment Technician	20.57
23080 - Aircraft Worker	20.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.95
23110 - Appliance Mechanic	19.04
23120 - Bicycle Repairer	14.85

23125 - Cable Splicer	24.48
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	18.61
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	23.57
23182 - Electronics Technician Maintenance II	24.99
23183 - Electronics Technician Maintenance III	27.12
23260 - Fabric Worker	15.99
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	14.85
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.18
23391 - Gunsmith I	14.85
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.57
23440 - Heavy Equipment Operator	19.17
23460 - Instrument Mechanic	19.17
23465 - Laboratory/Shelter Mechanic	18.11
23470 - Laborer	11.12
23510 - Locksmith	18.11
23530 - Machinery Maintenance Mechanic	21.93
23550 - Machinist, Maintenance	19.17
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	19.17
23592 - Metrology Technician II	20.16
23593 - Metrology Technician III	21.18
23640 - Millwright	19.17
23710 - Office Appliance Repairer	18.11
23760 - Painter, Maintenance	18.11
23790 - Pipefitter, Maintenance	22.64
23810 - Plumber, Maintenance	21.52
23820 - Pneudraulic Systems Mechanic	19.17
23850 - Rigger	19.17
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	19.17
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	23.00
23932 - Telecommunications Mechanic II	24.17
23950 - Telephone Lineman	23.75
23960 - Welder, Combination, Maintenance	19.17
23965 - Well Driller	21.09
23970 - Woodcraft Worker	19.17
23980 - Woodworker	14.85
24000 - Personal Needs Occupations	
24550 - Case Manager	14.83
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.44
24620 - Family Readiness And Support Services Coordinator	14.83
24630 - Homemaker	14.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87

25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	10.52
27008 - Corrections Officer	17.70
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	12.94
27040 - Detention Officer	17.70
27070 - Firefighter	18.39
27101 - Guard I	10.52
27102 - Guard II	12.94
27131 - Police Officer I	18.44
27132 - Police Officer II	20.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.49
28042 - Carnival Equipment Repairer	11.87
28043 - Carnival Worker	8.62
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.68
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	17.55
28630 - Sports Official	11.70
28690 - Swimming Pool Operator	14.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.52
29020 - Hatch Tender	19.68
29030 - Line Handler	20.52
29041 - Stevedore I	19.26
29042 - Stevedore II	21.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.30
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	24.44
30030 - Cartographic Technician	24.44
30040 - Civil Engineering Technician	23.23
30051 - Cryogenic Technician I	23.90
30052 - Cryogenic Technician II	26.38
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	22.00
30064 - Drafter/CAD Operator IV	27.08
30081 - Engineering Technician I	14.86
30082 - Engineering Technician II	19.06
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	26.42
30085 - Engineering Technician V	32.32
30086 - Engineering Technician VI	38.24
30090 - Environmental Technician	21.57
30095 - Evidence Control Specialist	23.24
30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	23.90
30222 - Latent Fingerprint Technician II	26.38
30240 - Mathematical Technician	24.44
30361 - Paralegal/Legal Assistant I	16.24
30362 - Paralegal/Legal Assistant II	20.12
30363 - Paralegal/Legal Assistant III	24.62
30364 - Paralegal/Legal Assistant IV	29.78

30375 - Petroleum Supply Specialist		26.38
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		26.38
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		24.52
30492 - Unexploded Ordnance (UXO) Technician II		29.66
30493 - Unexploded Ordnance (UXO) Technician III		35.55
30494 - Unexploded (UXO) Safety Escort		24.52
30495 - Unexploded (UXO) Sweep Personnel		24.52
30501 - Weather Forecaster I		23.90
30502 - Weather Forecaster II		29.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.66
31020 - Bus Aide		11.23
31030 - Bus Driver		15.86
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		8.81
31290 - Shuttle Bus Driver		13.16
31310 - Taxi Driver		10.89
31361 - Truckdriver, Light		13.16
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		18.17
31364 - Truckdriver, Tractor-Trailer		18.17
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.46
99030 - Cashier		8.68
99050 - Desk Clerk		9.85
99095 - Embalmer		21.56
99130 - Flight Follower		24.52
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		10.34
99260 - Marketing Analyst		26.13
99310 - Mortician		21.56
99410 - Pest Controller		13.64
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.71
99711 - Recycling Specialist		16.53
99730 - Refuse Collector		12.06
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		10.86
99830 - Survey Party Chief		19.20
99831 - Surveying Aide		11.76
99832 - Surveying Technician		16.12
99840 - Vending Machine Attendant		13.15
99841 - Vending Machine Repairer		16.33
99842 - Vending Machine Repairer Helper		13.15

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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 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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5279
Revision No.: 2
Date Of Last 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 Angelina, Jasper, Nacogdoches, Newton, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.34
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		20.99
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		14.86
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		12.12
01090 - Duplicating Machine Operator		12.12
01111 - General Clerk I		12.02
01112 - General Clerk II		14.23
01113 - General Clerk III		15.44
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		10.93
01191 - Order Clerk I		11.22
01192 - Order Clerk II		12.25
01261 - Personnel Assistant (Employment) I		14.78
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		21.15
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		13.03
01311 - Secretary I		13.03

01312 - Secretary II	16.07
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	13.78
01410 - Supply Technician	20.99
01420 - Survey Worker	14.73
01460 - Switchboard Operator/Receptionist	10.95
01531 - Travel Clerk I	12.18
01532 - Travel Clerk II	13.31
01533 - Travel Clerk III	14.31
01611 - Word Processor I	13.22
01612 - Word Processor II	15.13
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.20
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.24
07041 - Cook I	9.61
07042 - Cook II	11.20
07070 - Dishwasher	8.14
07130 - Food Service Worker	8.57
07210 - Meat Cutter	13.61
07260 - Waiter/Waitress	8.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.59
11090 - Gardener	13.60
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.25
11240 - Maid or Houseman	8.02
11260 - Pruner	9.22
11270 - Tractor Operator	12.28
11330 - Trail Maintenance Worker	10.25
11360 - Window Cleaner	10.80
12000 - Health Occupations	
12010 - Ambulance Driver	15.15
12011 - Breath Alcohol Technician	15.80
12012 - Certified Occupational Therapist Assistant	23.68
12015 - Certified Physical Therapist Assistant	23.79
12020 - Dental Assistant	14.21
12025 - Dental Hygienist	29.89
12030 - EKG Technician	25.87

12035 - Electroneurodiagnostic Technologist		25.87
12040 - Emergency Medical Technician		15.15
12071 - Licensed Practical Nurse I		15.37
12072 - Licensed Practical Nurse II		17.19
12073 - Licensed Practical Nurse III		19.14
12100 - Medical Assistant		12.28
12130 - Medical Laboratory Technician		15.54
12160 - Medical Record Clerk		12.36
12190 - Medical Record Technician		14.56
12195 - Medical Transcriptionist		15.22
12210 - Nuclear Medicine Technologist		37.74
12221 - Nursing Assistant I		9.76
12222 - Nursing Assistant II		10.98
12223 - Nursing Assistant III		11.98
12224 - Nursing Assistant IV		13.45
12235 - Optical Dispenser		11.92
12236 - Optical Technician		12.34
12250 - Pharmacy Technician		13.69
12280 - Phlebotomist		12.99
12305 - Radiologic Technologist		22.58
12311 - Registered Nurse I		21.66
12312 - Registered Nurse II		26.50
12313 - Registered Nurse II, Specialist		26.50
12314 - Registered Nurse III		32.06
12315 - Registered Nurse III, Anesthetist		32.06
12316 - Registered Nurse IV		38.43
12317 - Scheduler (Drug and Alcohol Testing)		19.57
12320 - Substance Abuse Treatment Counselor		14.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.41
13012 - Exhibits Specialist II		24.06
13013 - Exhibits Specialist III		25.96
13041 - Illustrator I		20.41
13042 - Illustrator II		24.06
13043 - Illustrator III		25.96
13047 - Librarian		23.49
13050 - Library Aide/Clerk		10.69
13054 - Library Information Technology Systems Administrator		21.21
13058 - Library Technician		12.24
13061 - Media Specialist I		15.32
13062 - Media Specialist II		17.13
13063 - Media Specialist III		19.10
13071 - Photographer I		15.18
13072 - Photographer II		18.46
13073 - Photographer III		21.75
13074 - Photographer IV		25.73
13075 - Photographer V		30.59
13090 - Technical Order Library Clerk		11.87
13110 - Video Teleconference Technician		15.65
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.48
14042 - Computer Operator II		18.07
14043 - Computer Operator III		22.78
14044 - Computer Operator IV		25.50
14045 - Computer Operator V		28.31
14071 - Computer Programmer I	(see 1)	22.16
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	15.48
14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	23.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.73
15020 - Aircrew Training Devices Instructor (Rated)	35.98
15030 - Air Crew Training Devices Instructor (Pilot)	42.03
15050 - Computer Based Training Specialist / Instructor	29.73
15060 - Educational Technologist	30.33
15070 - Flight Instructor (Pilot)	42.03
15080 - Graphic Artist	19.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.03
15086 - Maintenance Test Pilot, Rotary Wing	42.03
15088 - Non-Maintenance Test/Co-Pilot	42.03
15090 - Technical Instructor	20.42
15095 - Technical Instructor/Course Developer	24.98
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.60
16030 - Counter Attendant	8.60
16040 - Dry Cleaner	10.54
16070 - Finisher, Flatwork, Machine	8.60
16090 - Presser, Hand	8.60
16110 - Presser, Machine, Drycleaning	8.60
16130 - Presser, Machine, Shirts	8.60
16160 - Presser, Machine, Wearing Apparel, Laundry	8.60
16190 - Sewing Machine Operator	12.43
16220 - Tailor	12.47
16250 - Washer, Machine	9.30
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.18
19040 - Tool And Die Maker	25.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	21.15
21040 - Material Expediter	21.15
21050 - Material Handling Laborer	11.21
21071 - Order Filler	10.46
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	14.77
21130 - Shipping/Receiving Clerk	14.77
21140 - Store Worker I	11.45
21150 - Stock Clerk	15.93
21210 - Tools And Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.68
23019 - Aircraft Logs and Records Technician	17.48
23021 - Aircraft Mechanic I	20.16
23022 - Aircraft Mechanic II	21.68
23023 - Aircraft Mechanic III	22.22
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft, Painter	19.25
23060 - Aircraft Servicer	17.48
23070 - Aircraft Survival Flight Equipment Technician	19.25
23080 - Aircraft Worker	18.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20.16
23110 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	16.09

23125 - Cable Splicer	24.40
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	22.14
23181 - Electronics Technician Maintenance I	22.98
23182 - Electronics Technician Maintenance II	26.83
23183 - Electronics Technician Maintenance III	28.24
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	20.16
23312 - Fuel Distribution System Operator	16.24
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	20.16
23381 - Ground Support Equipment Servicer	17.48
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.99
23392 - Gunsmith II	17.32
23393 - Gunsmith III	19.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.16
23465 - Laboratory/Shelter Mechanic	19.10
23470 - Laborer	11.21
23510 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.85
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.16
23592 - Metrology Technician II	21.19
23593 - Metrology Technician III	22.23
23640 - Millwright	22.64
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	23.57
23810 - Plumber, Maintenance	21.18
23820 - Pneudraulic Systems Mechanic	20.16
23850 - Rigger	21.17
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker, Maintenance	20.16
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	23.44
23932 - Telecommunications Mechanic II	24.45
23950 - Telephone Lineman	25.32
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	22.18
23970 - Woodcraft Worker	20.16
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	13.26
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.44
24620 - Family Readiness And Support Services Coordinator	13.26
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38

25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.49
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	17.40
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	17.40
27070 - Firefighter	22.28
27101 - Guard I	11.28
27102 - Guard II	13.94
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.40
28042 - Carnival Equipment Repairer	12.46
28043 - Carnival Worker	8.62
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.08
29020 - Hatch Tender	20.08
29030 - Line Handler	20.08
29041 - Stevedore I	18.58
29042 - Stevedore II	20.45
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.30
30021 - Archeological Technician I	17.00
30022 - Archeological Technician II	19.15
30023 - Archeological Technician III	22.57
30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	24.06
30051 - Cryogenic Technician I	23.90
30052 - Cryogenic Technician II	26.38
30061 - Drafter/CAD Operator I	16.25
30062 - Drafter/CAD Operator II	19.15
30063 - Drafter/CAD Operator III	20.70
30064 - Drafter/CAD Operator IV	24.95
30081 - Engineering Technician I	15.16
30082 - Engineering Technician II	16.99
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.52
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	34.88
30090 - Environmental Technician	21.57
30095 - Evidence Control Specialist	20.75
30210 - Laboratory Technician	29.43
30221 - Latent Fingerprint Technician I	23.90
30222 - Latent Fingerprint Technician II	26.38
30240 - Mathematical Technician	25.52
30361 - Paralegal/Legal Assistant I	18.50
30362 - Paralegal/Legal Assistant II	22.92
30363 - Paralegal/Legal Assistant III	28.04
30364 - Paralegal/Legal Assistant IV	33.93

30375 - Petroleum Supply Specialist		26.38
30390 - Photo-Optics Technician		24.22
30395 - Radiation Control Technician		26.38
30461 - Technical Writer I		22.38
30462 - Technical Writer II		27.39
30463 - Technical Writer III		31.91
30491 - Unexploded Ordnance (UXO) Technician I		24.52
30492 - Unexploded Ordnance (UXO) Technician II		29.66
30493 - Unexploded Ordnance (UXO) Technician III		35.55
30494 - Unexploded (UXO) Safety Escort		24.54
30495 - Unexploded (UXO) Sweep Personnel		24.54
30501 - Weather Forecaster I		23.90
30502 - Weather Forecaster II		29.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.70
30621 - Weather Observer, Senior	(see 2)	22.52
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.66
31020 - Bus Aide		9.34
31030 - Bus Driver		14.25
31043 - Driver Courier		11.74
31260 - Parking and Lot Attendant		8.82
31290 - Shuttle Bus Driver		12.72
31310 - Taxi Driver		9.37
31361 - Truckdriver, Light		12.72
31362 - Truckdriver, Medium		13.70
31363 - Truckdriver, Heavy		16.51
31364 - Truckdriver, Tractor-Trailer		16.51
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.46
99030 - Cashier		8.82
99050 - Desk Clerk		9.41
99095 - Embalmer		27.04
99130 - Flight Follower		24.52
99251 - Laboratory Animal Caretaker I		11.54
99252 - Laboratory Animal Caretaker II		12.79
99260 - Marketing Analyst		26.13
99310 - Mortician		27.04
99410 - Pest Controller		15.00
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.15
99711 - Recycling Specialist		18.08
99730 - Refuse Collector		14.06
99810 - Sales Clerk		11.01
99820 - School Crossing Guard		9.92
99830 - Survey Party Chief		21.60
99831 - Surveying Aide		12.29
99832 - Surveying Technician		16.12
99840 - Vending Machine Attendant		13.01
99841 - Vending Machine Repairer		16.33
99842 - Vending Machine Repairer Helper		13.01

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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 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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5281
Revision No.: 2
Date Of Last 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 Henderson, Hopkins, Lamar, Rains, Van Zandt, Wood

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		19.02
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
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		12.45
01112 - General Clerk II		13.75
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		13.05
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	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	13.48
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	8.45
07130 - Food Service Worker	9.61
07210 - Meat Cutter	14.20
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	11.86
11060 - Elevator Operator	10.67
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.74
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	31.48
12015 - Certified Physical Therapist Assistant	30.09
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		20.01
12160 - Medical Record Clerk		15.45
12190 - Medical Record Technician		17.26
12195 - Medical Transcriptionist		17.87
12210 - Nuclear Medicine Technologist		36.87
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		15.16
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
12320 - Substance Abuse Treatment Counselor		14.82
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
13090 - Technical Order Library Clerk		11.87
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
14170 - System Support Specialist	23.46
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
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.03
15086 - Maintenance Test Pilot, Rotary Wing	42.03
15088 - Non-Maintenance Test/Co-Pilot	42.03
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	9.70
16030 - Counter Attendant	9.70
16040 - Dry Cleaner	12.45
16070 - Finisher, Flatwork, Machine	9.70
16090 - Presser, Hand	9.70
16110 - Presser, Machine, Drycleaning	9.70
16130 - Presser, Machine, Shirts	9.70
16160 - Presser, Machine, Wearing Apparel, Laundry	9.70
16190 - Sewing Machine Operator	13.20
16220 - Tailor	14.20
16250 - Washer, Machine	10.64
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	13.77
21130 - Shipping/Receiving Clerk	13.77
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
23019 - Aircraft Logs and Records Technician	22.61
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
23070 - Aircraft Survival Flight Equipment Technician	25.93
23080 - Aircraft Worker	23.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.07
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	13.68
23125 - Cable Splicer	21.56

23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	17.03
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	18.21
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.93
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	13.22
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.61
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	25.92
23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	23.54
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	22.08
23970 - Woodcraft Worker	19.71
23980 - Woodworker	14.85
24000 - Personal Needs Occupations	
24550 - Case Manager	14.83
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	14.83
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	20.52
29020 - Hatch Tender	20.52
29030 - Line Handler	20.52
29041 - Stevedore I	18.60
29042 - Stevedore II	20.67
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.30
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	23.51
30051 - Cryogenic Technician I	23.90
30052 - Cryogenic Technician II	26.38
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	21.57
30095 - Evidence Control Specialist	24.73
30210 - Laboratory Technician	24.51
30221 - Latent Fingerprint Technician I	23.90
30222 - Latent Fingerprint Technician II	26.38
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
30375 - Petroleum Supply Specialist	26.38

30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		26.38
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.52
30492 - Unexploded Ordnance (UXO) Technician II		29.66
30493 - Unexploded Ordnance (UXO) Technician III		35.55
30494 - Unexploded (UXO) Safety Escort		24.52
30495 - Unexploded (UXO) Sweep Personnel		24.52
30501 - Weather Forecaster I		23.90
30502 - Weather Forecaster II		29.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.93
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.66
31020 - Bus Aide		10.18
31030 - Bus Driver		15.50
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		10.74
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.46
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		22.94
99130 - Flight Follower		24.52
99251 - Laboratory Animal Caretaker I		11.95
99252 - Laboratory Animal Caretaker II		13.06
99260 - Marketing Analyst		26.13
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
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

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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 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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5283
Revision No.: 2
Date Of Last 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 Houston, Trinity

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		22.04
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher, Motor Vehicle		16.12
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		12.60
01112 - General Clerk II		13.75
01113 - General Clerk III		15.44
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		13.81
01191 - Order Clerk I		13.52
01192 - Order Clerk II		15.24
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.27
01263 - Personnel Assistant (Employment) III		19.25
01270 - Production Control Clerk		19.17
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57

01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	12.02
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
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	25.76
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	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.45
07130 - Food Service Worker	9.12
07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	8.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	18.32
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	10.89
11060 - Elevator Operator	9.70
11090 - Gardener	14.52
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	8.74
11260 - Pruner	9.25
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	10.79
12000 - Health Occupations	
12010 - Ambulance Driver	15.15
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	26.97
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	26.30
12035 - Electroneurodiagnostic Technologist	26.30

12040 - Emergency Medical Technician		15.15
12071 - Licensed Practical Nurse I		19.05
12072 - Licensed Practical Nurse II		21.32
12073 - Licensed Practical Nurse III		23.76
12100 - Medical Assistant		12.50
12130 - Medical Laboratory Technician		18.29
12160 - Medical Record Clerk		14.53
12190 - Medical Record Technician		16.57
12195 - Medical Transcriptionist		16.81
12210 - Nuclear Medicine Technologist		37.74
12221 - Nursing Assistant I		9.43
12222 - Nursing Assistant II		10.98
12223 - Nursing Assistant III		11.98
12224 - Nursing Assistant IV		13.45
12235 - Optical Dispenser		16.79
12236 - Optical Technician		15.35
12250 - Pharmacy Technician		19.18
12280 - Phlebotomist		13.30
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		14.82
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		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
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		11.87
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	23.46
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	30.33
15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.03
15086 - Maintenance Test Pilot, Rotary Wing	42.03
15088 - Non-Maintenance Test/Co-Pilot	42.03
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.43
15110 - Test Proctor	18.43
15120 - Tutor	18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.70
16030 - Counter Attendant	9.70
16040 - Dry Cleaner	12.45
16070 - Finisher, Flatwork, Machine	9.70
16090 - Presser, Hand	9.70
16110 - Presser, Machine, Drycleaning	9.70
16130 - Presser, Machine, Shirts	9.70
16160 - Presser, Machine, Wearing Apparel, Laundry	9.70
16190 - Sewing Machine Operator	13.20
16220 - Tailor	14.20
16250 - Washer, Machine	10.65
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	14.39
21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	14.39
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.45
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	14.39
21410 - Warehouse Specialist	14.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23019 - Aircraft Logs and Records Technician	24.44
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.05
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23070 - Aircraft Survival Flight Equipment Technician	25.61
23080 - Aircraft Worker	25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.07
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	14.85
23125 - Cable Splicer	25.34

23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	23.41
23182 - Electronics Technician Maintenance II	26.28
23183 - Electronics Technician Maintenance III	27.61
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.21
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	27.14
23593 - Metrology Technician III	28.38
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	22.30
23810 - Plumber, Maintenance	21.18
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	26.28
23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	26.13
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.89
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24550 - Case Manager	14.83
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	8.09
24620 - Family Readiness And Support Services Coordinator	14.83
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	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
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	20.41
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	11.63
28042 - Carnival Equipment Repairer	12.46
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	20.52
29020 - Hatch Tender	20.52
29030 - Line Handler	20.52
29041 - Stevedore I	19.26
29042 - Stevedore II	21.74
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	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	23.90
30052 - Cryogenic Technician II	26.38
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	21.57
30095 - Evidence Control Specialist	29.96
30210 - Laboratory Technician	25.92
30221 - Latent Fingerprint Technician I	23.90
30222 - Latent Fingerprint Technician II	26.38
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	26.38

30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		26.38
30461 - Technical Writer I		23.21
30462 - Technical Writer II		28.38
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.01
30493 - Unexploded Ordnance (UXO) Technician III		37.17
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30501 - Weather Forecaster I		23.90
30502 - Weather Forecaster II		29.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.66
31020 - Bus Aide		11.88
31030 - Bus Driver		17.06
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		9.17
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		11.54
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		14.46
99030 - Cashier		10.01
99050 - Desk Clerk		11.72
99095 - Embalmer		26.08
99130 - Flight Follower		24.52
99251 - Laboratory Animal Caretaker I		10.81
99252 - Laboratory Animal Caretaker II		11.78
99260 - Marketing Analyst		26.13
99310 - Mortician		26.44
99410 - Pest Controller		15.80
99510 - Photofinishing Worker		12.62
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		20.96
99831 - Surveying Aide		14.35
99832 - Surveying Technician		18.13
99840 - Vending Machine Attendant		13.15
99841 - Vending Machine Repairer		15.85
99842 - Vending Machine Repairer Helper		13.15

♀

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 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 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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5285
Revision No.: 2
Date Of Last 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 County of Anderson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.87
01012 - Accounting Clerk II		14.44
01013 - Accounting Clerk III		16.16
01020 - Administrative Assistant		20.99
01035 - Court Reporter		15.99
01041 - Customer Service Representative I		11.66
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.31
01051 - Data Entry Operator I		11.47
01052 - Data Entry Operator II		12.51
01060 - Dispatcher, Motor Vehicle		15.98
01070 - Document Preparation Clerk		11.69
01090 - Duplicating Machine Operator		11.69
01111 - General Clerk I		11.51
01112 - General Clerk II		13.75
01113 - General Clerk III		15.44
01120 - Housing Referral Assistant		16.24
01141 - Messenger Courier		11.50
01191 - Order Clerk I		12.32
01192 - Order Clerk II		13.45
01261 - Personnel Assistant (Employment) I		14.29
01262 - Personnel Assistant (Employment) II		16.06
01263 - Personnel Assistant (Employment) III		18.43
01270 - Production Control Clerk		17.73
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		12.99
01311 - Secretary I		12.99
01312 - Secretary II		14.58

01313 - Secretary III	16.24
01320 - Service Order Dispatcher	13.75
01410 - Supply Technician	20.99
01420 - Survey Worker	13.49
01460 - Switchboard Operator/Receptionist	10.95
01531 - Travel Clerk I	12.75
01532 - Travel Clerk II	13.92
01533 - Travel Clerk III	15.09
01611 - Word Processor I	13.17
01612 - Word Processor II	14.77
01613 - Word Processor III	16.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.95
05010 - Automotive Electrician	16.71
05040 - Automotive Glass Installer	15.81
05070 - Automotive Worker	15.81
05110 - Mobile Equipment Servicer	13.84
05130 - Motor Equipment Metal Mechanic	17.63
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.63
05220 - Motor Vehicle Mechanic Helper	12.13
05250 - Motor Vehicle Upholstery Worker	14.82
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	17.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.07
07041 - Cook I	9.57
07042 - Cook II	10.88
07070 - Dishwasher	8.10
07130 - Food Service Worker	8.57
07210 - Meat Cutter	13.24
07260 - Waiter/Waitress	7.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.49
11060 - Elevator Operator	9.49
11090 - Gardener	12.54
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.33
11240 - Maid or Houseman	8.49
11260 - Pruner	9.22
11270 - Tractor Operator	12.28
11330 - Trail Maintenance Worker	10.33
11360 - Window Cleaner	10.80
12000 - Health Occupations	
12010 - Ambulance Driver	15.15
12011 - Breath Alcohol Technician	16.45
12012 - Certified Occupational Therapist Assistant	25.59
12015 - Certified Physical Therapist Assistant	25.71
12020 - Dental Assistant	15.27
12025 - Dental Hygienist	32.41
12030 - EKG Technician	26.30
12035 - Electroneurodiagnostic Technologist	26.30

12040 - Emergency Medical Technician		15.15
12071 - Licensed Practical Nurse I		15.37
12072 - Licensed Practical Nurse II		17.19
12073 - Licensed Practical Nurse III		19.14
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		16.94
12160 - Medical Record Clerk		13.45
12190 - Medical Record Technician		15.99
12195 - Medical Transcriptionist		15.31
12210 - Nuclear Medicine Technologist		37.74
12221 - Nursing Assistant I		9.76
12222 - Nursing Assistant II		10.98
12223 - Nursing Assistant III		12.63
12224 - Nursing Assistant IV		14.17
12235 - Optical Dispenser		11.98
12236 - Optical Technician		15.37
12250 - Pharmacy Technician		15.24
12280 - Phlebotomist		14.28
12305 - Radiologic Technologist		22.70
12311 - Registered Nurse I		20.88
12312 - Registered Nurse II		25.55
12313 - Registered Nurse II, Specialist		25.55
12314 - Registered Nurse III		30.91
12315 - Registered Nurse III, Anesthetist		30.91
12316 - Registered Nurse IV		37.05
12317 - Scheduler (Drug and Alcohol Testing)		18.91
12320 - Substance Abuse Treatment Counselor		14.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.13
13012 - Exhibits Specialist II		21.21
13013 - Exhibits Specialist III		25.96
13041 - Illustrator I		17.13
13042 - Illustrator II		21.21
13043 - Illustrator III		25.96
13047 - Librarian		23.49
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		21.21
13058 - Library Technician		15.66
13061 - Media Specialist I		15.32
13062 - Media Specialist II		17.13
13063 - Media Specialist III		19.10
13071 - Photographer I		15.32
13072 - Photographer II		17.13
13073 - Photographer III		21.21
13074 - Photographer IV		25.96
13075 - Photographer V		31.38
13090 - Technical Order Library Clerk		11.87
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.59
14042 - Computer Operator II		16.86
14043 - Computer Operator III		19.88
14044 - Computer Operator IV		22.02
14045 - Computer Operator V		24.38
14071 - Computer Programmer I	(see 1)	20.12
14072 - Computer Programmer II	(see 1)	24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.20
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.59

14160 - Personal Computer Support Technician	20.02
14170 - System Support Specialist	23.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.20
15020 - Aircrew Training Devices Instructor (Rated)	32.52
15030 - Air Crew Training Devices Instructor (Pilot)	38.97
15050 - Computer Based Training Specialist / Instructor	27.20
15060 - Educational Technologist	29.30
15070 - Flight Instructor (Pilot)	38.97
15080 - Graphic Artist	17.62
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.03
15086 - Maintenance Test Pilot, Rotary Wing	42.03
15088 - Non-Maintenance Test/Co-Pilot	42.03
15090 - Technical Instructor	20.75
15095 - Technical Instructor/Course Developer	25.13
15110 - Test Proctor	17.61
15120 - Tutor	17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.72
16030 - Counter Attendant	8.72
16040 - Dry Cleaner	11.26
16070 - Finisher, Flatwork, Machine	8.72
16090 - Presser, Hand	8.72
16110 - Presser, Machine, Drycleaning	8.72
16130 - Presser, Machine, Shirts	8.72
16160 - Presser, Machine, Wearing Apparel, Laundry	8.72
16190 - Sewing Machine Operator	12.14
16220 - Tailor	13.00
16250 - Washer, Machine	9.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.05
19040 - Tool And Die Maker	21.78
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.76
21030 - Material Coordinator	17.73
21040 - Material Expediter	17.73
21050 - Material Handling Laborer	11.07
21071 - Order Filler	10.77
21080 - Production Line Worker (Food Processing)	13.76
21110 - Shipping Packer	13.77
21130 - Shipping/Receiving Clerk	13.77
21140 - Store Worker I	10.32
21150 - Stock Clerk	14.48
21210 - Tools And Parts Attendant	13.76
21410 - Warehouse Specialist	13.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.04
23019 - Aircraft Logs and Records Technician	15.99
23021 - Aircraft Mechanic I	20.73
23022 - Aircraft Mechanic II	22.04
23023 - Aircraft Mechanic III	23.16
23040 - Aircraft Mechanic Helper	13.86
23050 - Aircraft, Painter	18.61
23060 - Aircraft Servicer	15.99
23070 - Aircraft Survival Flight Equipment Technician	18.61
23080 - Aircraft Worker	17.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	17.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20.73
23110 - Appliance Mechanic	16.90
23120 - Bicycle Repairer	12.66
23125 - Cable Splicer	23.57

23130 - Carpenter, Maintenance	15.84
23140 - Carpet Layer	17.03
23160 - Electrician, Maintenance	19.86
23181 - Electronics Technician Maintenance I	21.23
23182 - Electronics Technician Maintenance II	22.68
23183 - Electronics Technician Maintenance III	24.60
23260 - Fabric Worker	15.99
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.85
23311 - Fuel Distribution System Mechanic	18.68
23312 - Fuel Distribution System Operator	14.42
23370 - General Maintenance Worker	17.03
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	15.99
23382 - Ground Support Equipment Worker	17.05
23391 - Gunsmith I	14.85
23392 - Gunsmith II	17.03
23393 - Gunsmith III	19.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.36
23430 - Heavy Equipment Mechanic	18.01
23440 - Heavy Equipment Operator	18.21
23460 - Instrument Mechanic	20.38
23465 - Laboratory/Shelter Mechanic	18.05
23470 - Laborer	11.07
23510 - Locksmith	17.55
23530 - Machinery Maintenance Mechanic	20.83
23550 - Machinist, Maintenance	16.94
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	20.38
23592 - Metrology Technician II	21.67
23593 - Metrology Technician III	22.98
23640 - Millwright	18.97
23710 - Office Appliance Repairer	16.60
23760 - Painter, Maintenance	17.15
23790 - Pipefitter, Maintenance	22.18
23810 - Plumber, Maintenance	20.34
23820 - Pneudraulic Systems Mechanic	19.01
23850 - Rigger	19.01
23870 - Scale Mechanic	17.03
23890 - Sheet-Metal Worker, Maintenance	18.10
23910 - Small Engine Mechanic	16.69
23931 - Telecommunications Mechanic I	27.50
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	23.56
23960 - Welder, Combination, Maintenance	17.56
23965 - Well Driller	20.87
23970 - Woodcraft Worker	19.01
23980 - Woodworker	14.38
24000 - Personal Needs Occupations	
24550 - Case Manager	12.52
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	8.61
24620 - Family Readiness And Support Services Coordinator	12.52
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.87
25040 - Sewage Plant Operator	15.62
25070 - Stationary Engineer	20.87

25190 - Ventilation Equipment Tender	13.83
25210 - Water Treatment Plant Operator	15.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.51
27007 - Baggage Inspector	10.98
27008 - Corrections Officer	16.39
27010 - Court Security Officer	17.43
27030 - Detection Dog Handler	14.19
27040 - Detention Officer	16.39
27070 - Firefighter	17.11
27101 - Guard I	10.98
27102 - Guard II	14.19
27131 - Police Officer I	18.44
27132 - Police Officer II	20.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.61
28043 - Carnival Worker	8.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.36
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.15
29020 - Hatch Tender	16.65
29030 - Line Handler	16.65
29041 - Stevedore I	15.59
29042 - Stevedore II	17.92
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.60
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.30
30021 - Archeological Technician I	15.56
30022 - Archeological Technician II	17.14
30023 - Archeological Technician III	21.57
30030 - Cartographic Technician	23.36
30040 - Civil Engineering Technician	21.12
30051 - Cryogenic Technician I	23.90
30052 - Cryogenic Technician II	26.38
30061 - Drafter/CAD Operator I	15.56
30062 - Drafter/CAD Operator II	19.07
30063 - Drafter/CAD Operator III	20.51
30064 - Drafter/CAD Operator IV	23.90
30081 - Engineering Technician I	14.99
30082 - Engineering Technician II	18.07
30083 - Engineering Technician III	20.24
30084 - Engineering Technician IV	26.53
30085 - Engineering Technician V	31.84
30086 - Engineering Technician VI	36.70
30090 - Environmental Technician	21.57
30095 - Evidence Control Specialist	21.16
30210 - Laboratory Technician	23.25
30221 - Latent Fingerprint Technician I	23.90
30222 - Latent Fingerprint Technician II	26.38
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	15.59
30362 - Paralegal/Legal Assistant II	19.29
30363 - Paralegal/Legal Assistant III	23.61
30364 - Paralegal/Legal Assistant IV	28.55
30375 - Petroleum Supply Specialist	26.38

30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		26.38
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.94
30463 - Technical Writer III		32.59
30491 - Unexploded Ordnance (UXO) Technician I		24.52
30492 - Unexploded Ordnance (UXO) Technician II		29.66
30493 - Unexploded Ordnance (UXO) Technician III		35.55
30494 - Unexploded (UXO) Safety Escort		24.52
30495 - Unexploded (UXO) Sweep Personnel		24.52
30501 - Weather Forecaster I		23.90
30502 - Weather Forecaster II		29.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.51
30621 - Weather Observer, Senior	(see 2)	22.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.66
31020 - Bus Aide		10.86
31030 - Bus Driver		15.68
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		8.90
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		11.01
31361 - Truckdriver, Light		12.72
31362 - Truckdriver, Medium		16.13
31363 - Truckdriver, Heavy		16.87
31364 - Truckdriver, Tractor-Trailer		16.87
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.46
99030 - Cashier		8.79
99050 - Desk Clerk		9.49
99095 - Embalmer		22.74
99130 - Flight Follower		24.52
99251 - Laboratory Animal Caretaker I		11.45
99252 - Laboratory Animal Caretaker II		11.61
99260 - Marketing Analyst		26.13
99310 - Mortician		22.74
99410 - Pest Controller		14.02
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.64
99711 - Recycling Specialist		15.32
99730 - Refuse Collector		11.70
99810 - Sales Clerk		10.68
99820 - School Crossing Guard		10.64
99830 - Survey Party Chief		18.86
99831 - Surveying Aide		11.77
99832 - Surveying Technician		16.12
99840 - Vending Machine Attendant		13.60
99841 - Vending Machine Repairer		16.65
99842 - Vending Machine Repairer Helper		13.60

♀

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 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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5287
Revision No.: 2
Date Of Last 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 Blanco, Burnet, Fayette, Lee, Llano, Milam, San Saba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		21.80
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		10.13
01042 - Customer Service Representative II		11.40
01043 - Customer Service Representative III		12.44
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		11.12
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.45
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		19.19
01290 - Rental Clerk		14.07
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08

01313 - Secretary III	22.35
01320 - Service Order Dispatcher	15.05
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	11.56
01532 - Travel Clerk II	12.48
01533 - Travel Clerk III	13.23
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	17.85
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	16.92
05110 - Mobile Equipment Servicer	14.83
05130 - Motor Equipment Metal Mechanic	18.79
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.79
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	18.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.40
07042 - Cook II	11.75
07070 - Dishwasher	8.79
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	15.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	14.05
11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	11.02
11240 - Maid or Houseman	8.74
11260 - Pruner	10.05
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	11.02
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	17.81
12012 - Certified Occupational Therapist Assistant	24.43
12015 - Certified Physical Therapist Assistant	24.07
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16
12030 - EKG Technician	26.98
12035 - Electroneurodiagnostic Technologist	26.98

12040 - Emergency Medical Technician		18.26
12071 - Licensed Practical Nurse I		17.79
12072 - Licensed Practical Nurse II		19.90
12073 - Licensed Practical Nurse III		22.20
12100 - Medical Assistant		13.73
12130 - Medical Laboratory Technician		16.52
12160 - Medical Record Clerk		13.54
12190 - Medical Record Technician		14.12
12195 - Medical Transcriptionist		16.75
12210 - Nuclear Medicine Technologist		36.93
12221 - Nursing Assistant I		10.77
12222 - Nursing Assistant II		12.11
12223 - Nursing Assistant III		13.22
12224 - Nursing Assistant IV		14.84
12235 - Optical Dispenser		13.97
12236 - Optical Technician		13.84
12250 - Pharmacy Technician		15.69
12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		25.79
12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II, Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III, Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		22.22
12320 - Substance Abuse Treatment Counselor		15.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13090 - Technical Order Library Clerk		12.61
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
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		15.08

14160 - Personal Computer Support Technician	22.53
14170 - System Support Specialist	19.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.00
15020 - Aircrew Training Devices Instructor (Rated)	37.51
15030 - Air Crew Training Devices Instructor (Pilot)	44.67
15050 - Computer Based Training Specialist / Instructor	31.03
15060 - Educational Technologist	33.26
15070 - Flight Instructor (Pilot)	44.67
15080 - Graphic Artist	22.13
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.18
15086 - Maintenance Test Pilot, Rotary Wing	34.18
15088 - Non-Maintenance Test/Co-Pilot	34.18
15090 - Technical Instructor	21.85
15095 - Technical Instructor/Course Developer	26.73
15110 - Test Proctor	17.64
15120 - Tutor	17.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.42
16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.80
16250 - Washer, Machine	9.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.80
19040 - Tool And Die Maker	24.28
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.82
21030 - Material Coordinator	18.49
21040 - Material Expediter	18.49
21050 - Material Handling Laborer	10.99
21071 - Order Filler	11.64
21080 - Production Line Worker (Food Processing)	13.82
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.70
21210 - Tools And Parts Attendant	13.82
21410 - Warehouse Specialist	13.82
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.56
23019 - Aircraft Logs and Records Technician	19.05
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.56
23023 - Aircraft Mechanic III	25.66
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	19.05
23070 - Aircraft Survival Flight Equipment Technician	21.70
23080 - Aircraft Worker	20.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.95
23110 - Appliance Mechanic	19.63
23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	22.30

23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.36
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician Maintenance I	20.93
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.29
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.84
23311 - Fuel Distribution System Mechanic	20.49
23312 - Fuel Distribution System Operator	15.88
23370 - General Maintenance Worker	15.23
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	15.84
23392 - Gunsmith II	18.36
23393 - Gunsmith III	20.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	20.19
23440 - Heavy Equipment Operator	17.66
23460 - Instrument Mechanic	20.78
23465 - Laboratory/Shelter Mechanic	19.63
23470 - Laborer	11.18
23510 - Locksmith	18.44
23530 - Machinery Maintenance Mechanic	23.60
23550 - Machinist, Maintenance	17.23
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	20.78
23592 - Metrology Technician II	21.92
23593 - Metrology Technician III	23.08
23640 - Millwright	20.57
23710 - Office Appliance Repairer	19.55
23760 - Painter, Maintenance	15.29
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	20.78
23850 - Rigger	20.78
23870 - Scale Mechanic	18.36
23890 - Sheet-Metal Worker, Maintenance	19.16
23910 - Small Engine Mechanic	16.54
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	23.18
23960 - Welder, Combination, Maintenance	16.84
23965 - Well Driller	20.78
23970 - Woodcraft Worker	20.78
23980 - Woodworker	13.30
24000 - Personal Needs Occupations	
24550 - Case Manager	12.34
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	8.52
24620 - Family Readiness And Support Services Coordinator	12.34
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95

25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	12.72
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	12.72
27102 - Guard II	16.19
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.43
28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Worker	8.71
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	15.07
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.18
29020 - Hatch Tender	17.18
29030 - Line Handler	17.18
29041 - Stevedore I	16.14
29042 - Stevedore II	18.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.71
30021 - Archeological Technician I	20.39
30022 - Archeological Technician II	22.81
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	25.78
30051 - Cryogenic Technician I	23.14
30052 - Cryogenic Technician II	25.55
30061 - Drafter/CAD Operator I	18.92
30062 - Drafter/CAD Operator II	21.16
30063 - Drafter/CAD Operator III	23.60
30064 - Drafter/CAD Operator IV	28.80
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.71
30083 - Engineering Technician III	18.69
30084 - Engineering Technician IV	23.16
30085 - Engineering Technician V	28.33
30086 - Engineering Technician VI	34.27
30090 - Environmental Technician	22.39
30095 - Evidence Control Specialist	20.89
30210 - Laboratory Technician	21.89
30221 - Latent Fingerprint Technician I	23.14
30222 - Latent Fingerprint Technician II	25.55
30240 - Mathematical Technician	26.21
30361 - Paralegal/Legal Assistant I	20.07
30362 - Paralegal/Legal Assistant II	24.87
30363 - Paralegal/Legal Assistant III	30.42
30364 - Paralegal/Legal Assistant IV	36.80
30375 - Petroleum Supply Specialist	25.55

30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		25.55
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
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		23.14
30502 - Weather Forecaster II		28.14
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.60
30621 - Weather Observer, Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		11.51
31030 - Bus Driver		15.64
31043 - Driver Courier		13.16
31260 - Parking and Lot Attendant		10.29
31290 - Shuttle Bus Driver		14.20
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.20
31362 - Truckdriver, Medium		15.21
31363 - Truckdriver, Heavy		17.21
31364 - Truckdriver, Tractor-Trailer		17.21
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		9.98
99050 - Desk Clerk		9.93
99095 - Embalmer		24.61
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.31
99252 - Laboratory Animal Caretaker II		13.38
99260 - Marketing Analyst		33.05
99310 - Mortician		27.05
99410 - Pest Controller		17.75
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		15.13
99711 - Recycling Specialist		17.79
99730 - Refuse Collector		13.78
99810 - Sales Clerk		11.50
99820 - School Crossing Guard		12.17
99830 - Survey Party Chief		20.05
99831 - Surveying Aide		13.78
99832 - Surveying Technician		17.64
99840 - Vending Machine Attendant		12.86
99841 - Vending Machine Repairer		15.59
99842 - Vending Machine Repairer Helper		12.86

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5289
Revision No.: 2
Date Of Last 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 Grimes, Madison, Washington

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		21.79
01041 - Customer Service Representative I		10.13
01042 - Customer Service Representative II		11.40
01043 - Customer Service Representative III		12.44
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher, Motor Vehicle		15.96
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		11.88
01112 - General Clerk II		13.27
01113 - General Clerk III		14.90
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		12.55
01191 - Order Clerk I		14.16
01192 - Order Clerk II		15.45
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.27
01263 - Personnel Assistant (Employment) III		19.25
01270 - Production Control Clerk		19.10
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57

01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	12.02
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
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	25.76
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	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.79
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	9.01
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	9.70
11090 - Gardener	14.52
11122 - Housekeeping Aide	9.72
11150 - Janitor	9.72
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	8.74
11260 - Pruner	9.74
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	10.79
12000 - Health Occupations	
12010 - Ambulance Driver	16.50
12011 - Breath Alcohol Technician	17.20
12012 - Certified Occupational Therapist Assistant	24.43
12015 - Certified Physical Therapist Assistant	26.97
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	26.98
12035 - Electroneurodiagnostic Technologist	26.98

12040 - Emergency Medical Technician		16.50
12071 - Licensed Practical Nurse I		19.05
12072 - Licensed Practical Nurse II		21.32
12073 - Licensed Practical Nurse III		23.76
12100 - Medical Assistant		12.87
12130 - Medical Laboratory Technician		16.63
12160 - Medical Record Clerk		14.53
12190 - Medical Record Technician		16.57
12195 - Medical Transcriptionist		17.00
12210 - Nuclear Medicine Technologist		38.64
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		15.92
12250 - Pharmacy Technician		19.18
12280 - Phlebotomist		13.30
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)		22.06
12320 - Substance Abuse Treatment Counselor		15.19
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		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
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		12.61
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	19.71
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	29.23
15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.18
15086 - Maintenance Test Pilot, Rotary Wing	34.18
15088 - Non-Maintenance Test/Co-Pilot	34.18
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.43
15110 - Test Proctor	18.43
15120 - Tutor	18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.40
16030 - Counter Attendant	9.40
16040 - Dry Cleaner	12.06
16070 - Finisher, Flatwork, Machine	9.40
16090 - Presser, Hand	9.40
16110 - Presser, Machine, Drycleaning	9.40
16130 - Presser, Machine, Shirts	9.40
16160 - Presser, Machine, Wearing Apparel, Laundry	9.40
16190 - Sewing Machine Operator	12.79
16220 - Tailor	13.75
16250 - Washer, Machine	10.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.71
19040 - Tool And Die Maker	24.28
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.58
21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	14.58
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.34
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	14.58
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23019 - Aircraft Logs and Records Technician	24.44
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23070 - Aircraft Survival Flight Equipment Technician	25.61
23080 - Aircraft Worker	25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.07
23110 - Appliance Mechanic	19.63
23120 - Bicycle Repairer	15.30
23125 - Cable Splicer	25.34

23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	22.34
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.29
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	20.78
23310 - Fire Extinguisher Repairer	15.88
23311 - Fuel Distribution System Mechanic	23.06
23312 - Fuel Distribution System Operator	17.96
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	21.77
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
23510 - Locksmith	19.63
23530 - Machinery Maintenance Mechanic	25.15
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	20.22
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.36
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	20.81
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.84
24000 - Personal Needs Occupations	
24550 - Case Manager	13.83
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	8.09
24620 - Family Readiness And Support Services Coordinator	13.83
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	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	12.72
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	12.72
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.63
28042 - Carnival Equipment Repairer	12.49
28043 - Carnival Worker	8.65
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	20.93
29020 - Hatch Tender	20.93
29030 - Line Handler	20.93
29041 - Stevedore I	19.49
29042 - Stevedore II	22.39
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	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	23.14
30052 - Cryogenic Technician II	25.55
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	20.89
30210 - Laboratory Technician	23.56
30221 - Latent Fingerprint Technician I	23.14
30222 - Latent Fingerprint Technician II	25.55
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	25.55

30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		25.55
30461 - Technical Writer I		23.21
30462 - Technical Writer II		28.38
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.01
30493 - Unexploded Ordnance (UXO) Technician III		37.17
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30501 - Weather Forecaster I		23.14
30502 - Weather Forecaster II		28.14
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		28.06
31020 - Bus Aide		11.88
31030 - Bus Driver		17.06
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.09
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		11.54
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		13.68
99030 - Cashier		10.01
99050 - Desk Clerk		11.72
99095 - Embalmer		26.08
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		10.81
99252 - Laboratory Animal Caretaker II		11.78
99260 - Marketing Analyst		33.05
99310 - Mortician		26.44
99410 - Pest Controller		17.38
99510 - Photofinishing Worker		12.62
99710 - Recycling Laborer		16.46
99711 - Recycling Specialist		20.06
99730 - Refuse Collector		14.67
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		12.06
99830 - Survey Party Chief		20.96
99831 - Surveying Aide		14.35
99832 - Surveying Technician		18.13
99840 - Vending Machine Attendant		13.20
99841 - Vending Machine Repairer		15.85
99842 - Vending Machine Repairer Helper		13.54

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5291
Revision No.: 2
Date Of Last 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 County of Frio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.28
01012 - Accounting Clerk II		13.77
01013 - Accounting Clerk III		15.93
01020 - Administrative Assistant		18.55
01035 - Court Reporter		15.28
01041 - Customer Service Representative I		10.13
01042 - Customer Service Representative II		11.40
01043 - Customer Service Representative III		12.44
01051 - Data Entry Operator I		10.45
01052 - Data Entry Operator II		11.41
01060 - Dispatcher, Motor Vehicle		15.47
01070 - Document Preparation Clerk		11.51
01090 - Duplicating Machine Operator		11.51
01111 - General Clerk I		11.23
01112 - General Clerk II		12.28
01113 - General Clerk III		13.77
01120 - Housing Referral Assistant		17.02
01141 - Messenger Courier		9.90
01191 - Order Clerk I		10.67
01192 - Order Clerk II		11.65
01261 - Personnel Assistant (Employment) I		13.71
01262 - Personnel Assistant (Employment) II		15.34
01263 - Personnel Assistant (Employment) III		17.11
01270 - Production Control Clerk		14.67
01290 - Rental Clerk		12.52
01300 - Scheduler, Maintenance		13.65
01311 - Secretary I		13.65
01312 - Secretary II		15.28

01313 - Secretary III	17.02
01320 - Service Order Dispatcher	13.82
01410 - Supply Technician	18.55
01420 - Survey Worker	14.38
01460 - Switchboard Operator/Receptionist	10.46
01531 - Travel Clerk I	11.56
01532 - Travel Clerk II	12.48
01533 - Travel Clerk III	13.23
01611 - Word Processor I	10.10
01612 - Word Processor II	12.50
01613 - Word Processor III	14.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.09
05010 - Automotive Electrician	14.15
05040 - Automotive Glass Installer	13.23
05070 - Automotive Worker	13.23
05110 - Mobile Equipment Servicer	11.42
05130 - Motor Equipment Metal Mechanic	14.98
05160 - Motor Equipment Metal Worker	13.23
05190 - Motor Vehicle Mechanic	14.98
05220 - Motor Vehicle Mechanic Helper	10.52
05250 - Motor Vehicle Upholstery Worker	12.32
05280 - Motor Vehicle Wrecker	13.23
05310 - Painter, Automotive	14.15
05340 - Radiator Repair Specialist	13.23
05370 - Tire Repairer	10.10
05400 - Transmission Repair Specialist	14.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.92
07041 - Cook I	9.09
07042 - Cook II	10.27
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.00
07210 - Meat Cutter	11.72
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.19
09040 - Furniture Handler	9.08
09080 - Furniture Refinisher	13.38
09090 - Furniture Refinisher Helper	10.22
09110 - Furniture Repairer, Minor	11.78
09130 - Upholsterer	13.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.45
11060 - Elevator Operator	8.45
11090 - Gardener	12.28
11122 - Housekeeping Aide	9.10
11150 - Janitor	9.93
11210 - Laborer, Grounds Maintenance	9.94
11240 - Maid or Houseman	7.98
11260 - Pruner	9.03
11270 - Tractor Operator	11.75
11330 - Trail Maintenance Worker	9.94
11360 - Window Cleaner	10.86
12000 - Health Occupations	
12010 - Ambulance Driver	16.34
12011 - Breath Alcohol Technician	16.83
12012 - Certified Occupational Therapist Assistant	24.33
12015 - Certified Physical Therapist Assistant	25.29
12020 - Dental Assistant	13.43
12025 - Dental Hygienist	30.97
12030 - EKG Technician	26.86
12035 - Electroneurodiagnostic Technologist	26.86

12040 - Emergency Medical Technician		16.50
12071 - Licensed Practical Nurse I		15.92
12072 - Licensed Practical Nurse II		17.81
12073 - Licensed Practical Nurse III		19.85
12100 - Medical Assistant		12.05
12130 - Medical Laboratory Technician		15.80
12160 - Medical Record Clerk		12.34
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		15.58
12210 - Nuclear Medicine Technologist		38.18
12221 - Nursing Assistant I		9.61
12222 - Nursing Assistant II		10.80
12223 - Nursing Assistant III		11.79
12224 - Nursing Assistant IV		13.23
12235 - Optical Dispenser		15.79
12236 - Optical Technician		25.52
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.19
12305 - Radiologic Technologist		23.86
12311 - Registered Nurse I		25.88
12312 - Registered Nurse II		31.68
12313 - Registered Nurse II, Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III, Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		22.06
12320 - Substance Abuse Treatment Counselor		15.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.38
13012 - Exhibits Specialist II		21.54
13013 - Exhibits Specialist III		26.37
13041 - Illustrator I		17.38
13042 - Illustrator II		21.54
13043 - Illustrator III		26.37
13047 - Librarian		23.88
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		21.54
13058 - Library Technician		13.22
13061 - Media Specialist I		15.54
13062 - Media Specialist II		17.38
13063 - Media Specialist III		19.39
13071 - Photographer I		14.67
13072 - Photographer II		16.41
13073 - Photographer III		20.35
13074 - Photographer IV		23.99
13075 - Photographer V		29.26
13090 - Technical Order Library Clerk		12.61
13110 - Video Teleconference Technician		15.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	17.38
14072 - Computer Programmer II	(see 1)	20.63
14073 - Computer Programmer III	(see 1)	25.90
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	25.75
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		12.68

14160 - Personal Computer Support Technician	17.27
14170 - System Support Specialist	19.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.56
15020 - Aircrew Training Devices Instructor (Rated)	28.52
15030 - Air Crew Training Devices Instructor (Pilot)	34.18
15050 - Computer Based Training Specialist / Instructor	23.56
15060 - Educational Technologist	29.50
15070 - Flight Instructor (Pilot)	34.18
15080 - Graphic Artist	17.26
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.18
15086 - Maintenance Test Pilot, Rotary Wing	34.18
15088 - Non-Maintenance Test/Co-Pilot	34.18
15090 - Technical Instructor	17.73
15095 - Technical Instructor/Course Developer	21.47
15110 - Test Proctor	12.30
15120 - Tutor	12.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.25
16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	10.77
16220 - Tailor	11.34
16250 - Washer, Machine	9.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.22
19040 - Tool And Die Maker	18.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.18
21030 - Material Coordinator	15.64
21040 - Material Expediter	15.64
21050 - Material Handling Laborer	10.38
21071 - Order Filler	9.71
21080 - Production Line Worker (Food Processing)	11.18
21110 - Shipping Packer	11.00
21130 - Shipping/Receiving Clerk	11.00
21140 - Store Worker I	10.74
21150 - Stock Clerk	14.70
21210 - Tools And Parts Attendant	11.18
21410 - Warehouse Specialist	11.18
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.51
23019 - Aircraft Logs and Records Technician	14.92
23021 - Aircraft Mechanic I	16.67
23022 - Aircraft Mechanic II	17.51
23023 - Aircraft Mechanic III	18.38
23040 - Aircraft Mechanic Helper	12.36
23050 - Aircraft, Painter	15.59
23060 - Aircraft Servicer	14.92
23070 - Aircraft Survival Flight Equipment Technician	15.59
23080 - Aircraft Worker	14.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	14.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	16.67
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	10.34
23125 - Cable Splicer	19.81

23130 - Carpenter, Maintenance	14.17
23140 - Carpet Layer	14.60
23160 - Electrician, Maintenance	15.37
23181 - Electronics Technician Maintenance I	13.92
23182 - Electronics Technician Maintenance II	15.99
23183 - Electronics Technician Maintenance III	19.34
23260 - Fabric Worker	13.76
23290 - Fire Alarm System Mechanic	16.61
23310 - Fire Extinguisher Repairer	12.80
23311 - Fuel Distribution System Mechanic	16.70
23312 - Fuel Distribution System Operator	12.10
23370 - General Maintenance Worker	12.88
23380 - Ground Support Equipment Mechanic	16.67
23381 - Ground Support Equipment Servicer	14.92
23382 - Ground Support Equipment Worker	14.95
23391 - Gunsmith I	12.58
23392 - Gunsmith II	14.39
23393 - Gunsmith III	16.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.56
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	14.25
23430 - Heavy Equipment Mechanic	17.62
23440 - Heavy Equipment Operator	13.29
23460 - Instrument Mechanic	16.61
23465 - Laboratory/Shelter Mechanic	15.27
23470 - Laborer	8.95
23510 - Locksmith	14.17
23530 - Machinery Maintenance Mechanic	16.93
23550 - Machinist, Maintenance	14.03
23580 - Maintenance Trades Helper	10.75
23591 - Metrology Technician I	16.61
23592 - Metrology Technician II	17.58
23593 - Metrology Technician III	18.54
23640 - Millwright	16.61
23710 - Office Appliance Repairer	13.19
23760 - Painter, Maintenance	12.88
23790 - Pipefitter, Maintenance	14.55
23810 - Plumber, Maintenance	14.16
23820 - Pneudraulic Systems Mechanic	16.61
23850 - Rigger	17.35
23870 - Scale Mechanic	14.75
23890 - Sheet-Metal Worker, Maintenance	13.55
23910 - Small Engine Mechanic	14.75
23931 - Telecommunications Mechanic I	19.84
23932 - Telecommunications Mechanic II	20.83
23950 - Telephone Lineman	16.67
23960 - Welder, Combination, Maintenance	14.60
23965 - Well Driller	16.61
23970 - Woodcraft Worker	16.40
23980 - Woodworker	11.92
24000 - Personal Needs Occupations	
24550 - Case Manager	10.14
24570 - Child Care Attendant	8.71
24580 - Child Care Center Clerk	10.63
24610 - Chore Aide	8.52
24620 - Family Readiness And Support Services Coordinator	10.14
24630 - Homemaker	12.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.04
25040 - Sewage Plant Operator	13.23
25070 - Stationary Engineer	18.04

25190 - Ventilation Equipment Tender	13.09
25210 - Water Treatment Plant Operator	13.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.71
27007 - Baggage Inspector	11.02
27008 - Corrections Officer	16.43
27010 - Court Security Officer	18.26
27030 - Detection Dog Handler	15.18
27040 - Detention Officer	16.43
27070 - Firefighter	17.58
27101 - Guard I	11.02
27102 - Guard II	15.18
27131 - Police Officer I	20.81
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.20
28043 - Carnival Worker	9.27
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.45
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.82
29020 - Hatch Tender	13.82
29030 - Line Handler	13.82
29041 - Stevedore I	13.42
29042 - Stevedore II	15.08
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)	27.71
30021 - Archeological Technician I	14.42
30022 - Archeological Technician II	16.10
30023 - Archeological Technician III	18.78
30030 - Cartographic Technician	18.79
30040 - Civil Engineering Technician	17.65
30051 - Cryogenic Technician I	23.14
30052 - Cryogenic Technician II	25.55
30061 - Drafter/CAD Operator I	14.42
30062 - Drafter/CAD Operator II	16.10
30063 - Drafter/CAD Operator III	18.00
30064 - Drafter/CAD Operator IV	20.46
30081 - Engineering Technician I	13.48
30082 - Engineering Technician II	15.15
30083 - Engineering Technician III	16.92
30084 - Engineering Technician IV	20.99
30085 - Engineering Technician V	24.60
30086 - Engineering Technician VI	30.14
30090 - Environmental Technician	19.00
30095 - Evidence Control Specialist	20.89
30210 - Laboratory Technician	18.00
30221 - Latent Fingerprint Technician I	23.14
30222 - Latent Fingerprint Technician II	25.55
30240 - Mathematical Technician	19.99
30361 - Paralegal/Legal Assistant I	16.27
30362 - Paralegal/Legal Assistant II	19.12
30363 - Paralegal/Legal Assistant III	23.39
30364 - Paralegal/Legal Assistant IV	28.29
30375 - Petroleum Supply Specialist	25.55

30390 - Photo-Optics Technician		19.99
30395 - Radiation Control Technician		25.55
30461 - Technical Writer I		19.99
30462 - Technical Writer II		23.00
30463 - Technical Writer III		27.45
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		23.14
30502 - Weather Forecaster II		28.14
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.00
30621 - Weather Observer, Senior	(see 2)	19.99
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		9.33
31030 - Bus Driver		13.68
31043 - Driver Courier		11.44
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		12.32
31310 - Taxi Driver		8.05
31361 - Truckdriver, Light		12.32
31362 - Truckdriver, Medium		13.28
31363 - Truckdriver, Heavy		16.14
31364 - Truckdriver, Tractor-Trailer		16.14
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		9.01
99050 - Desk Clerk		8.53
99095 - Embalmer		23.19
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		15.08
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		33.05
99310 - Mortician		23.19
99410 - Pest Controller		14.66
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		12.69
99711 - Recycling Specialist		15.16
99730 - Refuse Collector		12.10
99810 - Sales Clerk		10.71
99820 - School Crossing Guard		12.30
99830 - Survey Party Chief		20.89
99831 - Surveying Aide		14.20
99832 - Surveying Technician		17.47
99840 - Vending Machine Attendant		11.77
99841 - Vending Machine Repairer		13.35
99842 - Vending Machine Repairer Helper		11.77

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5293
Revision No.: 2
Date Of Last 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 Gillespie, Karnes, Kerr

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		21.96
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		10.13
01042 - Customer Service Representative II		11.40
01043 - Customer Service Representative III		12.44
01051 - Data Entry Operator I		11.79
01052 - Data Entry Operator II		12.87
01060 - Dispatcher, Motor Vehicle		16.11
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		11.46
01112 - General Clerk II		13.21
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		11.03
01191 - Order Clerk I		13.74
01192 - Order Clerk II		14.99
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk		18.59
01290 - Rental Clerk		14.90
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.86

01313 - Secretary III	19.91
01320 - Service Order Dispatcher	14.26
01410 - Supply Technician	21.96
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	11.89
01531 - Travel Clerk I	12.19
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.60
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	16.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.99
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	16.77
05070 - Automotive Worker	16.77
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	16.77
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	11.12
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	9.42
07042 - Cook II	11.33
07070 - Dishwasher	8.54
07130 - Food Service Worker	9.00
07210 - Meat Cutter	12.63
07260 - Waiter/Waitress	8.73
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46
09080 - Furniture Refinisher	15.03
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.42
09130 - Upholsterer	15.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.50
11060 - Elevator Operator	9.50
11090 - Gardener	14.05
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.80
11260 - Pruner	10.36
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	15.84
12011 - Breath Alcohol Technician	16.21
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	28.86
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	32.84
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92

12040 - Emergency Medical Technician		15.84
12071 - Licensed Practical Nurse I		15.92
12072 - Licensed Practical Nurse II		17.81
12073 - Licensed Practical Nurse III		19.85
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		16.80
12160 - Medical Record Clerk		13.61
12190 - Medical Record Technician		14.86
12195 - Medical Transcriptionist		15.14
12210 - Nuclear Medicine Technologist		32.65
12221 - Nursing Assistant I		10.77
12222 - Nursing Assistant II		12.11
12223 - Nursing Assistant III		13.22
12224 - Nursing Assistant IV		14.84
12235 - Optical Dispenser		14.94
12236 - Optical Technician		15.92
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.35
12305 - Radiologic Technologist		24.06
12311 - Registered Nurse I		24.40
12312 - Registered Nurse II		29.85
12313 - Registered Nurse II, Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III, Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		20.09
12320 - Substance Abuse Treatment Counselor		15.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.29
13072 - Photographer II		16.15
13073 - Photographer III		19.61
13074 - Photographer IV		23.69
13075 - Photographer V		28.75
13090 - Technical Order Library Clerk		12.61
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51

14160 - Personal Computer Support Technician	21.50
14170 - System Support Specialist	19.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.31
15020 - Aircrew Training Devices Instructor (Rated)	31.51
15030 - Air Crew Training Devices Instructor (Pilot)	37.76
15050 - Computer Based Training Specialist / Instructor	26.31
15060 - Educational Technologist	26.86
15070 - Flight Instructor (Pilot)	37.76
15080 - Graphic Artist	22.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.18
15086 - Maintenance Test Pilot, Rotary Wing	34.18
15088 - Non-Maintenance Test/Co-Pilot	34.18
15090 - Technical Instructor	18.93
15095 - Technical Instructor/Course Developer	23.16
15110 - Test Proctor	15.28
15120 - Tutor	15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.50
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.80
16250 - Washer, Machine	9.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.99
19040 - Tool And Die Maker	21.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.44
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	10.97
21071 - Order Filler	11.28
21080 - Production Line Worker (Food Processing)	13.44
21110 - Shipping Packer	13.14
21130 - Shipping/Receiving Clerk	13.14
21140 - Store Worker I	10.74
21150 - Stock Clerk	14.50
21210 - Tools And Parts Attendant	13.44
21410 - Warehouse Specialist	13.44
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.92
23019 - Aircraft Logs and Records Technician	16.93
23021 - Aircraft Mechanic I	20.78
23022 - Aircraft Mechanic II	21.92
23023 - Aircraft Mechanic III	23.08
23040 - Aircraft Mechanic Helper	14.59
23050 - Aircraft, Painter	19.34
23060 - Aircraft Servicer	16.93
23070 - Aircraft Survival Flight Equipment Technician	19.34
23080 - Aircraft Worker	18.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20.78
23110 - Appliance Mechanic	18.98
23120 - Bicycle Repairer	12.23
23125 - Cable Splicer	21.45

23130 - Carpenter, Maintenance	16.21
23140 - Carpet Layer	16.54
23160 - Electrician, Maintenance	20.03
23181 - Electronics Technician Maintenance I	22.34
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	15.76
23290 - Fire Alarm System Mechanic	19.48
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	15.76
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	20.78
23381 - Ground Support Equipment Servicer	16.61
23382 - Ground Support Equipment Worker	17.71
23391 - Gunsmith I	15.76
23392 - Gunsmith II	16.91
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.35
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.36
23430 - Heavy Equipment Mechanic	19.31
23440 - Heavy Equipment Operator	17.66
23460 - Instrument Mechanic	20.78
23465 - Laboratory/Shelter Mechanic	18.05
23470 - Laborer	10.97
23510 - Locksmith	17.03
23530 - Machinery Maintenance Mechanic	19.33
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.78
23592 - Metrology Technician II	21.92
23593 - Metrology Technician III	23.08
23640 - Millwright	20.78
23710 - Office Appliance Repairer	18.35
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	16.64
23890 - Sheet-Metal Worker, Maintenance	17.78
23910 - Small Engine Mechanic	16.91
23931 - Telecommunications Mechanic I	21.97
23932 - Telecommunications Mechanic II	23.21
23950 - Telephone Lineman	22.73
23960 - Welder, Combination, Maintenance	17.15
23965 - Well Driller	18.87
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.48
24000 - Personal Needs Occupations	
24550 - Case Manager	11.84
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	11.84
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.01
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	20.01

25190 - Ventilation Equipment Tender	13.34
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.89
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	15.18
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	12.36
27102 - Guard II	15.18
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.88
28042 - Carnival Equipment Repairer	11.43
28043 - Carnival Worker	8.65
28210 - Gate Attendant/Gate Tender	12.51
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	13.88
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	15.07
28630 - Sports Official	11.05
28690 - Swimming Pool Operator	14.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.79
29020 - Hatch Tender	20.79
29030 - Line Handler	20.79
29041 - Stevedore I	19.39
29042 - Stevedore II	22.21
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	17.13
30022 - Archeological Technician II	18.90
30023 - Archeological Technician III	23.40
30030 - Cartographic Technician	23.74
30040 - Civil Engineering Technician	20.21
30051 - Cryogenic Technician I	23.14
30052 - Cryogenic Technician II	25.55
30061 - Drafter/CAD Operator I	17.13
30062 - Drafter/CAD Operator II	19.16
30063 - Drafter/CAD Operator III	21.37
30064 - Drafter/CAD Operator IV	26.29
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	19.98
30084 - Engineering Technician IV	24.75
30085 - Engineering Technician V	30.27
30086 - Engineering Technician VI	36.63
30090 - Environmental Technician	19.43
30095 - Evidence Control Specialist	20.89
30210 - Laboratory Technician	19.16
30221 - Latent Fingerprint Technician I	23.14
30222 - Latent Fingerprint Technician II	25.55
30240 - Mathematical Technician	23.74
30361 - Paralegal/Legal Assistant I	16.70
30362 - Paralegal/Legal Assistant II	21.82
30363 - Paralegal/Legal Assistant III	26.68
30364 - Paralegal/Legal Assistant IV	32.25
30375 - Petroleum Supply Specialist	25.55

30390 - Photo-Optics Technician		23.74
30395 - Radiation Control Technician		25.55
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
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		23.14
30502 - Weather Forecaster II		28.14
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.37
30621 - Weather Observer, Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		12.95
31030 - Bus Driver		16.78
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		10.29
31290 - Shuttle Bus Driver		14.18
31310 - Taxi Driver		11.35
31361 - Truckdriver, Light		14.18
31362 - Truckdriver, Medium		15.07
31363 - Truckdriver, Heavy		17.21
31364 - Truckdriver, Tractor-Trailer		17.21
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		9.41
99050 - Desk Clerk		9.68
99095 - Embalmer		20.68
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.08
99252 - Laboratory Animal Caretaker II		11.92
99260 - Marketing Analyst		33.05
99310 - Mortician		22.43
99410 - Pest Controller		16.96
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		14.58
99711 - Recycling Specialist		16.31
99730 - Refuse Collector		13.13
99810 - Sales Clerk		10.86
99820 - School Crossing Guard		12.07
99830 - Survey Party Chief		20.25
99831 - Surveying Aide		14.11
99832 - Surveying Technician		16.86
99840 - Vending Machine Attendant		12.53
99841 - Vending Machine Repairer		15.49
99842 - Vending Machine Repairer Helper		12.53

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5295
Revision No.: 2
Date Of Last 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 Bosque, Falls, Freestone, Hamilton, Hill, Leon, Limestone, Mills

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		20.49
01035 - Court Reporter		15.28
01041 - Customer Service Representative I		10.13
01042 - Customer Service Representative II		11.40
01043 - Customer Service Representative III		12.44
01051 - Data Entry Operator I		11.51
01052 - Data Entry Operator II		12.87
01060 - Dispatcher, Motor Vehicle		15.47
01070 - Document Preparation Clerk		12.16
01090 - Duplicating Machine Operator		12.16
01111 - General Clerk I		11.46
01112 - General Clerk II		12.55
01113 - General Clerk III		14.06
01120 - Housing Referral Assistant		16.24
01141 - Messenger Courier		10.45
01191 - Order Clerk I		13.55
01192 - Order Clerk II		14.80
01261 - Personnel Assistant (Employment) I		13.71
01262 - Personnel Assistant (Employment) II		15.34
01263 - Personnel Assistant (Employment) III		17.09
01270 - Production Control Clerk		17.29
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		12.99
01311 - Secretary I		12.99

01312 - Secretary II	14.73
01313 - Secretary III	16.24
01320 - Service Order Dispatcher	13.75
01410 - Supply Technician	20.49
01420 - Survey Worker	13.05
01460 - Switchboard Operator/Receptionist	11.45
01531 - Travel Clerk I	11.59
01532 - Travel Clerk II	12.65
01533 - Travel Clerk III	13.72
01611 - Word Processor I	11.97
01612 - Word Processor II	13.43
01613 - Word Processor III	15.59
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.99
05010 - Automotive Electrician	16.71
05040 - Automotive Glass Installer	15.81
05070 - Automotive Worker	15.81
05110 - Mobile Equipment Servicer	13.84
05130 - Motor Equipment Metal Mechanic	17.63
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.63
05220 - Motor Vehicle Mechanic Helper	12.13
05250 - Motor Vehicle Upholstery Worker	14.82
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.71
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	17.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.07
07041 - Cook I	9.57
07042 - Cook II	10.88
07070 - Dishwasher	8.10
07130 - Food Service Worker	9.00
07210 - Meat Cutter	12.48
07260 - Waiter/Waitress	7.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.49
11060 - Elevator Operator	9.49
11090 - Gardener	12.54
11122 - Housekeeping Aide	9.90
11150 - Janitor	9.90
11210 - Laborer, Grounds Maintenance	10.81
11240 - Maid or Houseman	8.49
11260 - Pruner	9.73
11270 - Tractor Operator	12.71
11330 - Trail Maintenance Worker	10.81
11360 - Window Cleaner	11.03
12000 - Health Occupations	
12010 - Ambulance Driver	16.30
12011 - Breath Alcohol Technician	17.81
12012 - Certified Occupational Therapist Assistant	24.43
12015 - Certified Physical Therapist Assistant	25.71
12020 - Dental Assistant	15.27
12025 - Dental Hygienist	32.41
12030 - EKG Technician	26.98

12035 - Electroneurodiagnostic Technologist		26.98
12040 - Emergency Medical Technician		16.30
12071 - Licensed Practical Nurse I		15.92
12072 - Licensed Practical Nurse II		17.81
12073 - Licensed Practical Nurse III		19.85
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		15.99
12160 - Medical Record Clerk		13.45
12190 - Medical Record Technician		15.99
12195 - Medical Transcriptionist		16.84
12210 - Nuclear Medicine Technologist		39.13
12221 - Nursing Assistant I		10.65
12222 - Nursing Assistant II		11.96
12223 - Nursing Assistant III		13.22
12224 - Nursing Assistant IV		14.83
12235 - Optical Dispenser		12.92
12236 - Optical Technician		15.92
12250 - Pharmacy Technician		15.69
12280 - Phlebotomist		14.28
12305 - Radiologic Technologist		23.86
12311 - Registered Nurse I		20.88
12312 - Registered Nurse II		25.55
12313 - Registered Nurse II, Specialist		25.55
12314 - Registered Nurse III		30.91
12315 - Registered Nurse III, Anesthetist		30.91
12316 - Registered Nurse IV		37.05
12317 - Scheduler (Drug and Alcohol Testing)		20.80
12320 - Substance Abuse Treatment Counselor		15.19
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		15.83
13012 - Exhibits Specialist II		19.61
13013 - Exhibits Specialist III		23.99
13041 - Illustrator I		15.82
13042 - Illustrator II		19.61
13043 - Illustrator III		23.99
13047 - Librarian		21.72
13050 - Library Aide/Clerk		11.97
13054 - Library Information Technology Systems Administrator		19.61
13058 - Library Technician		15.66
13061 - Media Specialist I		14.32
13062 - Media Specialist II		16.03
13063 - Media Specialist III		17.86
13071 - Photographer I		14.15
13072 - Photographer II		15.83
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		29.02
13090 - Technical Order Library Clerk		12.61
13110 - Video Teleconference Technician		15.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.59
14042 - Computer Operator II		16.86
14043 - Computer Operator III		19.88
14044 - Computer Operator IV		22.02
14045 - Computer Operator V		24.38
14071 - Computer Programmer I	(see 1)	20.12
14072 - Computer Programmer II	(see 1)	24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	24.73
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	14.59
14160 - Personal Computer Support Technician	22.02
14170 - System Support Specialist	19.71
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.73
15020 - Aircrew Training Devices Instructor (Rated)	29.56
15030 - Air Crew Training Devices Instructor (Pilot)	35.43
15050 - Computer Based Training Specialist / Instructor	24.73
15060 - Educational Technologist	26.64
15070 - Flight Instructor (Pilot)	35.43
15080 - Graphic Artist	17.62
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.18
15086 - Maintenance Test Pilot, Rotary Wing	34.18
15088 - Non-Maintenance Test/Co-Pilot	34.18
15090 - Technical Instructor	20.75
15095 - Technical Instructor/Course Developer	25.13
15110 - Test Proctor	17.61
15120 - Tutor	17.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.54
16030 - Counter Attendant	8.54
16040 - Dry Cleaner	10.42
16070 - Finisher, Flatwork, Machine	8.54
16090 - Presser, Hand	8.54
16110 - Presser, Machine, Drycleaning	8.54
16130 - Presser, Machine, Shirts	8.54
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.82
16250 - Washer, Machine	9.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.61
19040 - Tool And Die Maker	22.78
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.76
21030 - Material Coordinator	17.29
21040 - Material Expediter	17.29
21050 - Material Handling Laborer	10.97
21071 - Order Filler	10.77
21080 - Production Line Worker (Food Processing)	13.76
21110 - Shipping Packer	13.14
21130 - Shipping/Receiving Clerk	13.14
21140 - Store Worker I	10.32
21150 - Stock Clerk	14.48
21210 - Tools And Parts Attendant	13.76
21410 - Warehouse Specialist	13.76
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.04
23019 - Aircraft Logs and Records Technician	17.09
23021 - Aircraft Mechanic I	20.78
23022 - Aircraft Mechanic II	22.04
23023 - Aircraft Mechanic III	23.16
23040 - Aircraft Mechanic Helper	14.59
23050 - Aircraft, Painter	19.63
23060 - Aircraft Servicer	17.09
23070 - Aircraft Survival Flight Equipment Technician	19.63
23080 - Aircraft Worker	18.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20.78
23110 - Appliance Mechanic	17.55
23120 - Bicycle Repairer	12.66

23125 - Cable Splicer	23.48
23130 - Carpenter, Maintenance	16.21
23140 - Carpet Layer	18.36
23160 - Electrician, Maintenance	20.03
23181 - Electronics Technician Maintenance I	21.23
23182 - Electronics Technician Maintenance II	22.68
23183 - Electronics Technician Maintenance III	24.60
23260 - Fabric Worker	17.09
23290 - Fire Alarm System Mechanic	20.55
23310 - Fire Extinguisher Repairer	15.83
23311 - Fuel Distribution System Mechanic	20.55
23312 - Fuel Distribution System Operator	15.86
23370 - General Maintenance Worker	15.93
23380 - Ground Support Equipment Mechanic	20.78
23381 - Ground Support Equipment Servicer	17.09
23382 - Ground Support Equipment Worker	18.36
23391 - Gunsmith I	15.84
23392 - Gunsmith II	18.36
23393 - Gunsmith III	20.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.35
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.36
23430 - Heavy Equipment Mechanic	19.02
23440 - Heavy Equipment Operator	17.66
23460 - Instrument Mechanic	20.78
23465 - Laboratory/Shelter Mechanic	19.63
23470 - Laborer	10.97
23510 - Locksmith	17.55
23530 - Machinery Maintenance Mechanic	20.83
23550 - Machinist, Maintenance	17.23
23580 - Maintenance Trades Helper	13.19
23591 - Metrology Technician I	20.78
23592 - Metrology Technician II	21.92
23593 - Metrology Technician III	23.08
23640 - Millwright	20.78
23710 - Office Appliance Repairer	17.55
23760 - Painter, Maintenance	17.15
23790 - Pipefitter, Maintenance	20.16
23810 - Plumber, Maintenance	18.49
23820 - Pneudraulic Systems Mechanic	20.78
23850 - Rigger	20.78
23870 - Scale Mechanic	18.36
23890 - Sheet-Metal Worker, Maintenance	18.10
23910 - Small Engine Mechanic	18.36
23931 - Telecommunications Mechanic I	26.38
23932 - Telecommunications Mechanic II	32.26
23950 - Telephone Lineman	23.18
23960 - Welder, Combination, Maintenance	16.45
23965 - Well Driller	20.78
23970 - Woodcraft Worker	20.78
23980 - Woodworker	14.38
24000 - Personal Needs Occupations	
24550 - Case Manager	12.09
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	11.84
24610 - Chore Aide	8.61
24620 - Family Readiness And Support Services Coordinator	12.09
24630 - Homemaker	13.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.78
25040 - Sewage Plant Operator	15.62

25070 - Stationary Engineer	20.78
25190 - Ventilation Equipment Tender	14.15
25210 - Water Treatment Plant Operator	15.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.52
27007 - Baggage Inspector	12.08
27008 - Corrections Officer	16.39
27010 - Court Security Officer	18.26
27030 - Detection Dog Handler	15.18
27040 - Detention Officer	16.39
27070 - Firefighter	17.11
27101 - Guard I	12.08
27102 - Guard II	15.18
27131 - Police Officer I	19.85
27132 - Police Officer II	22.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.61
28043 - Carnival Worker	8.65
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	15.98
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.15
29020 - Hatch Tender	16.65
29030 - Line Handler	16.65
29041 - Stevedore I	15.59
29042 - Stevedore II	17.92
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	15.07
30022 - Archeological Technician II	17.14
30023 - Archeological Technician III	20.89
30030 - Cartographic Technician	23.36
30040 - Civil Engineering Technician	21.12
30051 - Cryogenic Technician I	23.14
30052 - Cryogenic Technician II	25.55
30061 - Drafter/CAD Operator I	15.07
30062 - Drafter/CAD Operator II	19.07
30063 - Drafter/CAD Operator III	20.51
30064 - Drafter/CAD Operator IV	23.14
30081 - Engineering Technician I	14.99
30082 - Engineering Technician II	18.07
30083 - Engineering Technician III	20.24
30084 - Engineering Technician IV	26.53
30085 - Engineering Technician V	31.84
30086 - Engineering Technician VI	36.70
30090 - Environmental Technician	21.16
30095 - Evidence Control Specialist	20.89
30210 - Laboratory Technician	21.14
30221 - Latent Fingerprint Technician I	23.14
30222 - Latent Fingerprint Technician II	25.55
30240 - Mathematical Technician	23.28
30361 - Paralegal/Legal Assistant I	16.27
30362 - Paralegal/Legal Assistant II	20.15
30363 - Paralegal/Legal Assistant III	24.64
30364 - Paralegal/Legal Assistant IV	29.82

30375 - Petroleum Supply Specialist		25.55
30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		25.55
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.94
30463 - Technical Writer III		32.59
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		23.14
30502 - Weather Forecaster II		28.14
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.51
30621 - Weather Observer, Senior	(see 2)	22.56
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		10.86
31030 - Bus Driver		15.68
31043 - Driver Courier		12.11
31260 - Parking and Lot Attendant		9.79
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		10.87
31361 - Truckdriver, Light		13.15
31362 - Truckdriver, Medium		16.13
31363 - Truckdriver, Heavy		17.21
31364 - Truckdriver, Tractor-Trailer		17.21
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		8.79
99050 - Desk Clerk		9.49
99095 - Embalmer		22.74
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.45
99252 - Laboratory Animal Caretaker II		11.61
99260 - Marketing Analyst		33.05
99310 - Mortician		22.74
99410 - Pest Controller		15.42
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		12.64
99711 - Recycling Specialist		15.32
99730 - Refuse Collector		11.70
99810 - Sales Clerk		10.68
99820 - School Crossing Guard		11.70
99830 - Survey Party Chief		19.31
99831 - Surveying Aide		12.05
99832 - Surveying Technician		16.50
99840 - Vending Machine Attendant		14.96
99841 - Vending Machine Repairer		18.32
99842 - Vending Machine Repairer Helper		14.96

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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)).

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5297
Revision No.: 1
Date Of Last Revision: 02/18/2016

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 Culberson, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.55
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		17.02
01020 - Administrative Assistant		19.43
01035 - Court Reporter		15.70
01041 - Customer Service Representative I		10.16
01042 - Customer Service Representative II		11.43
01043 - Customer Service Representative III		12.47
01051 - Data Entry Operator I		10.53
01052 - Data Entry Operator II		11.62
01060 - Dispatcher, Motor Vehicle		14.33
01070 - Document Preparation Clerk		11.26
01090 - Duplicating Machine Operator		11.26
01111 - General Clerk I		10.57
01112 - General Clerk II		11.54
01113 - General Clerk III		12.95
01120 - Housing Referral Assistant		15.76
01141 - Messenger Courier		9.18
01191 - Order Clerk I		10.71
01192 - Order Clerk II		11.69
01261 - Personnel Assistant (Employment) I		14.06
01262 - Personnel Assistant (Employment) II		15.73
01263 - Personnel Assistant (Employment) III		17.53
01270 - Production Control Clerk		16.69
01290 - Rental Clerk		10.86
01300 - Scheduler, Maintenance		12.64
01311 - Secretary I		12.64
01312 - Secretary II		14.15

01313 - Secretary III	15.76
01320 - Service Order Dispatcher	12.81
01410 - Supply Technician	18.95
01420 - Survey Worker	13.70
01460 - Switchboard Operator/Receptionist	10.40
01531 - Travel Clerk I	11.58
01532 - Travel Clerk II	12.55
01533 - Travel Clerk III	13.40
01611 - Word Processor I	12.87
01612 - Word Processor II	14.45
01613 - Word Processor III	16.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.41
05010 - Automotive Electrician	15.40
05040 - Automotive Glass Installer	14.37
05070 - Automotive Worker	14.37
05110 - Mobile Equipment Servicer	12.32
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	14.37
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	11.29
05250 - Motor Vehicle Upholstery Worker	13.34
05280 - Motor Vehicle Wrecker	14.37
05310 - Painter, Automotive	15.40
05340 - Radiator Repair Specialist	14.37
05370 - Tire Repairer	11.43
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.51
07041 - Cook I	9.61
07042 - Cook II	11.41
07070 - Dishwasher	8.11
07130 - Food Service Worker	8.70
07210 - Meat Cutter	11.04
07260 - Waiter/Waitress	8.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	11.05
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.71
11060 - Elevator Operator	8.88
11090 - Gardener	12.85
11122 - Housekeeping Aide	9.31
11150 - Janitor	9.31
11210 - Laborer, Grounds Maintenance	9.80
11240 - Maid or Houseman	8.51
11260 - Pruner	8.57
11270 - Tractor Operator	11.87
11330 - Trail Maintenance Worker	9.80
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	14.11
12011 - Breath Alcohol Technician	16.43
12012 - Certified Occupational Therapist Assistant	22.21
12015 - Certified Physical Therapist Assistant	21.27
12020 - Dental Assistant	13.85
12025 - Dental Hygienist	30.17
12030 - EKG Technician	25.42
12035 - Electroneurodiagnostic Technologist	25.42

12040 - Emergency Medical Technician		14.11
12071 - Licensed Practical Nurse I		16.95
12072 - Licensed Practical Nurse II		18.96
12073 - Licensed Practical Nurse III		21.15
12100 - Medical Assistant		10.86
12130 - Medical Laboratory Technician		15.15
12160 - Medical Record Clerk		13.27
12190 - Medical Record Technician		14.84
12195 - Medical Transcriptionist		15.74
12210 - Nuclear Medicine Technologist		34.06
12221 - Nursing Assistant I		10.19
12222 - Nursing Assistant II		11.45
12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		12.33
12236 - Optical Technician		10.23
12250 - Pharmacy Technician		13.61
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		25.09
12311 - Registered Nurse I		23.99
12312 - Registered Nurse II		28.64
12313 - Registered Nurse II, Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III, Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		21.37
12320 - Substance Abuse Treatment Counselor		19.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.05
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.05
13047 - Librarian		24.50
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		17.24
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.86
13063 - Media Specialist III		19.90
13071 - Photographer I		14.22
13072 - Photographer II		17.86
13073 - Photographer III		22.12
13074 - Photographer IV		26.90
13075 - Photographer V		30.67
13090 - Technical Order Library Clerk		12.06
13110 - Video Teleconference Technician		15.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.67

14160 - Personal Computer Support Technician	22.41
14170 - System Support Specialist	25.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.13
15020 - Aircrew Training Devices Instructor (Rated)	32.14
15030 - Air Crew Training Devices Instructor (Pilot)	37.89
15050 - Computer Based Training Specialist / Instructor	26.13
15060 - Educational Technologist	32.13
15070 - Flight Instructor (Pilot)	37.89
15080 - Graphic Artist	19.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.23
15086 - Maintenance Test Pilot, Rotary Wing	36.23
15088 - Non-Maintenance Test/Co-Pilot	36.23
15090 - Technical Instructor	19.87
15095 - Technical Instructor/Course Developer	24.30
15110 - Test Proctor	16.04
15120 - Tutor	16.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.40
16030 - Counter Attendant	8.40
16040 - Dry Cleaner	10.09
16070 - Finisher, Flatwork, Machine	8.40
16090 - Presser, Hand	8.40
16110 - Presser, Machine, Drycleaning	8.40
16130 - Presser, Machine, Shirts	8.40
16160 - Presser, Machine, Wearing Apparel, Laundry	8.40
16190 - Sewing Machine Operator	10.67
16220 - Tailor	11.22
16250 - Washer, Machine	9.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.30
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.91
21030 - Material Coordinator	16.69
21040 - Material Expediter	16.69
21050 - Material Handling Laborer	9.85
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	10.91
21110 - Shipping Packer	11.53
21130 - Shipping/Receiving Clerk	11.54
21140 - Store Worker I	9.82
21150 - Stock Clerk	14.10
21210 - Tools And Parts Attendant	10.91
21410 - Warehouse Specialist	10.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.42
23019 - Aircraft Logs and Records Technician	21.18
23021 - Aircraft Mechanic I	25.92
23022 - Aircraft Mechanic II	27.42
23023 - Aircraft Mechanic III	28.90
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	20.54
23060 - Aircraft Servicer	21.18
23070 - Aircraft Survival Flight Equipment Technician	20.54
23080 - Aircraft Worker	22.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.92
23110 - Appliance Mechanic	17.75
23120 - Bicycle Repairer	12.46
23125 - Cable Splicer	24.06

23130 - Carpenter, Maintenance	15.73
23140 - Carpet Layer	16.10
23160 - Electrician, Maintenance	18.82
23181 - Electronics Technician Maintenance I	21.53
23182 - Electronics Technician Maintenance II	23.12
23183 - Electronics Technician Maintenance III	24.94
23260 - Fabric Worker	14.81
23290 - Fire Alarm System Mechanic	18.28
23310 - Fire Extinguisher Repairer	13.49
23311 - Fuel Distribution System Mechanic	19.79
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.64
23380 - Ground Support Equipment Mechanic	25.92
23381 - Ground Support Equipment Servicer	21.18
23382 - Ground Support Equipment Worker	22.86
23391 - Gunsmith I	13.49
23392 - Gunsmith II	16.10
23393 - Gunsmith III	18.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.24
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	16.96
23460 - Instrument Mechanic	19.61
23465 - Laboratory/Shelter Mechanic	17.30
23470 - Laborer	9.85
23510 - Locksmith	17.30
23530 - Machinery Maintenance Mechanic	18.66
23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	11.27
23591 - Metrology Technician I	19.61
23592 - Metrology Technician II	20.75
23593 - Metrology Technician III	21.87
23640 - Millwright	19.21
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.63
23810 - Plumber, Maintenance	16.55
23820 - Pneudraulic Systems Mechanic	18.66
23850 - Rigger	18.66
23870 - Scale Mechanic	16.10
23890 - Sheet-Metal Worker, Maintenance	17.19
23910 - Small Engine Mechanic	16.10
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.35
23950 - Telephone Lineman	20.99
23960 - Welder, Combination, Maintenance	18.66
23965 - Well Driller	18.66
23970 - Woodcraft Worker	18.66
23980 - Woodworker	13.49
24000 - Personal Needs Occupations	
24550 - Case Manager	12.11
24570 - Child Care Attendant	8.88
24580 - Child Care Center Clerk	11.07
24610 - Chore Aide	8.40
24620 - Family Readiness And Support Services Coordinator	12.11
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.71
25040 - Sewage Plant Operator	17.19
25070 - Stationary Engineer	19.61

25190 - Ventilation Equipment Tender	13.84
25210 - Water Treatment Plant Operator	17.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.20
27007 - Baggage Inspector	10.71
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	10.71
27102 - Guard II	14.84
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.63
28042 - Carnival Equipment Repairer	13.68
28043 - Carnival Worker	9.30
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.96
28510 - Recreation Aide/Health Facility Attendant	10.92
28515 - Recreation Specialist	14.78
28630 - Sports Official	11.92
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.29
29020 - Hatch Tender	17.29
29030 - Line Handler	17.29
29041 - Stevedore I	16.12
29042 - Stevedore II	18.98
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	18.13
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.11
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	19.04
30051 - Cryogenic Technician I	21.00
30052 - Cryogenic Technician II	23.19
30061 - Drafter/CAD Operator I	15.03
30062 - Drafter/CAD Operator II	16.81
30063 - Drafter/CAD Operator III	19.99
30064 - Drafter/CAD Operator IV	26.25
30081 - Engineering Technician I	15.71
30082 - Engineering Technician II	17.63
30083 - Engineering Technician III	20.27
30084 - Engineering Technician IV	24.96
30085 - Engineering Technician V	29.90
30086 - Engineering Technician VI	36.17
30090 - Environmental Technician	19.33
30095 - Evidence Control Specialist	18.96
30210 - Laboratory Technician	19.91
30221 - Latent Fingerprint Technician I	21.00
30222 - Latent Fingerprint Technician II	23.19
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	16.54
30362 - Paralegal/Legal Assistant II	20.49
30363 - Paralegal/Legal Assistant III	25.07
30364 - Paralegal/Legal Assistant IV	30.33
30375 - Petroleum Supply Specialist	25.07

30390 - Photo-Optics Technician		22.90
30395 - Radiation Control Technician		23.19
30461 - Technical Writer I		26.05
30462 - Technical Writer II		31.87
30463 - Technical Writer III		38.56
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		21.00
30502 - Weather Forecaster II		31.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	19.99
30621 - Weather Observer, Senior	(see 2)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		9.98
31030 - Bus Driver		15.52
31043 - Driver Courier		11.32
31260 - Parking and Lot Attendant		8.64
31290 - Shuttle Bus Driver		12.39
31310 - Taxi Driver		10.33
31361 - Truckdriver, Light		12.39
31362 - Truckdriver, Medium		14.19
31363 - Truckdriver, Heavy		17.87
31364 - Truckdriver, Tractor-Trailer		17.87
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		8.72
99050 - Desk Clerk		10.35
99095 - Embalmer		23.19
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		10.67
99252 - Laboratory Animal Caretaker II		11.84
99260 - Marketing Analyst		32.61
99310 - Mortician		23.19
99410 - Pest Controller		14.84
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		12.36
99711 - Recycling Specialist		14.98
99730 - Refuse Collector		10.69
99810 - Sales Clerk		10.14
99820 - School Crossing Guard		9.19
99830 - Survey Party Chief		17.09
99831 - Surveying Aide		11.84
99832 - Surveying Technician		13.97
99840 - Vending Machine Attendant		10.86
99841 - Vending Machine Repairer		13.79
99842 - Vending Machine Repairer Helper		10.86

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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).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5299
Revision No.: 1
Date Of Last Revision: 02/18/2016

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 Brewster, Jeff Davis, Presidio, Terrell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.55
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		17.02
01020 - Administrative Assistant		21.36
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		10.16
01042 - Customer Service Representative II		11.43
01043 - Customer Service Representative III		12.47
01051 - Data Entry Operator I		10.92
01052 - Data Entry Operator II		11.91
01060 - Dispatcher, Motor Vehicle		16.39
01070 - Document Preparation Clerk		11.95
01090 - Duplicating Machine Operator		11.95
01111 - General Clerk I		11.75
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		9.96
01191 - Order Clerk I		10.92
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		14.21
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		19.21
01290 - Rental Clerk		13.42
01300 - Scheduler, Maintenance		15.37
01311 - Secretary I		15.37
01312 - Secretary II		17.77

01313 - Secretary III	19.21
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	21.36
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	11.31
01531 - Travel Clerk I	11.58
01532 - Travel Clerk II	12.55
01533 - Travel Clerk III	13.40
01611 - Word Processor I	12.98
01612 - Word Processor II	14.56
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.73
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.56
07041 - Cook I	9.71
07042 - Cook II	11.25
07070 - Dishwasher	8.11
07130 - Food Service Worker	8.70
07210 - Meat Cutter	12.96
07260 - Waiter/Waitress	8.37
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.71
11060 - Elevator Operator	9.22
11090 - Gardener	12.32
11122 - Housekeeping Aide	9.97
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	9.80
11240 - Maid or Houseman	8.58
11260 - Pruner	8.77
11270 - Tractor Operator	11.87
11330 - Trail Maintenance Worker	9.80
11360 - Window Cleaner	11.52
12000 - Health Occupations	
12010 - Ambulance Driver	15.14
12011 - Breath Alcohol Technician	16.47
12012 - Certified Occupational Therapist Assistant	24.04
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	13.85
12025 - Dental Hygienist	34.36
12030 - EKG Technician	23.49
12035 - Electroneurodiagnostic Technologist	23.49

12040 - Emergency Medical Technician		15.14
12071 - Licensed Practical Nurse I		14.18
12072 - Licensed Practical Nurse II		15.86
12073 - Licensed Practical Nurse III		17.68
12100 - Medical Assistant		11.62
12130 - Medical Laboratory Technician		16.53
12160 - Medical Record Clerk		12.51
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist		14.18
12210 - Nuclear Medicine Technologist		32.67
12221 - Nursing Assistant I		10.36
12222 - Nursing Assistant II		11.65
12223 - Nursing Assistant III		12.72
12224 - Nursing Assistant IV		14.27
12235 - Optical Dispenser		14.17
12236 - Optical Technician		12.77
12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		13.20
12305 - Radiologic Technologist		25.09
12311 - Registered Nurse I		24.19
12312 - Registered Nurse II		29.61
12313 - Registered Nurse II, Specialist		29.61
12314 - Registered Nurse III		35.83
12315 - Registered Nurse III, Anesthetist		35.83
12316 - Registered Nurse IV		42.91
12317 - Scheduler (Drug and Alcohol Testing)		19.20
12320 - Substance Abuse Treatment Counselor		19.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.86
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.05
13041 - Illustrator I		17.86
13042 - Illustrator II		22.12
13043 - Illustrator III		27.05
13047 - Librarian		24.50
13050 - Library Aide/Clerk		10.33
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		14.76
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.86
13063 - Media Specialist III		19.90
13071 - Photographer I		14.63
13072 - Photographer II		17.19
13073 - Photographer III		20.25
13074 - Photographer IV		24.78
13075 - Photographer V		29.99
13090 - Technical Order Library Clerk		12.06
13110 - Video Teleconference Technician		15.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.98
14042 - Computer Operator II		15.64
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
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		13.98

14160 - Personal Computer Support Technician	21.63
14170 - System Support Specialist	25.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.44
15020 - Aircrew Training Devices Instructor (Rated)	34.92
15030 - Air Crew Training Devices Instructor (Pilot)	40.60
15050 - Computer Based Training Specialist / Instructor	27.72
15060 - Educational Technologist	29.08
15070 - Flight Instructor (Pilot)	40.60
15080 - Graphic Artist	19.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.23
15086 - Maintenance Test Pilot, Rotary Wing	36.23
15088 - Non-Maintenance Test/Co-Pilot	36.23
15090 - Technical Instructor	19.98
15095 - Technical Instructor/Course Developer	24.45
15110 - Test Proctor	19.55
15120 - Tutor	19.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.57
16030 - Counter Attendant	8.57
16040 - Dry Cleaner	10.09
16070 - Finisher, Flatwork, Machine	8.57
16090 - Presser, Hand	8.57
16110 - Presser, Machine, Drycleaning	8.57
16130 - Presser, Machine, Shirts	8.57
16160 - Presser, Machine, Wearing Apparel, Laundry	8.57
16190 - Sewing Machine Operator	10.67
16220 - Tailor	11.22
16250 - Washer, Machine	9.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.45
19040 - Tool And Die Maker	24.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.57
21030 - Material Coordinator	17.75
21040 - Material Expediter	17.75
21050 - Material Handling Laborer	9.85
21071 - Order Filler	11.03
21080 - Production Line Worker (Food Processing)	14.57
21110 - Shipping Packer	12.38
21130 - Shipping/Receiving Clerk	12.38
21140 - Store Worker I	10.48
21150 - Stock Clerk	14.40
21210 - Tools And Parts Attendant	14.57
21410 - Warehouse Specialist	14.57
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.42
23019 - Aircraft Logs and Records Technician	20.59
23021 - Aircraft Mechanic I	25.92
23022 - Aircraft Mechanic II	27.42
23023 - Aircraft Mechanic III	28.90
23040 - Aircraft Mechanic Helper	18.30
23050 - Aircraft, Painter	23.74
23060 - Aircraft Servicer	20.59
23070 - Aircraft Survival Flight Equipment Technician	23.74
23080 - Aircraft Worker	20.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.92
23110 - Appliance Mechanic	18.45
23120 - Bicycle Repairer	14.19
23125 - Cable Splicer	25.50

23130 - Carpenter, Maintenance	16.96
23140 - Carpet Layer	17.29
23160 - Electrician, Maintenance	21.00
23181 - Electronics Technician Maintenance I	22.32
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	25.30
23260 - Fabric Worker	16.12
23290 - Fire Alarm System Mechanic	19.61
23310 - Fire Extinguisher Repairer	14.99
23311 - Fuel Distribution System Mechanic	18.22
23312 - Fuel Distribution System Operator	15.05
23370 - General Maintenance Worker	15.84
23380 - Ground Support Equipment Mechanic	25.92
23381 - Ground Support Equipment Servicer	20.59
23382 - Ground Support Equipment Worker	22.07
23391 - Gunsmith I	14.99
23392 - Gunsmith II	17.29
23393 - Gunsmith III	19.61
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.41
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	19.61
23465 - Laboratory/Shelter Mechanic	18.45
23470 - Laborer	11.40
23510 - Locksmith	18.45
23530 - Machinery Maintenance Mechanic	19.76
23550 - Machinist, Maintenance	19.62
23580 - Maintenance Trades Helper	13.56
23591 - Metrology Technician I	19.61
23592 - Metrology Technician II	20.75
23593 - Metrology Technician III	21.87
23640 - Millwright	19.61
23710 - Office Appliance Repairer	19.96
23760 - Painter, Maintenance	16.96
23790 - Pipefitter, Maintenance	17.80
23810 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	19.61
23850 - Rigger	19.61
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	19.61
23910 - Small Engine Mechanic	17.29
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.35
23950 - Telephone Lineman	21.32
23960 - Welder, Combination, Maintenance	21.16
23965 - Well Driller	20.50
23970 - Woodcraft Worker	19.61
23980 - Woodworker	14.99
24000 - Personal Needs Occupations	
24550 - Case Manager	10.79
24570 - Child Care Attendant	8.88
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	8.06
24620 - Family Readiness And Support Services Coordinator	10.79
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.74
25040 - Sewage Plant Operator	17.29
25070 - Stationary Engineer	19.61

25190 - Ventilation Equipment Tender	13.84
25210 - Water Treatment Plant Operator	17.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.48
27007 - Baggage Inspector	12.58
27008 - Corrections Officer	16.49
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	16.49
27070 - Firefighter	20.08
27101 - Guard I	12.58
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	11.47
28043 - Carnival Worker	9.15
28210 - Gate Attendant/Gate Tender	13.35
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.94
28510 - Recreation Aide/Health Facility Attendant	10.90
28515 - Recreation Specialist	15.20
28630 - Sports Official	11.90
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.39
29020 - Hatch Tender	18.39
29030 - Line Handler	18.39
29041 - Stevedore I	17.07
29042 - Stevedore II	19.69
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	16.30
30022 - Archeological Technician II	18.22
30023 - Archeological Technician III	22.58
30030 - Cartographic Technician	22.58
30040 - Civil Engineering Technician	21.39
30051 - Cryogenic Technician I	21.00
30052 - Cryogenic Technician II	23.19
30061 - Drafter/CAD Operator I	16.30
30062 - Drafter/CAD Operator II	18.22
30063 - Drafter/CAD Operator III	20.71
30064 - Drafter/CAD Operator IV	25.13
30081 - Engineering Technician I	15.07
30082 - Engineering Technician II	16.90
30083 - Engineering Technician III	18.91
30084 - Engineering Technician IV	23.43
30085 - Engineering Technician V	28.66
30086 - Engineering Technician VI	34.67
30090 - Environmental Technician	21.53
30095 - Evidence Control Specialist	18.96
30210 - Laboratory Technician	20.09
30221 - Latent Fingerprint Technician I	21.00
30222 - Latent Fingerprint Technician II	23.19
30240 - Mathematical Technician	22.58
30361 - Paralegal/Legal Assistant I	16.90
30362 - Paralegal/Legal Assistant II	19.95
30363 - Paralegal/Legal Assistant III	24.84
30364 - Paralegal/Legal Assistant IV	29.73
30375 - Petroleum Supply Specialist	23.19

30390 - Photo-Optics Technician		22.58
30395 - Radiation Control Technician		23.19
30461 - Technical Writer I		21.64
30462 - Technical Writer II		26.45
30463 - Technical Writer III		32.01
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		21.00
30502 - Weather Forecaster II		25.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.71
30621 - Weather Observer, Senior	(see 2)	22.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		12.01
31030 - Bus Driver		17.05
31043 - Driver Courier		11.91
31260 - Parking and Lot Attendant		9.85
31290 - Shuttle Bus Driver		12.89
31310 - Taxi Driver		9.57
31361 - Truckdriver, Light		12.89
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		17.91
31364 - Truckdriver, Tractor-Trailer		17.91
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		8.89
99050 - Desk Clerk		11.45
99095 - Embalmer		24.07
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.39
99252 - Laboratory Animal Caretaker II		12.33
99260 - Marketing Analyst		32.61
99310 - Mortician		24.07
99410 - Pest Controller		14.59
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		14.23
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		12.73
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		9.19
99830 - Survey Party Chief		14.51
99831 - Surveying Aide		10.10
99832 - Surveying Technician		13.85
99840 - Vending Machine Attendant		12.60
99841 - Vending Machine Repairer		15.80
99842 - Vending Machine Repairer Helper		12.60

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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).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5301
Revision No.: 1
Date Of Last Revision: 02/18/2016

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 Dimmit, Jim Hogg, La Salle, Maverick, Starr, Willacy, Zapata, Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.28
01012 - Accounting Clerk II		13.77
01013 - Accounting Clerk III		15.93
01020 - Administrative Assistant		18.55
01035 - Court Reporter		15.03
01041 - Customer Service Representative I		10.16
01042 - Customer Service Representative II		11.43
01043 - Customer Service Representative III		12.47
01051 - Data Entry Operator I		10.45
01052 - Data Entry Operator II		11.41
01060 - Dispatcher, Motor Vehicle		14.48
01070 - Document Preparation Clerk		11.26
01090 - Duplicating Machine Operator		11.26
01111 - General Clerk I		11.16
01112 - General Clerk II		12.18
01113 - General Clerk III		13.67
01120 - Housing Referral Assistant		16.69
01141 - Messenger Courier		9.90
01191 - Order Clerk I		10.67
01192 - Order Clerk II		11.65
01261 - Personnel Assistant (Employment) I		13.77
01262 - Personnel Assistant (Employment) II		15.73
01263 - Personnel Assistant (Employment) III		17.53
01270 - Production Control Clerk		14.67
01290 - Rental Clerk		12.52
01300 - Scheduler, Maintenance		12.90
01311 - Secretary I		12.90

01312 - Secretary II	14.43
01313 - Secretary III	16.10
01320 - Service Order Dispatcher	12.82
01410 - Supply Technician	18.55
01420 - Survey Worker	14.38
01460 - Switchboard Operator/Receptionist	10.40
01531 - Travel Clerk I	11.58
01532 - Travel Clerk II	12.55
01533 - Travel Clerk III	13.40
01611 - Word Processor I	11.11
01612 - Word Processor II	12.90
01613 - Word Processor III	14.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.72
05010 - Automotive Electrician	13.60
05040 - Automotive Glass Installer	12.75
05070 - Automotive Worker	12.75
05110 - Mobile Equipment Servicer	11.05
05130 - Motor Equipment Metal Mechanic	14.46
05160 - Motor Equipment Metal Worker	12.75
05190 - Motor Vehicle Mechanic	14.46
05220 - Motor Vehicle Mechanic Helper	10.29
05250 - Motor Vehicle Upholstery Worker	11.89
05280 - Motor Vehicle Wrecker	12.75
05310 - Painter, Automotive	13.60
05340 - Radiator Repair Specialist	12.75
05370 - Tire Repairer	11.11
05400 - Transmission Repair Specialist	14.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.24
07041 - Cook I	9.07
07042 - Cook II	10.27
07070 - Dishwasher	7.98
07130 - Food Service Worker	8.00
07210 - Meat Cutter	10.65
07260 - Waiter/Waitress	8.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.19
09040 - Furniture Handler	9.08
09080 - Furniture Refinisher	13.38
09090 - Furniture Refinisher Helper	10.22
09110 - Furniture Repairer, Minor	11.78
09130 - Upholsterer	13.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.45
11060 - Elevator Operator	9.30
11090 - Gardener	12.28
11122 - Housekeeping Aide	9.10
11150 - Janitor	9.31
11210 - Laborer, Grounds Maintenance	9.80
11240 - Maid or Houseman	7.98
11260 - Pruner	8.77
11270 - Tractor Operator	11.75
11330 - Trail Maintenance Worker	9.80
11360 - Window Cleaner	10.41
12000 - Health Occupations	
12010 - Ambulance Driver	15.72
12011 - Breath Alcohol Technician	16.83
12012 - Certified Occupational Therapist Assistant	22.12
12015 - Certified Physical Therapist Assistant	22.99
12020 - Dental Assistant	13.85
12025 - Dental Hygienist	33.99
12030 - EKG Technician	24.42

12035 - Electroneurodiagnostic Technologist		24.42
12040 - Emergency Medical Technician		15.72
12071 - Licensed Practical Nurse I		15.52
12072 - Licensed Practical Nurse II		17.37
12073 - Licensed Practical Nurse III		19.38
12100 - Medical Assistant		10.95
12130 - Medical Laboratory Technician		15.80
12160 - Medical Record Clerk		12.34
12190 - Medical Record Technician		13.54
12195 - Medical Transcriptionist		15.52
12210 - Nuclear Medicine Technologist		34.71
12221 - Nursing Assistant I		9.61
12222 - Nursing Assistant II		10.80
12223 - Nursing Assistant III		11.79
12224 - Nursing Assistant IV		13.23
12235 - Optical Dispenser		17.37
12236 - Optical Technician		25.52
12250 - Pharmacy Technician		13.61
12280 - Phlebotomist		12.36
12305 - Radiologic Technologist		24.37
12311 - Registered Nurse I		25.88
12312 - Registered Nurse II		31.68
12313 - Registered Nurse II, Specialist		31.68
12314 - Registered Nurse III		38.30
12315 - Registered Nurse III, Anesthetist		38.30
12316 - Registered Nurse IV		45.94
12317 - Scheduler (Drug and Alcohol Testing)		20.92
12320 - Substance Abuse Treatment Counselor		19.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.86
13012 - Exhibits Specialist II		22.12
13013 - Exhibits Specialist III		27.05
13041 - Illustrator I		17.86
13042 - Illustrator II		22.12
13043 - Illustrator III		27.05
13047 - Librarian		24.50
13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		22.12
13058 - Library Technician		13.22
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.86
13063 - Media Specialist III		19.90
13071 - Photographer I		15.96
13072 - Photographer II		17.86
13073 - Photographer III		22.12
13074 - Photographer IV		25.80
13075 - Photographer V		32.19
13090 - Technical Order Library Clerk		12.06
13110 - Video Teleconference Technician		15.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		12.38
14042 - Computer Operator II		13.85
14043 - Computer Operator III		15.48
14044 - Computer Operator IV		17.27
14045 - Computer Operator V		19.18
14071 - Computer Programmer I	(see 1)	19.12
14072 - Computer Programmer II	(see 1)	22.69
14073 - Computer Programmer III	(see 1)	28.49
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	29.59
14103 - Computer Systems Analyst III	(see 1)	

14150 - Peripheral Equipment Operator	12.68
14160 - Personal Computer Support Technician	17.27
14170 - System Support Specialist	25.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.98
15020 - Aircrew Training Devices Instructor (Rated)	29.59
15030 - Air Crew Training Devices Instructor (Pilot)	36.23
15050 - Computer Based Training Specialist / Instructor	24.98
15060 - Educational Technologist	31.51
15070 - Flight Instructor (Pilot)	36.23
15080 - Graphic Artist	18.99
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.23
15086 - Maintenance Test Pilot, Rotary Wing	36.23
15088 - Non-Maintenance Test/Co-Pilot	36.23
15090 - Technical Instructor	18.51
15095 - Technical Instructor/Course Developer	21.47
15110 - Test Proctor	12.30
15120 - Tutor	12.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.57
16030 - Counter Attendant	8.57
16040 - Dry Cleaner	10.09
16070 - Finisher, Flatwork, Machine	8.57
16090 - Presser, Hand	8.57
16110 - Presser, Machine, Drycleaning	8.57
16130 - Presser, Machine, Shirts	8.57
16160 - Presser, Machine, Wearing Apparel, Laundry	8.57
16190 - Sewing Machine Operator	10.67
16220 - Tailor	11.22
16250 - Washer, Machine	9.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.22
19040 - Tool And Die Maker	18.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.91
21030 - Material Coordinator	14.22
21040 - Material Expediter	14.22
21050 - Material Handling Laborer	9.85
21071 - Order Filler	9.71
21080 - Production Line Worker (Food Processing)	10.91
21110 - Shipping Packer	11.00
21130 - Shipping/Receiving Clerk	11.00
21140 - Store Worker I	10.64
21150 - Stock Clerk	14.93
21210 - Tools And Parts Attendant	10.91
21410 - Warehouse Specialist	10.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.51
23019 - Aircraft Logs and Records Technician	14.92
23021 - Aircraft Mechanic I	16.67
23022 - Aircraft Mechanic II	17.51
23023 - Aircraft Mechanic III	18.38
23040 - Aircraft Mechanic Helper	12.36
23050 - Aircraft, Painter	15.59
23060 - Aircraft Servicer	14.92
23070 - Aircraft Survival Flight Equipment Technician	15.59
23080 - Aircraft Worker	14.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	14.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	16.67
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	10.34

23125 - Cable Splicer	19.81
23130 - Carpenter, Maintenance	14.17
23140 - Carpet Layer	14.60
23160 - Electrician, Maintenance	15.37
23181 - Electronics Technician Maintenance I	13.92
23182 - Electronics Technician Maintenance II	15.99
23183 - Electronics Technician Maintenance III	19.34
23260 - Fabric Worker	13.76
23290 - Fire Alarm System Mechanic	16.61
23310 - Fire Extinguisher Repairer	12.80
23311 - Fuel Distribution System Mechanic	15.18
23312 - Fuel Distribution System Operator	11.00
23370 - General Maintenance Worker	11.71
23380 - Ground Support Equipment Mechanic	16.67
23381 - Ground Support Equipment Servicer	14.92
23382 - Ground Support Equipment Worker	14.95
23391 - Gunsmith I	12.58
23392 - Gunsmith II	14.39
23393 - Gunsmith III	16.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.52
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	14.25
23430 - Heavy Equipment Mechanic	16.02
23440 - Heavy Equipment Operator	13.29
23460 - Instrument Mechanic	16.61
23465 - Laboratory/Shelter Mechanic	15.27
23470 - Laborer	8.95
23510 - Locksmith	14.17
23530 - Machinery Maintenance Mechanic	16.93
23550 - Machinist, Maintenance	14.03
23580 - Maintenance Trades Helper	11.01
23591 - Metrology Technician I	16.61
23592 - Metrology Technician II	17.57
23593 - Metrology Technician III	18.52
23640 - Millwright	16.61
23710 - Office Appliance Repairer	13.19
23760 - Painter, Maintenance	12.88
23790 - Pipefitter, Maintenance	14.55
23810 - Plumber, Maintenance	14.16
23820 - Pneudraulic Systems Mechanic	16.61
23850 - Rigger	17.35
23870 - Scale Mechanic	14.75
23890 - Sheet-Metal Worker, Maintenance	13.55
23910 - Small Engine Mechanic	14.75
23931 - Telecommunications Mechanic I	19.84
23932 - Telecommunications Mechanic II	20.83
23950 - Telephone Lineman	16.67
23960 - Welder, Combination, Maintenance	14.60
23965 - Well Driller	16.61
23970 - Woodcraft Worker	16.40
23980 - Woodworker	11.92
24000 - Personal Needs Occupations	
24550 - Case Manager	10.14
24570 - Child Care Attendant	8.88
24580 - Child Care Center Clerk	10.63
24610 - Chore Aide	8.40
24620 - Family Readiness And Support Services Coordinator	10.14
24630 - Homemaker	12.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.04
25040 - Sewage Plant Operator	12.03

25070 - Stationary Engineer	18.04
25190 - Ventilation Equipment Tender	13.09
25210 - Water Treatment Plant Operator	12.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.61
27007 - Baggage Inspector	10.71
27008 - Corrections Officer	15.23
27010 - Court Security Officer	17.35
27030 - Detection Dog Handler	14.63
27040 - Detention Officer	15.23
27070 - Firefighter	17.58
27101 - Guard I	10.71
27102 - Guard II	14.63
27131 - Police Officer I	20.81
27132 - Police Officer II	24.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.60
28042 - Carnival Equipment Repairer	11.20
28043 - Carnival Worker	9.33
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	13.45
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.82
29020 - Hatch Tender	13.82
29030 - Line Handler	13.82
29041 - Stevedore I	13.42
29042 - Stevedore II	15.08
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)	27.71
30021 - Archeological Technician I	13.92
30022 - Archeological Technician II	14.74
30023 - Archeological Technician III	17.07
30030 - Cartographic Technician	17.08
30040 - Civil Engineering Technician	16.57
30051 - Cryogenic Technician I	21.00
30052 - Cryogenic Technician II	23.19
30061 - Drafter/CAD Operator I	13.11
30062 - Drafter/CAD Operator II	14.64
30063 - Drafter/CAD Operator III	16.36
30064 - Drafter/CAD Operator IV	18.60
30081 - Engineering Technician I	12.25
30082 - Engineering Technician II	13.77
30083 - Engineering Technician III	15.38
30084 - Engineering Technician IV	19.08
30085 - Engineering Technician V	22.36
30086 - Engineering Technician VI	27.40
30090 - Environmental Technician	19.00
30095 - Evidence Control Specialist	18.96
30210 - Laboratory Technician	16.36
30221 - Latent Fingerprint Technician I	21.00
30222 - Latent Fingerprint Technician II	23.19
30240 - Mathematical Technician	18.17
30361 - Paralegal/Legal Assistant I	16.07
30362 - Paralegal/Legal Assistant II	19.12
30363 - Paralegal/Legal Assistant III	23.39
30364 - Paralegal/Legal Assistant IV	28.29

30375 - Petroleum Supply Specialist		23.19
30390 - Photo-Optics Technician		18.17
30395 - Radiation Control Technician		23.19
30461 - Technical Writer I		18.17
30462 - Technical Writer II		20.91
30463 - Technical Writer III		24.95
30491 - Unexploded Ordnance (UXO) Technician I		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		21.00
30502 - Weather Forecaster II		25.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	16.36
30621 - Weather Observer, Senior	(see 2)	18.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		9.33
31030 - Bus Driver		13.68
31043 - Driver Courier		10.40
31260 - Parking and Lot Attendant		8.80
31290 - Shuttle Bus Driver		11.20
31310 - Taxi Driver		8.05
31361 - Truckdriver, Light		11.20
31362 - Truckdriver, Medium		12.07
31363 - Truckdriver, Heavy		16.14
31364 - Truckdriver, Tractor-Trailer		16.14
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		8.89
99050 - Desk Clerk		8.53
99095 - Embalmer		23.19
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		15.08
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		32.61
99310 - Mortician		23.19
99410 - Pest Controller		13.33
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		12.36
99711 - Recycling Specialist		14.98
99730 - Refuse Collector		11.06
99810 - Sales Clerk		10.71
99820 - School Crossing Guard		11.36
99830 - Survey Party Chief		18.99
99831 - Surveying Aide		12.91
99832 - Surveying Technician		15.88
99840 - Vending Machine Attendant		11.77
99841 - Vending Machine Repairer		13.35
99842 - Vending Machine Repairer Helper		11.77

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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).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5303
Revision No.: 1
Date Of Last Revision: 02/18/2016

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 Edwards, Kinney, Real, Uvalde, Val Verde

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		21.96
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		10.16
01042 - Customer Service Representative II		11.43
01043 - Customer Service Representative III		12.47
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.11
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		11.26
01112 - General Clerk II		13.21
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.49
01192 - Order Clerk II		13.63
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk		19.91
01290 - Rental Clerk		14.90
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.86

01313 - Secretary III	19.91
01320 - Service Order Dispatcher	14.26
01410 - Supply Technician	21.96
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	11.89
01531 - Travel Clerk I	12.19
01532 - Travel Clerk II	12.94
01533 - Travel Clerk III	13.60
01611 - Word Processor I	13.33
01612 - Word Processor II	15.96
01613 - Word Processor III	17.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.41
05010 - Automotive Electrician	17.75
05040 - Automotive Glass Installer	16.77
05070 - Automotive Worker	16.77
05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	16.77
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	11.43
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	9.42
07042 - Cook II	11.33
07070 - Dishwasher	8.52
07130 - Food Service Worker	8.70
07210 - Meat Cutter	12.63
07260 - Waiter/Waitress	8.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46
09080 - Furniture Refinisher	15.03
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.42
09130 - Upholsterer	15.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.02
11060 - Elevator Operator	9.02
11090 - Gardener	13.57
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.83
11260 - Pruner	10.36
11270 - Tractor Operator	12.91
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	15.72
12011 - Breath Alcohol Technician	16.21
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	26.24
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	36.12
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56

12040 - Emergency Medical Technician		15.72
12071 - Licensed Practical Nurse I		15.73
12072 - Licensed Practical Nurse II		17.60
12073 - Licensed Practical Nurse III		19.62
12100 - Medical Assistant		13.01
12130 - Medical Laboratory Technician		17.43
12160 - Medical Record Clerk		13.61
12190 - Medical Record Technician		14.86
12195 - Medical Transcriptionist		15.14
12210 - Nuclear Medicine Technologist		32.65
12221 - Nursing Assistant I		10.42
12222 - Nursing Assistant II		11.71
12223 - Nursing Assistant III		12.78
12224 - Nursing Assistant IV		14.35
12235 - Optical Dispenser		16.43
12236 - Optical Technician		15.73
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.35
12305 - Radiologic Technologist		25.09
12311 - Registered Nurse I		24.40
12312 - Registered Nurse II		29.85
12313 - Registered Nurse II, Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III, Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		19.20
12320 - Substance Abuse Treatment Counselor		19.20
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.86
13063 - Media Specialist III		19.90
13071 - Photographer I		15.72
13072 - Photographer II		17.77
13073 - Photographer III		20.81
13074 - Photographer IV		23.69
13075 - Photographer V		28.75
13090 - Technical Order Library Clerk		12.06
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.51

14160 - Personal Computer Support Technician	21.50
14170 - System Support Specialist	25.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.31
15020 - Aircrew Training Devices Instructor (Rated)	31.51
15030 - Air Crew Training Devices Instructor (Pilot)	37.76
15050 - Computer Based Training Specialist / Instructor	26.31
15060 - Educational Technologist	29.55
15070 - Flight Instructor (Pilot)	37.76
15080 - Graphic Artist	22.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.23
15086 - Maintenance Test Pilot, Rotary Wing	36.23
15088 - Non-Maintenance Test/Co-Pilot	36.23
15090 - Technical Instructor	20.82
15095 - Technical Instructor/Course Developer	25.48
15110 - Test Proctor	16.81
15120 - Tutor	16.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.50
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.63
16250 - Washer, Machine	9.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.99
19040 - Tool And Die Maker	21.19
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.22
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	10.58
21071 - Order Filler	11.28
21080 - Production Line Worker (Food Processing)	12.22
21110 - Shipping Packer	12.67
21130 - Shipping/Receiving Clerk	12.67
21140 - Store Worker I	10.64
21150 - Stock Clerk	14.50
21210 - Tools And Parts Attendant	12.22
21410 - Warehouse Specialist	12.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.80
23019 - Aircraft Logs and Records Technician	16.93
23021 - Aircraft Mechanic I	21.55
23022 - Aircraft Mechanic II	22.80
23023 - Aircraft Mechanic III	24.04
23040 - Aircraft Mechanic Helper	15.11
23050 - Aircraft, Painter	19.34
23060 - Aircraft Servicer	16.93
23070 - Aircraft Survival Flight Equipment Technician	19.34
23080 - Aircraft Worker	18.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	21.55
23110 - Appliance Mechanic	18.45
23120 - Bicycle Repairer	12.23
23125 - Cable Splicer	21.45

23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	16.54
23160 - Electrician, Maintenance	19.55
23181 - Electronics Technician Maintenance I	22.32
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	15.76
23290 - Fire Alarm System Mechanic	19.48
23310 - Fire Extinguisher Repairer	14.99
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	21.55
23381 - Ground Support Equipment Servicer	16.61
23382 - Ground Support Equipment Worker	17.71
23391 - Gunsmith I	14.99
23392 - Gunsmith II	16.91
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	17.55
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	18.05
23470 - Laborer	10.03
23510 - Locksmith	17.03
23530 - Machinery Maintenance Mechanic	19.33
23550 - Machinist, Maintenance	19.16
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.29
23593 - Metrology Technician III	22.45
23640 - Millwright	19.61
23710 - Office Appliance Repairer	16.68
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	16.64
23890 - Sheet-Metal Worker, Maintenance	19.56
23910 - Small Engine Mechanic	16.91
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.35
23950 - Telephone Lineman	20.99
23960 - Welder, Combination, Maintenance	18.87
23965 - Well Driller	18.87
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.48
24000 - Personal Needs Occupations	
24550 - Case Manager	10.76
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	10.76
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.61
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	19.61

25190 - Ventilation Equipment Tender	13.34
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.89
27007 - Baggage Inspector	11.24
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	11.24
27102 - Guard II	14.20
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.88
28042 - Carnival Equipment Repairer	11.43
28043 - Carnival Worker	9.08
28210 - Gate Attendant/Gate Tender	12.51
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	13.88
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	14.78
28630 - Sports Official	11.05
28690 - Swimming Pool Operator	14.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.90
29020 - Hatch Tender	18.90
29030 - Line Handler	18.90
29041 - Stevedore I	17.63
29042 - Stevedore II	20.19
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	17.13
30022 - Archeological Technician II	18.90
30023 - Archeological Technician III	23.40
30030 - Cartographic Technician	23.74
30040 - Civil Engineering Technician	20.21
30051 - Cryogenic Technician I	21.00
30052 - Cryogenic Technician II	23.19
30061 - Drafter/CAD Operator I	17.13
30062 - Drafter/CAD Operator II	19.16
30063 - Drafter/CAD Operator III	21.37
30064 - Drafter/CAD Operator IV	26.29
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	19.98
30084 - Engineering Technician IV	24.75
30085 - Engineering Technician V	30.27
30086 - Engineering Technician VI	36.63
30090 - Environmental Technician	19.43
30095 - Evidence Control Specialist	21.82
30210 - Laboratory Technician	19.16
30221 - Latent Fingerprint Technician I	21.00
30222 - Latent Fingerprint Technician II	23.19
30240 - Mathematical Technician	23.74
30361 - Paralegal/Legal Assistant I	16.70
30362 - Paralegal/Legal Assistant II	21.82
30363 - Paralegal/Legal Assistant III	26.68
30364 - Paralegal/Legal Assistant IV	32.25
30375 - Petroleum Supply Specialist	23.19

30390 - Photo-Optics Technician		23.74
30395 - Radiation Control Technician		23.19
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		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		26.29
30502 - Weather Forecaster II		25.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.37
30621 - Weather Observer, Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		12.95
31030 - Bus Driver		16.78
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		10.56
31290 - Shuttle Bus Driver		14.18
31310 - Taxi Driver		11.35
31361 - Truckdriver, Light		14.18
31362 - Truckdriver, Medium		15.07
31363 - Truckdriver, Heavy		17.87
31364 - Truckdriver, Tractor-Trailer		17.87
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		9.41
99050 - Desk Clerk		9.68
99095 - Embalmer		20.68
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		11.08
99252 - Laboratory Animal Caretaker II		11.92
99260 - Marketing Analyst		32.61
99310 - Mortician		23.19
99410 - Pest Controller		15.42
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		13.34
99711 - Recycling Specialist		14.98
99730 - Refuse Collector		12.11
99810 - Sales Clerk		10.86
99820 - School Crossing Guard		10.97
99830 - Survey Party Chief		18.41
99831 - Surveying Aide		12.83
99832 - Surveying Technician		15.33
99840 - Vending Machine Attendant		12.53
99841 - Vending Machine Repairer		15.49
99842 - Vending Machine Repairer Helper		12.53

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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).

** 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)).

SECTION K - REPRESENTATIONS, CERTIFICATIONS, AND OTHER STATEMENTS OF OFFERORS OR QUOTERS

K.1 Provision 3-130, Authorized Negotiators - (Jan 2003)

The offeror represents that the following persons are authorized to negotiate on its behalf with the judiciary in connection with this solicitation *(offeror lists names, titles, and telephone numbers of the authorized negotiators*).

Name: _____
Titles: _____
Telephone: _____
Fax: _____
Email: _____

K.2 Provision 3-5, Taxpayer Identification and Other Offeror Information - (APR 2011)

(a) Definitions.

"Taxpayer Identification (TIN)," as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of 31 U.S.C. §§ 7701(c) and 3325(d), reporting requirements of 26 U.S.C. §§ 6041, 6041A, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror's relationship with the government (31 U.S.C. § 7701(c)(3)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(d) Taxpayer Identification Number (TIN): _____

[]TIN has been applied for.

[]TIN is not required, because:

[]Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

[]Offeror is an agency or instrumentality of a foreign government;

[]Offeror is an agency or instrumentality of the federal government.

(e) Type of Organization:

[]sole proprietorship;

[]partnership;

[]corporate entity (not tax-exempt);

[]corporate entity (tax-exempt);

[]government entity (federal, state or local);

[]foreign government;

[]international organization per 26 CFR 1.6049-4;

[]other

(f) Contractor representations.

The offeror represents as part of its offer that it is [___], is not [___] 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

[]Women Owned Business

[]Minority Owned Business (if selected then one sub-type is required)

[]Black American Owned

[]Hispanic American Owned

[]Native American Owned (American Indians, Eskimos, Aleuts, or Native Hawaiians)
[]Asian-Pacific American Owned (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)

[]Subcontinent Asian (Asian-Indian) American Owned (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)
[]Individual/concern, other than one of the preceding.

SECTION L - INSTRUCTIONS, CONDITIONS, AND NOTICE TO OFFERORS

L.1. GENERAL INSTRUCTIONS FOR PROPOSALS

A. Request for Proposals

This Request for Proposal consists of Sections A through M.

Section A - Solicitation/Offer/Acceptance Form, AO 367

In Section A, page 1 is the **Solicitation/Offer/Acceptance.** The offeror must fill out the following blocks on the form:

(1) Block 8, as instructed on the form.
(2) Block 9, discount for prompt payment, if applicable.
(3) Block 10, acknowledgment of amendments.
(4) Block 11, name and address of offeror.
(5) Block 12, telephone number.
(6) Block 13, name and title of person authorized to sign the offer.
(7) Block 14, signature of offeror,
(8) Block 15, date signed.

NOTE: The signature of the original and additional copies must contain original signatures of the offeror in this block.

Section B - Submission of Prices

(1) **Services**

The offeror must provide a response to every requested service item.

(2) **Prices**

The prices submitted must reflect the requirements of the Statement of Work for each project code requested as well as all terms and conditions of the contract that relate to that service item.

(3) **Acceptable Responses**

(a) **Unit Price**

Sliding price scales will not be accepted by the Government. The price will reflect the unit as defined in Section B and the Statement of Work for each project code.

(b) **"N/C" = No Charge**

For any item that the offeror will provide without charge or without additional charge, the offeror shall insert "N/C" in the Unit Price column of Section B.

(c) **Subcontracting**

For service items that the offeror will be subcontracting, the offeror shall insert the letter "S" following the price inserted in the Unit Price column. Services referred to another vendor shall be considered subcontracting and shall require the "S" designation.

(d) **Prices and "No Shows"**

A "No Show" occurs when a client does not appear for a prescheduled service, and the client fails to cancel the appointment at least 24 hours in advance. Offerors may factor the price of client "No Shows" for prescheduled appointments into the unit prices for the project codes listed in G.3. **It is estimated that clients fail to appear for prescheduled individual services approximately 5% of the time, although specific services may experience a higher rate of "no shows".**

(4) **Estimated Monthly Quantity**

The figures provided in the Estimated Monthly Quantity column of Section B are estimates of the frequency that the services will be required. These figures are estimates only and the government is not bound to meet these estimates.

Proposal Submission

By submission of a signed proposal (including the submission of the Certification of Compliance (Attachment A) described below), the offeror is agreeing to comply with all requirements, terms, and conditions of this solicitation and any resultant agreement or contract. **Note: The offeror is not required to submit solicitation sections C, D, E, F, G, H, and I as part of its proposal.**

Section K - Representations, Certifications, and Other Statements of Offeror

The Offeror must check or complete all applicable boxes or blocks in the paragraphs under Section K of the Solicitation Document and resubmit the full section as that of the Proposal.

The Offeror’s Statements, Qualifications, and References contained in Attachments A through D to this solicitation document shall be completed and submitted as follows:

Preparation of Certification of Compliance Statement (Attachment A)

1. Each offeror shall prepare and submit as part of its offer a **CERTIFICATION OF COMPLIANCE STATEMENT** in which the offeror certifies that it will provide the mandatory requirements stated in Sections C, E, F and G and comply with terms and conditions of the RFP. If the offeror is proposing subcontractor(s) to perform any services, the offeror shall identify the proposed subcontractor(s) and submit separate certification statements from each subcontractor that certifies that they will provide services in compliance with the requirements of the RFP.

Preparation of Background Statement (Attachment B)

1. Each offeror shall prepare and submit as part of its offer a **BACKGROUND STATEMENT**addressing the requirements in paragraphs 2.a. through d. below. (See Attachment B). The offeror shall identify all required documents included in the submitted proposal through the use of labeled tabs. If the offeror is proposing any subcontractors to perform services, the offeror also shall comply with the requirements in paragraphs 2 a. through d. pertaining to each proposed subcontractor.

2. In the **BACKGROUND STATEMENT** the offeror shall:

    a. provide copies of all monitoring reports for the previous 18 months from all federal (including current USPO and USPSO), state and local agencies for the locations solicited. If the vendor is not able to provide copies of monitoring reports, the vendor shall provide copies of certificates or letters from federal, state, or local agencies indicating that the vendor has had a satisfactory or higher rating for the previous 18 months. If the vendor is not able to provide copies of monitoring reports, certifications or letters due to a private practice, the vendor must expressly state so in its proposal for this area. To be considered technically acceptable a vendor must have received ratings of satisfactory or higher or have expressly stated in its proposals that it is a private practice and does not have access to monitoring reports, certificates or letters. Monitoring reports for proposed subcontractors are not required; however, onsite evaluations will be individually performed for all subcontractors.

    b. state expressly each performance site at which the offeror and any proposed subcontractors intend to provide services in response to this solicitation. Proposed sites shall be located within the solicitation's identified catchment area.

    c. include copies of all applicable business and/or operating licenses as required by state and local laws and regulations. Offerors are not required to provide copies of the aforementioned documentation for proposed

subcontractors; however, the offeror is responsible for ensuring that proposed subcontractors have all applicable business and/or operating licenses as required by state and local laws and regulations.

d. include copies of compliance with all federal, state and local fire, safety and health codes. Offerors are not required to provide copies of the aforementioned documentation for proposed subcontractors; however, the offeror is responsible for ensuring that proposed subcontractors have appropriate documentation demonstrating compliance with all federal, state and local fire, safety and health codes.

3. By submitting the **BACKGROUND STATEMENT** the offeror warrants that all information contained therein is correct and accurately reflects the offeror's ability to perform.

Preparation of Staff Qualifications - (Attachment C)

The offeror shall prepare and submit the **OFFEROR'S STAFF QUALIFICATION FORM** (see Attachment C) for all staff performing services under any resultant contract. The offeror shall include the name, title, duties that will be performed under any resultant agreement by numeric project code, education, experience, and credentials (licenses and certifications) for all proposed staff members who will be performing services under any resultant agreement. In addition, the offeror shall certify that no proposed staff members are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release (federal, state, or local). The Offeror shall also certify that no proposed staff members have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry. Attachment C shall also be prepared for all proposed subcontractor staff performing services.

Offerors providing sex-offense specific evaluations must certify on the Offeror’s Staff Qualification Form (Attachment C) that the evaluator adheres to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA).

Preparation of Offeror's References - (Attachment D)

The offeror shall provide three references (Federal, State, or local government agencies and/or private organizations), using Attachment D, for whom the offeror has provided treatment and other services identified in this RFP within the past 3 years. Provide the name and address for each reference, as well as a contact person and phone number. The government reserves the right to contact any reference and consider the information provided as part of its responsibility determination.

Sections L - Instructions, Conditions and Notices to Offerors, and M - Evaluation Criteria

Sections K, L and M contain information and instructions and do not become part of any resultant agreement.

L.2 Provision 3-100, Instructions to Offerors - (APR 2013)

(a) *Definitions* As used in this provision:
"Discussions" are negotiations that occur after establishment of the competitive range that may, at the contracting officer's discretion, result in the offeror being allowed to revise its offer.
In writing," "writing," or "written" means any worded or numbered expression that can be read, reproduced, and later communicated, and includes electronically transmitted and stored information.
"Offer modification" is a change made to an offer before the solicitation's closing date and time, or made in response to an amendment, or made to correct a mistake at any time before award.
"Offer revision" is a change to an offer made after the solicitation closing date, at the request of or as allowed by a contracting officer as the result of negotiations.
"Time," if stated as a number of days, is calculated using calendar days, unless otherwise specified, and will include Saturdays, Sundays, and legal holidays. However, if the last day falls on a Saturday, Sunday, or legal holiday, then the period will include the next working day.

(b) *Amendments to solicitations* If this solicitation is amended, all terms and conditions that are not amended remain unchanged. Offerors shall acknowledge receipt of any amendment to this solicitation by the date and time specified in the amendment(s). An offeror's failure to acknowledge amendments affecting price, quantity, quality or delivery may result in the offeror's proposal being determined unacceptable where award is made without discussions.

(c) *Submission, modification, revision, and withdrawal of offers*

(1) Unless other methods (e.g., electronic commerce or facsimile) are permitted in the solicitation, offers and modifications to offers shall be submitted in paper media in sealed envelopes or packages (i) addressed to the office specified in the solicitation, and (ii) showing the time and date specified for receipt, the solicitation number, and the name and address of the offeror. Offerors using commercial carriers shall ensure that the offer is marked on the outermost wrapper with the information in paragraphs (c)(1)(i) and (c)(1)(ii) of this provision.

(2) The first page of the offer shall show:

(i) the solicitation number;

(ii) the name, address, and telephone and facsimile numbers of the offeror (and electronic address if available);

(iii) a statement specifying the extent of agreement with all terms, conditions, and provisions included in the solicitation and agreement to furnish any or all items upon which prices are offered at the price set opposite each item;

(iv) names, titles, and telephone and facsimile numbers (and electronic addresses if available) of persons authorized to negotiate on the offeror's behalf with the judiciary in connection with this solicitation; and

(v) name, title, and signature of person authorized to sign the offer. Offers signed by an agent shall be accompanied by evidence of that agent's authority, unless that evidence has been previously furnished to the issuing office.

(3) *Submission, modification, revision, and withdrawal of offers*

(i) Offerors are responsible for submitting offers, and any modifications or revisions, so as to reach the judiciary office designated in the solicitation by the time specified in the solicitation. If no time is specified in the solicitation, the time for receipt is 4:30 p.m., local time, for the designated judiciary office on the date that offer or revision is due.

(ii) (A) Any offer, modification, or revision received at the judiciary office designated in the solicitation after the exact time specified for receipt of offers is "late" and will not be considered unless it is received before award is made, the contracting officer determines it's in the judiciary's best interest, the contracting officer determines that accepting the late offer would not unduly delay the procurement, and:

(1) if it was transmitted through an electronic commerce method authorized by the solicitation, it was received at the initial point of entry to the judiciary infrastructure not later than 5:00 p.m. one working day prior to the date specified for receipt of offers; or

(2) there is acceptable evidence to establish that it was received at the judiciary installation designated for receipt of offers and was under the judiciary's control prior to the time set for receipt of offers; or

(3) it is the only offer received.

(ii) (B) However, a late modification of an otherwise successful offer that makes its terms more favorable to the judiciary, will be considered at any time it is received and may be accepted.

(iii) Acceptable evidence to establish the time of receipt at the judiciary installation includes the time/date stamp of that installation on the offer wrapper, other documentary evidence of receipt maintained by the installation, or oral testimony or statements of judiciary personnel.

(iv) If an emergency or unanticipated event interrupts normal judiciary processes so that offers cannot be received at the office designated for receipt of offers by the exact time specified in the solicitation, and urgent judiciary requirements preclude amendment of the solicitation, the time specified for receipt of offers will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which normal judiciary processes resume.

(v) Offers may be withdrawn by written notice received at any time before award. Oral offers in response to oral solicitations may be withdrawn orally. If the solicitation authorizes facsimile offers, offers may be withdrawn via facsimile received at any time before award, subject to the conditions specified in Provision 3-115, "Facsimile Offers." Offers may be withdrawn in person by an offeror or an authorized representative, if the identity of the person requesting withdrawal is established and the person signs a receipt for the offer before award.

(4) Unless otherwise specified in the solicitation, the offeror may propose to provide any item or combination of items.

(5) Offerors shall submit offers in response to this solicitation in English and in U.S. dollars.

(6) Offerors may submit modifications to their offers at any time before the solicitation closing date and time, and may submit modifications in response to an amendment, or to correct a mistake at any time before award.

(7) Offerors may submit revised offers only if requested or allowed by the contracting officer.

(8) Offers may be withdrawn at any time before award. Withdrawals are effective upon receipt of notice by the contracting officer.

(d) *Offer expiration date* Offers in response to this solicitation will be valid for the number of days specified on the solicitation cover sheet (unless a different period is proposed by the offeror).

(e) *Restriction on disclosure and use of data* Offerors that include in their offers data that they do not want disclosed to the public for any purpose, or used by the judiciary except for evaluation purposes, shall:

(1) mark the title page with the following legend:

This offer includes data that shall not be disclosed outside the judiciary and shall not be duplicated, used, or disclosed-in whole or in part-for any purpose other than to evaluate this offer. If, however, a contract is awarded to this offeror as a result of-or in connection with-the submission of this data, the judiciary shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the judiciary's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction are contained in sheets [*insert numbers or other identification of sheets*]; and

(2) mark each sheet of data it wishes to restrict with the following legend:

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this offer.

(f) *Contract award*

(1) The judiciary intends to award a contract or contracts resulting from this solicitation to the responsible offeror(s) whose offer(s) represents the best value after evaluation in accordance with the factors and subfactors in the solicitation.

(2) The judiciary may reject any or all offers if such action is in the judiciary's interest.

(3) The judiciary may waive informalities and minor irregularities in offers received.

(4) The judiciary intends to evaluate offers and award a contract without discussions with offerors (except clarifications). Therefore, the offeror's initial offer shall contain the offeror's best terms from a price or price and technical standpoint. The judiciary reserves the right to conduct discussions if the contracting officer later determines them to be necessary. If the contracting officer determines that the number of offers that would otherwise be in the competitive range exceeds the number at which an efficient competition can be conducted, the contracting officer may limit the number of offers in the competitive range to the greatest number that will permit an efficient competition among the most highly rated offers.

(5) The judiciary reserves the right to make an award on any item for a quantity less than the quantity offered, at the unit price or prices offered, unless the offeror specifies otherwise in the offer.

(6) The judiciary reserves the right to make multiple awards if, after considering the additional administrative prices, it is in the judiciary's best interest to do so.

(7) Exchanges with offerors after receipt of an offer do not constitute a rejection or counteroffer by the judiciary.

(8) The judiciary may determine that an offer is unacceptable if the prices proposed are materially unbalanced between line items or sub-line items. Unbalanced pricing exists when, despite an acceptable total evaluated price, the price of one or more contract line items is significantly overstated or understated as indicated by the application of price or price analysis techniques. An offer may be rejected if the contracting officer determines that the lack of balance poses an unacceptable risk to the judiciary.

(9) If a price realism analysis is performed, price realism may be considered by the source selection authority in evaluating performance or schedule risk.

(10) A written award or acceptance of offer mailed or otherwise furnished to the successful offeror within the time specified in the offer shall result in a binding contract without further action by either party.

(11) The judiciary may disclose the following information in postaward debriefings to other offerors:

(i) the overall evaluated price or price and technical rating of the successful offeror;

(ii) the overall ranking of all offerors, when any ranking was developed by the judiciary during source selection;

(iii) a summary of the rationale for award; and

(iv) for procurements of commercial items, the make and model of the item to be delivered by the successful offeror.

Attachment A

OFFEROR'S CERTIFICATION OF COMPLIANCE STATEMENT

As required in Section L.1 , Preparation of Certification of Compliance Statement, the offeror and each proposed subcontractor(s) shall complete the certification below.

I hereby certify on behalf of _____ (Name of Offeror or Subcontractor) that _____ (Name of Offeror or Subcontractor) will provide the mandatory requirements stated in Sections C, E, F and G and all services in strict compliance with requirements, terms, and conditions of the RFP. I understand that failure to perform in accordance with any of the requirements, terms, and/or conditions may result in suspension or discontinuation of referrals or termination of the contract/BPA.

SIGNATURE: _____ DATE: _____

TITLE:_____

Attachment B

OFFEROR'S BACKGROUND STATEMENT

As required in Section L.1, Preparation of the Background Statement, the offeror shall prepare a Background Statement below (attach pages as needed labeled as subsets of this Attachment number).

CERTIFICATIONS
(check all that apply)

☐ I certify herein that all information provided in the BACKGROUND STATEMENT is accurate, complete, and correct.

☐ I certify herein that copies of all monitoring reports for the previous 18 months from federal, state and local agencies have been provided, or if a monitoring report for the previous 18 months is not available, a federal, state, and/or local certificate or letter indicating the vendor has a satisfactory or higher rating has been provided.

SIGNATURE: _____ DATE: _____

Attachment C

OFFEROR'S STAFF QUALIFICATIONS

As required in Section L.1, Preparation of Staff Qualifications, the Offeror shall prepare and submit below, (attach pages as needed labeled as subsets of this attachment number), for all staff performing services under any resultant Agreement, including credentials (licenses and certification) by project code. Staff providing sex-offense specific services must certify that the evaluator adheres to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA). The offeror shall complete the certification section below.

PC	NAME	TITLE	DUTIES	EDUCATION	EXPERIENCE	CREDENTIALS

CERTIFICATIONS
(check all that apply)

☐ I certify herein that no proposed staff members are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release (federal, state, or local).

☐ I certify herein that no proposed staff members have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry.

☐ [*Check box only if applicable*] I certify herein that proposed staff conducting sex-offense specific evaluations will adhere to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA).

SIGNATURE: _____ DATE: _____

Attachment D

OFFEROR'S REFERENCES

As required in Section L.1, the Offeror shall provide the name and address for each reference including a contact person and the telephone number.

SECTION M - EVALUATION FACTORS FOR AWARD

M.1 Basis for Award

Selection of vendors with whom the Probation/Pretrial Services Office will establish BPA's will be based on technical acceptability and the lowest price to the Government. If the solicitation document identifies that BPA's will be established with a specified number of vendors, the selection of technically acceptable vendors shall be based on price. For example, if a solicitation document identifies that 4 to 6 vendors are needed to provide services and 10 vendors are determined to be technically acceptable, awards will be made to no more than 6 of the lowest priced vendors.

M.2 Evaluation of Proposals

a. To be acceptable and eligible for evaluation, proposals shall be prepared in accordance with the instructions given in Sections B and L of this solicitation document.

b. By submission of a proposal, the offeror accepts all the terms and conditions of the RFP. Proposals that take exception to the terms and conditions will be determined technically unacceptable and the offeror will be so advised.

c. Proposals will be evaluated to be considered Technically Acceptable using the following Pass/Fail Criteria**.** To determine that the offeror has met the following criteria, each proposal shall be evaluated to determine that every individual requirement has been met.

M.3 Pass-Fail Criteria

The following criteria address the offeror's ability to perform and comply with all the mandatory service requirements set forth in the Request For Proposals. Offerors who do not meet these requirements will be deemed to be technically unacceptable and will receive no further consideration. The offeror(s) will be so advised. Proposed subcontractor personnel qualifications and facilities will be evaluated and considered in the determination of the offeror's technical acceptability. The review of the criteria shall be based on the Offeror's Technical Proposal, which contains the Offeror's Certification of Compliance, Offeror's Background Statement, and the Offeror's Staff Qualifications. Each of these shall demonstrate how the offeror will perform/meet the requirements of the RFP.

MANDATORY REQUIREMENTS:

(a) Did the Offeror submit a statement certifying that it will provide the mandatory requirements stated in Sections C, E, F and G and all services in strict compliance with the requirements, terms, and conditions of the RFP. This requirement

includes submission of compliance statements for each subcontractor that will be providing services.

YES or NO

PAST PERFORMANCE

(a) Did the Offeror provide copies of all federal, state and local monitoring reports, letters, and/or federal, state, and local certificates for the previous 18 months? YES or NO

(b) Monitoring reports, letters, and/or certificates are rated at least “satisfactory” or “pass” regarding performance.

OR

If any monitoring report completed for the previous 18 months was rated less than "satisfactory," the deficiencies were corrected as documented on the subsequent monitoring report, resulting in the subsequent report being rated "satisfactory."

YES or NO

SITE(S) AT WHICH SERVICES ARE PROVIDED:

(a) Offeror's (and any proposed subcontractor) site(s) at which services will be provided is/are located in catchment area. YES or NO

(b) Offeror has provided copies of applicable business and/or operating license(s). YES or NO

(c) Offeror has provided copies of compliance with all federal, state and local fire, safety, and health codes. YES or NO

STAFF QUALIFICATIONS:

(a) Offeror (and any proposed subcontractor) meets all minimum staff requirements listed in Section C of the RFP.

YES or NO

(b) The Offeror’s Staff Qualifications Statement certified that no staff member(s) (including proposed subcontractor staff) providing services under this Agreement are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release. YES or NO

(c) The Offeror's Staff Qualifications Statement certified that no staff member(s) (including proposed subcontractor staff) providing services under this Agreement have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry. YES or NO

ON-SITE VISITS

On site visits will be conducted for those offeror's whose proposals are determined technically acceptable based on the above stated criteria and meet the lowest price requirement. On site visits will be conducted to verify that the offeror's facility complies with the requirements of the RFP. There will be on-site evaluations for all subcontractors providing services.

(a) Offeror's (and any proposed subcontractor) facility meets requirements listed in Statement of Work. YES or NO

M. 4 Evaluation of Price

The Government will determine Total Evaluated Price for required services by using the following formula:

(a) Determining Total Evaluated Price.--Multiply the Estimate Monthly Quantity (EMQ) by 12 months to get a Yearly Quantity. Multiply that figure by the Unit Price offered to arrive at the Total Evaluated Price for that service item. Yearly prices of service items are totaled to arrive at Total Evaluated Price for each offeror.

(b) Service items that are offered at "N/C" or No Charge, will be evaluated in the Life of Agreement comparison by entering $0.00 for the unit price.

(c) Service items that are reimbursable at actual prices or at a travel regulation rate are not considered in the price comparison.

(d) Service items not marked as required services will not be evaluated or considered.

(e) Total Evaluated Price (TEP) shall be rank ordered to show the lowest TEP.

M.5 Provision 2-85A Evaluation Inclusive of Options (JAN 2003)

(a) The judiciary will evaluate offers for purposes of award by adding the total price for all options to the total price for the basic requirement. Evaluation of options does not obligate the judiciary to exercise the option(s).

(b) Any offer that is materially unbalanced as to prices for basic and option quantities may be rejected. An unbalanced offer is one that is based on prices significantly less than prices for some work and prices that are significantly overstated for other work.

M.6 Clause 3-70 Determination of Responsibility (JAN 2003)

A determination of responsibility will be made on the apparent successful offeror prior to contract award. If the prospective contractor is found non-responsible, that offeror will be rejected and will receive no further consideration for award. In the event a contractor is rejected based on a determination of non-responsibility, a determination will be made on the next apparent successful offeror.