

<b>SECTION A</b>	<b>SOLICITATION / OFFER / ACCEPTANCE</b>		
1. Solicitation No. <b>0539-20-117</b>	2. Date Issued <b>07/12/2019</b>	3. Award No.	
4. Issued By: <b>Wayne McKim 1100 Commerce Street Room 1329 Dallas, Texas 75242</b>		5. Address Offer To (if other than Item 4):	

**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  
Dallas, Texas 75242**

until 05:00 PM local time 08/13/2019  
(hour) (date)

7. For Information call:	
a. Name <b>Javier Sanchez, USPO</b>	b. Telephone <b>(325) 486-4072</b>

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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 <i>(See Section I, Clause No. 52-232-8)</i>	10 CALENDAR DAYS %	20 CALENDAR DAYS %	30 CALENDAR DAYS %	CALENDAR DAYS %
10. ACKNOWLEDGEMENT OF AMENDMENTS <i>(The offeror acknowledges receipt of amendments to the SOLICITATION for offerors and related documents numbered and dated:</i>	AMENDMENT NO.	DATE	AMENDMENT NO.	DATE

11. NAME AND ADDRESS OF OFFEROR  12. Telephone No. (Include area code)	16. <input type="checkbox"/> 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.
13. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER <i>(Type or print)</i>	17A. NAME OF CONTRACTING OFFICER  17B. UNITED STATES OF AMERICA 17C. DATE SIGNED
14. Signature  15. Offer Date	BY _____ <i>(Signature Of Contracting Officer)</i>



**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 use, mental health, and/or sex offender treatment services. A vendor must be capable of providing services within a geographic area encompassing Brownwood, 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	2020 <input type="text" value="10"/>	<input type="text"/>
		2021 <input type="text" value="12"/>	<input type="text"/>
		2022 <input type="text" value="12"/>	<input type="text"/>
Unit: Price: per specimen			

**INTAKE:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	2011 Intake Assessment and Report	2020 <input type="text" value="1"/>	<input type="text"/>
		2021 <input type="text" value="2"/>	<input type="text"/>
		2022 <input type="text" value="2"/>	<input type="text"/>
Unit: per intake (total fee)			

**SUBSTANCE ABUSE COUNSELING:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	2010 Individual Counseling	2020 <input type="text" value="10"/>	<input type="text"/>
		2021 <input type="text" value="12"/>	<input type="text"/>
		2022 <input type="text" value="12"/>	<input type="text"/>
Unit: per 30 minute session			

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	2020 Group Counseling	2020 <input type="text" value="5"/>	<input type="text"/>
		2021 <input type="text" value="5"/>	<input type="text"/>
		2022 <input type="text" value="5"/>	<input type="text"/>
Unit: per 30 minute session			

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
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<b>X *</b>	2030	Family Counseling	<b>2020</b>	<input type="text" value="2"/>	<input type="text"/>
			<b>2021</b>	<input type="text" value="2"/>	<input type="text"/>
			<b>2022</b>	<input type="text" value="2"/>	<input type="text"/>

**Unit: per 30 minute session**

<b>PROJECT CODE</b>	<b>REQUIRED SERVICES</b>	<b>ESTIMATED MONTHLY QUANTITY</b>	<b>UNIT PRICE</b>		
<b>X</b>	1501	Administrative Fee	<b>2020</b>	<input type="text" value="Unknown"/>	5% of fees collected by vendor
			<b>2021</b>	<input type="text" value="Unknown"/>	
			<b>2022</b>	<input type="text" value="Unknown"/>	

## SECTION C. DESCRIPTION/STATEMENT OF WORK

### PROVISION OF SERVICES

The United States Probation and Pretrial Services Office (hereafter USPO/USPSO) shall provide a Program Plan (Probation Form 45) for each person under supervision that authorizes the provision of services. The vendor shall provide services strictly in accordance with the Program Plan for each person under supervision. The Judiciary shall not be liable for any services provided by the vendor that have not been authorized for that defendant/person under supervision in the Program Plan. The United States Probation or Pretrial Services Officer may provide amended Treatment Program Plans during treatment. The United States Probation/Pretrial Services Office 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/person under supervision who are drug-dependent, alcohol-dependent, and/or suffering from a psychiatric disorder. Such services may be provided to federal defendants/persons under supervision 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 or USPSO).

**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 pretrial releasee, probationer, parolee, mandatory releasee, mandatory parolee, or supervised releasee receiving drug/alcohol testing and/or substance use treatment and/or mental health treatment while under the supervision of the Federal Probation System. May also be referred to as pretrial defendant or post-conviction person under supervision.
- 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/person under supervision. The defendant/person under supervision may or may not be present at the conference.
- W. **“DSM”** - Diagnostic and Statistical Manual of Mental Disorders.
- X. **“Co-payment”** - Any payment from defendant/person under supervision 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/Person under supervision Reimbursement and Co-payment
- B. Deliverables
- C. Notifying USPO/USPSO of Defendant/Person under supervision 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/person under supervision 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/persons under

supervision:

- (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's/person under supervision's arms to detect tampering devices or adulterants.

(2) The vendor shall ensure that the collectors:

- (a) Verify the identity of the defendant/person under supervision 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 person under supervision 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/person under supervision 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/person under supervision 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/person under supervision 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/person under supervision voiding into a specimen collection container. Collectors observing the voiding process shall be the same gender as the defendant/person under supervision 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/person under supervision 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/person under supervision 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/person under supervision 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**

In accordance with the principle of "smarter" drug testing, the frequency of testing that is appropriate is based on the person under supervision's individual characteristics. This may include, but is not limited to, the following factors: 1. type of drug(s) being used; 2. tests' detection capabilities and windows of detection; 3. the person's history of use (age of onset, frequency, and method of use); 4. screening results and clinical diagnoses; 5. treatment history; 6. duration of abstinence; 7. history of relapse; and 8. relationship between the person's drug use and criminal activity.

(2) The vendor shall collect random urine specimens when the defendants/person under supervision 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 person under supervision'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/person under supervision 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 Use Services**

**2. Substance Use 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)/person under supervision(s) substance use 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/person under supervision, 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/person under supervision. 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/person under supervision'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 Use Counseling**

Counseling is a clinical interaction between defendant/person under supervision 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/person under supervision:
  - (1) **Individual Counseling (2010)** to one (1) defendant/person under supervision;



- (2) **Group Counseling (2020)** to two (2) or more defendants/persons under supervision but no more than twelve (12);
- (3) **Family Counseling (2030)** to a defendant/person under supervision and one (1) or more family members. The vendor may meet with family members without the defendant/person under supervision 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/persons under supervision when counselors are not available.
- (3) Ensure that treatment plans are present and include: (a) short and long-term goals for the defendant(s)/person(s) under supervision; (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/person under supervision'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/person under supervision (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/person under supervision responded to treatment and treatment is no longer needed, or the defendant/person under supervision failed to

respond to treatment). Additionally, the discharge summary shall include recommendations for community-based aftercare that the defendant/person under supervision 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/person under supervision 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 use 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 use 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/Person under supervision 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/persons under

supervision. 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/person under supervision'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/persons under supervision, not exceeding five (5) percent of the monthly funds collected.

## 5. Deliverables

### a. Defendant/Person under supervision Records and Conferences

#### (1) File Maintenance

The vendor shall:

- (a) Maintain a secure filing system of information on all defendants/persons under supervision 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/person under supervision files from other vendor records. This will facilitate monitoring and promote defendant/person under supervision confidentiality.
- (c) Keep a separate file for each defendant/person under supervision.
- (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/person under supervision as **CONFIDENTIAL**.
- (f) Keep all defendant/person under supervision 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/person under supervision 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/person under supervision'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/person under supervision 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/person under supervision.
- (5) Disclose defendant/person under supervision 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/person under supervision 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/person under supervision 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/person under supervision shall contain the following records:

- (1) **Chronological Notes** that:
  - (a) Record all contacts (e.g., face-to-face, telephone) with the defendant/person under supervision 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/person under supervision'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/person under supervision'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/person under supervision 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/person under supervision.
  - (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/person under supervision during the agreement or to change the frequency of a defendant/person under supervision'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/person under supervision's activities during the month, lists attendance dates, and accompanies the monthly invoice.
  - (c) Documents defendant/person under supervision 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/person under supervision and USPO/USPSO sign prior to the defendant's/person under supervision's first appointment with the treatment provider.
  - (b) The vendor shall obtain the defendant's/person under supervision's signature before releasing any information regarding the defendant/person under supervision or the defendant's/person under

supervision'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/person under supervision shall sign-in upon arrival and sign-out when leaving the vendor's facility.
  - (e) Documents any defendant/person under supervision co-payment, and
  - (f) Vendor shall ensure that a defendant/person under supervision signing or initialing an entry in the Daily Log cannot see the names or signatures of other defendants/person under supervision.

**NOTE:** Allowing anyone undergoing treatment to see the names or signatures of other defendants/person under supervision 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 person under supervision'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/person under supervision signing or initialing an entry Urinalysis Log cannot see the names or signatures of other defendants/person under supervision.

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

d. **Case Staffing Conference**

Upon USPO/USPSO referral of a defendant/person under supervision to the vendor, the vendor shall:

- (1) Participate in a 3-way meeting with the USPO/USPSO, defendant/person under supervision 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/person under supervision'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 Use, Mental Health, and Sex Offense Specific Treatment Reports)**

The vendor shall:

- (1) Provide a report on the defendant's/person under supervision'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/person under supervision'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/person under supervision responded to treatment and no longer needs aftercare, or whether the defender/person under supervision failed to respond to treatment)
- (4) Provide a written quarterly profile on all (one report on all or one report on each) defendants/person under supervision 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/person under supervision'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/Person under supervision Behavior**

The vendor shall:

a. Notify the USPO/USPSO within 24 hours or as specified in writing by the Contracting Officer of defendant/person under supervision 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/person under supervision to the community.

**Note:** Vendor shall report any information from any source regarding a defendant's/person under supervision'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/person under supervision 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/person under supervision 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/person under supervision 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/person under supervision 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/person under supervision and probation or pretrial services staff, and
  - (2) Not employ, contract with, or pay any defendant/person under supervision or defendant's/person under supervision'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/person under supervision 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 vendor shall 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 Saturday, Sunday, and holidays. 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 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 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 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 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.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 (21 U.S.C. 812) and as further defined in regulation at 21 CFR 1308.11-1308.15.

"**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--

(1) 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)(1) of this clause;
- (4) Notify such employees in writing in the statement required by subparagraph (b)(1) 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 (10) 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)(1) 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
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## **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.)

**Program Discharge Summary Profile<sup>1</sup>**

- 1. Number of defendants<sup>2</sup> enrolled in program during the past 12 months? \_\_\_\_\_
- 2. Number of offenders<sup>3</sup> 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? \_\_\_\_\_

<sup>1</sup>Shall include entire clientele (federal, state, and local). Shall not be limited to only federal probation and pretrial services referrals.

<sup>2</sup>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.

<sup>3</sup>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.

Prob. Form 45

Today's Date:

**Client Identifying Information**

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

**Photo  
Not  
Available**

**Provider Information**

Provider:	Procurement No:
Provider Location:	Effective Date:
Attn:	Termination Date:
Location Address:	
Phone:	
Fax:	

**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:

## 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: <input type="checkbox"/> Yes <input type="checkbox"/> No		7. CLIENT EMPLOYED: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Student <input type="checkbox"/> 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
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**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)

**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)

**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)

**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)

**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)



U.S. PROBATION AND PRETRIAL SERVICES TRAVEL LOG						DISTRICT:		
DATE	EXPENSE CODE		CONTACT CODES (P-Personal/C-Collateral)			PROBLEM CODES		DAILY TRAVEL RECORD
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			
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								
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)**

- |   |   |
|---|---|
| <p>1. Judicial District _____</p> <p>2. Vendor _____</p> <p style="padding-left: 20px;">a. Address: _____</p> <p style="padding-left: 20px;">_____</p> <p style="padding-left: 20px;">_____</p> <p style="padding-left: 20px;">b. Telephone: _____</p> <p style="padding-left: 20px;">_____</p> | <p>3. P.O./B.P.A.# _____</p> <p>4. Service Delivery: From _____ To _____</p> <p>5. Total # of Individuals Served: _____</p> |
|---|---|

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





## 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

<b>Comments (please note any unusual occurrences):</b>



201551458

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5145  
Revision No.: 8  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

States: Arkansas, Texas

Area: Arkansas Counties of Little River, Miller

Texas County of Bowie

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.35	
01012 - Accounting Clerk II	
14.98	
01013 - Accounting Clerk III	
16.76	
01020 - Administrative Assistant	

- 24.22
  - 01035 - Court Reporter
- 19.24
  - 01041 - Customer Service Representative I
- 11.11
  - 01042 - Customer Service Representative II
- 12.48
  - 01043 - Customer Service Representative III
- 13.62
  - 01051 - Data Entry Operator I
- 12.79
  - 01052 - Data Entry Operator II
- 13.95
  - 01060 - Dispatcher, Motor Vehicle
- 18.20
  - 01070 - Document Preparation Clerk
- 12.90
  - 01090 - Duplicating Machine Operator
- 12.90
  - 01111 - General Clerk I
- 11.81
  - 01112 - General Clerk II
- 12.89
  - 01113 - General Clerk III
- 14.47
  - 01120 - Housing Referral Assistant
- 18.06
  - 01141 - Messenger Courier
- 11.01
  - 01191 - Order Clerk I
- 13.68
  - 01192 - Order Clerk II
- 14.93
  - 01261 - Personnel Assistant (Employment) I
- 15.88
  - 01262 - Personnel Assistant (Employment) II
- 17.77
  - 01263 - Personnel Assistant (Employment) III
- 19.81
  - 01270 - Production Control Clerk
- 24.05
  - 01290 - Rental Clerk
- 11.95
  - 01300 - Scheduler, Maintenance
- 14.48
  - 01311 - Secretary I
- 14.48
  - 01312 - Secretary II

16.20  
01313 - Secretary III

18.06  
01320 - Service Order Dispatcher

16.26  
01410 - Supply Technician

24.22  
01420 - Survey Worker

15.28  
01460 - Switchboard Operator/Receptionist

11.01  
01531 - Travel Clerk I

12.05  
01532 - Travel Clerk II

12.92  
01533 - Travel Clerk III

13.57  
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

27.70  
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



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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  
11.57  
07041 - Cook I  
10.73  
07042 - Cook II  
11.75  
07070 - Dishwasher  
9.27  
07130 - Food Service Worker  
9.35  
07210 - Meat Cutter  
13.63  
07260 - Waiter/Waitress  
9.08  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.87  
09040 - Furniture Handler  
15.19  
09080 - Furniture Refinisher  
19.87  
09090 - Furniture Refinisher Helper  
16.93  
09110 - Furniture Repairer, Minor  
18.44  
09130 - Upholsterer  
19.87  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
9.71  
11060 - Elevator Operator  
10.49  
11090 - Gardener  
13.09  
11122 - Housekeeping Aide  
10.49  
11150 - Janitor  
10.49  
11210 - Laborer, Grounds Maintenance  
11.18  
11240 - Maid or Houseman

9.18  
11260 - Pruner  
10.55  
11270 - Tractor Operator  
12.34  
11330 - Trail Maintenance Worker  
11.18  
11360 - Window Cleaner  
11.11  
12000 - Health Occupations  
12010 - Ambulance Driver  
20.60  
12011 - Breath Alcohol Technician  
19.38  
12012 - Certified Occupational Therapist Assistant  
24.17  
12015 - Certified Physical Therapist Assistant  
29.59  
12020 - Dental Assistant  
16.99  
12025 - Dental Hygienist  
37.59  
12030 - EKG Technician  
24.72  
12035 - Electroneurodiagnostic Technologist  
24.72  
12040 - Emergency Medical Technician  
20.60  
12071 - Licensed Practical Nurse I  
15.75  
12072 - Licensed Practical Nurse II  
17.62  
12073 - Licensed Practical Nurse III  
19.65  
12100 - Medical Assistant  
14.11  
12130 - Medical Laboratory Technician  
18.41  
12160 - Medical Record Clerk  
13.32  
12190 - Medical Record Technician  
16.79  
12195 - Medical Transcriptionist  
15.75  
12210 - Nuclear Medicine Technologist  
38.72  
12221 - Nursing Assistant I  
11.36

12222 - Nursing Assistant II  
12.77  
12223 - Nursing Assistant III  
13.93  
12224 - Nursing Assistant IV  
15.64  
12235 - Optical Dispenser  
20.89  
12236 - Optical Technician  
15.75  
12250 - Pharmacy Technician  
15.29  
12280 - Phlebotomist  
13.57  
12305 - Radiologic Technologist  
23.35  
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  
39.80  
12317 - Scheduler (Drug and Alcohol Testing)  
24.01  
12320 - Substance Abuse Treatment Counselor  
18.27  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.32  
13012 - Exhibits Specialist II  
23.94  
13013 - Exhibits Specialist III  
29.28  
13041 - Illustrator I  
19.32  
13042 - Illustrator II  
23.94  
13043 - Illustrator III  
29.28  
13047 - Librarian  
26.51  
13050 - Library Aide/Clerk

15.03  
13054 - Library Information Technology Systems  
23.94  
Administrator  
13058 - Library Technician  
18.89  
13061 - Media Specialist I  
17.27  
13062 - Media Specialist II  
19.32  
13063 - Media Specialist III  
21.55  
13071 - Photographer I  
17.27  
13072 - Photographer II  
19.32  
13073 - Photographer III  
23.94  
13074 - Photographer IV  
29.28  
13075 - Photographer V  
35.42  
13090 - Technical Order Library Clerk  
17.31  
13110 - Video Teleconference Technician  
17.27  
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)  
18.88  
14072 - Computer Programmer II (see 1)  
23.38  
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  
13.95
- 14160 - Personal Computer Support Technician  
23.14
- 14170 - System Support Specialist  
22.26
- 15000 - Instructional Occupations
- 15010 - Aircrew Training Devices Instructor (Non-Rated)  
27.78
- 15020 - Aircrew Training Devices Instructor (Rated)  
33.62
- 15030 - Air Crew Training Devices Instructor (Pilot)  
40.30
- 15050 - Computer Based Training Specialist / Instructor  
27.78
- 15060 - Educational Technologist  
29.70
- 15070 - Flight Instructor (Pilot)  
40.30
- 15080 - Graphic Artist  
24.40
- 15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
40.30
- 15086 - Maintenance Test Pilot, Rotary Wing  
40.30
- 15088 - Non-Maintenance Test/Co-Pilot  
40.30
- 15090 - Technical Instructor  
19.48
- 15095 - Technical Instructor/Course Developer  
23.84
- 15110 - Test Proctor  
15.73
- 15120 - Tutor  
15.73
- 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
- 16010 - Assembler  
9.65
- 16030 - Counter Attendant  
9.65
- 16040 - Dry Cleaner  
11.42
- 16070 - Finisher, Flatwork, Machine  
9.65
- 16090 - Presser, Hand

- 9.65
  - 16110 - Presser, Machine, Drycleaning
- 9.65
  - 16130 - Presser, Machine, Shirts
- 9.65
  - 16160 - Presser, Machine, Wearing Apparel, Laundry
- 9.65
  - 16190 - Sewing Machine Operator
- 12.10
  - 16220 - Tailor
- 12.75
  - 16250 - Washer, Machine
- 10.19
  - 19000 - Machine Tool Operation And Repair Occupations
  - 19010 - Machine-Tool Operator (Tool Room)
- 22.76
  - 19040 - Tool And Die Maker
- 26.20
  - 21000 - Materials Handling And Packing Occupations
  - 21020 - Forklift Operator
- 19.35
  - 21030 - Material Coordinator
- 24.48
  - 21040 - Material Expediter
- 24.48
  - 21050 - Material Handling Laborer
- 14.28
  - 21071 - Order Filler
- 12.27
  - 21080 - Production Line Worker (Food Processing)
- 19.35
  - 21110 - Shipping Packer
- 15.06
  - 21130 - Shipping/Receiving Clerk
- 15.06
  - 21140 - Store Worker I
- 15.41
  - 21150 - Stock Clerk
- 18.60
  - 21210 - Tools And Parts Attendant
- 19.35
  - 21410 - Warehouse Specialist
- 19.35
  - 23000 - Mechanics And Maintenance And Repair Occupations
  - 23010 - Aerospace Structural Welder
- 24.13
  - 23019 - Aircraft Logs and Records Technician
- 19.55

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23021 - Aircraft Mechanic I  
22.95  
23022 - Aircraft Mechanic II  
24.13  
23023 - Aircraft Mechanic III  
25.35  
23040 - Aircraft Mechanic Helper  
17.95  
23050 - Aircraft, Painter  
21.28  
23060 - Aircraft Servicer  
19.55  
23070 - Aircraft Survival Flight Equipment Technician  
21.28  
23080 - Aircraft Worker  
20.50  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
20.50  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.95  
II  
23110 - Appliance Mechanic  
21.28  
23120 - Bicycle Repairer  
18.73  
23125 - Cable Splicer  
22.25  
23130 - Carpenter, Maintenance  
18.11  
23140 - Carpet Layer  
20.50  
23160 - Electrician, Maintenance  
23.88  
23181 - Electronics Technician Maintenance I  
24.98  
23182 - Electronics Technician Maintenance II  
25.92  
23183 - Electronics Technician Maintenance III  
26.79  
23260 - Fabric Worker  
19.55  
23290 - Fire Alarm System Mechanic  
19.86  
23310 - Fire Extinguisher Repairer  
18.73  
23311 - Fuel Distribution System Mechanic  
22.30

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23312 - Fuel Distribution System Operator  
18.98  
23370 - General Maintenance Worker  
17.08  
23380 - Ground Support Equipment Mechanic  
22.95  
23381 - Ground Support Equipment Servicer  
19.55  
23382 - Ground Support Equipment Worker  
20.50  
23391 - Gunsmith I  
18.73  
23392 - Gunsmith II  
20.50  
23393 - Gunsmith III  
22.00  
23410 - Heating, Ventilation And Air-Conditioning  
21.49  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.28  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
26.32  
23440 - Heavy Equipment Operator  
19.17  
23460 - Instrument Mechanic  
22.00  
23465 - Laboratory/Shelter Mechanic  
21.28  
23470 - Laborer  
13.45  
23510 - Locksmith  
21.28  
23530 - Machinery Maintenance Mechanic  
28.88  
23550 - Machinist, Maintenance  
19.81  
23580 - Maintenance Trades Helper  
18.38  
23591 - Metrology Technician I  
22.00  
23592 - Metrology Technician II  
22.81  
23593 - Metrology Technician III  
23.52  
23640 - Millwright  
20.72



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23710 - Office Appliance Repairer  
18.11  
23760 - Painter, Maintenance  
21.65  
23790 - Pipefitter, Maintenance  
22.64  
23810 - Plumber, Maintenance  
21.90  
23820 - Pneudraulic Systems Mechanic  
22.00  
23850 - Rigger  
22.00  
23870 - Scale Mechanic  
20.50  
23890 - Sheet-Metal Worker, Maintenance  
21.81  
23910 - Small Engine Mechanic  
17.93  
23931 - Telecommunications Mechanic I  
20.97  
23932 - Telecommunications Mechanic II  
21.97  
23950 - Telephone Lineman  
22.00  
23960 - Welder, Combination, Maintenance  
19.17  
23965 - Well Driller  
22.00  
23970 - Woodcraft Worker  
22.00  
23980 - Woodworker  
18.73  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.09  
24570 - Child Care Attendant  
9.49  
24580 - Child Care Center Clerk  
13.02  
24610 - Chore Aide  
9.14  
24620 - Family Readiness And Support Services  
15.09  
Coordinator  
24630 - Homemaker  
15.09  
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  
17.95  
25210 - Water Treatment Plant Operator  
18.06  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
14.88  
27007 - Baggage Inspector  
12.34  
27008 - Corrections Officer  
19.33  
27010 - Court Security Officer  
20.99  
27030 - Detection Dog Handler  
13.81  
27040 - Detention Officer  
19.33  
27070 - Firefighter  
20.78  
27101 - Guard I  
12.34  
27102 - Guard II  
13.81  
27131 - Police Officer I  
19.80  
27132 - Police Officer II  
22.00  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
11.15  
28042 - Carnival Equipment Repairer  
11.64  
28043 - Carnival Worker  
9.54  
28210 - Gate Attendant/Gate Tender  
15.14  
28310 - Lifeguard  
13.74  
28350 - Park Attendant (Aide)  
16.94  
28510 - Recreation Aide/Health Facility Attendant  
12.60  
28515 - Recreation Specialist

20.98  
28630 - Sports Official  
13.49  
28690 - Swimming Pool Operator  
14.00  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
20.50  
29020 - Hatch Tender  
20.50  
29030 - Line Handler  
20.50  
29041 - Stevedore I  
19.55  
29042 - Stevedore II  
21.28  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
29.45  
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  
25.97  
30052 - Cryogenic Technician II  
28.68  
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  
15.07  
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

23.45  
30095 - Evidence Control Specialist

23.45  
30210 - Laboratory Technician

22.86  
30221 - Latent Fingerprint Technician I

25.97  
30222 - Latent Fingerprint Technician II

28.68  
30240 - Mathematical Technician

24.44  
30361 - Paralegal/Legal Assistant I

19.75  
30362 - Paralegal/Legal Assistant II

24.46  
30363 - Paralegal/Legal Assistant III

29.92  
30364 - Paralegal/Legal Assistant IV

36.20  
30375 - Petroleum Supply Specialist

28.68  
30390 - Photo-Optics Technician

24.44  
30395 - Radiation Control Technician

28.68  
30461 - Technical Writer I

24.44  
30462 - Technical Writer II

31.19  
30463 - Technical Writer III

37.52  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UX0) Sweep Personnel  
24.65  
30501 - Weather Forecaster I  
27.08  
30502 - Weather Forecaster II  
32.94  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
22.00  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.44  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
13.81  
31030 - Bus Driver  
16.59  
31043 - Driver Courier  
12.78  
31260 - Parking and Lot Attendant  
11.73  
31290 - Shuttle Bus Driver  
13.16  
31310 - Taxi Driver  
11.98  
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  
14.54  
99030 - Cashier  
9.25  
99050 - Desk Clerk  
9.85  
99095 - Embalmer  
24.65  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
11.21

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99252 - Laboratory Animal Caretaker II  
11.37  
99260 - Marketing Analyst  
26.24  
99310 - Mortician  
24.65  
99410 - Pest Controller  
18.63  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
14.69  
99711 - Recycling Specialist  
16.20  
99730 - Refuse Collector  
13.86  
99810 - Sales Clerk  
12.21  
99820 - School Crossing Guard  
11.95  
99830 - Survey Party Chief  
19.37  
99831 - Surveying Aide  
11.87  
99832 - Surveying Technician  
16.27  
99840 - Vending Machine Attendant  
18.02  
99841 - Vending Machine Repairer  
22.19  
99842 - Vending Machine Repairer Helper  
18.02

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

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with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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

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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



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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5213  
Revision No.: 8  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Armstrong, Carson, Oldham, Potter, Randall

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.58	
01012 - Accounting Clerk II	
15.25	
01013 - Accounting Clerk III	
17.06	
01020 - Administrative Assistant	
25.51	
01035 - Court Reporter	

- 17.77
  - 01041 - Customer Service Representative I
- 10.97
  - 01042 - Customer Service Representative II
- 12.35
  - 01043 - Customer Service Representative III
- 13.47
  - 01051 - Data Entry Operator I
- 15.07
  - 01052 - Data Entry Operator II
- 16.44
  - 01060 - Dispatcher, Motor Vehicle
- 18.03
  - 01070 - Document Preparation Clerk
- 14.52
  - 01090 - Duplicating Machine Operator
- 14.52
  - 01111 - General Clerk I
- 12.45
  - 01112 - General Clerk II
- 16.25
  - 01113 - General Clerk III
- 16.70
  - 01120 - Housing Referral Assistant
- 19.29
  - 01141 - Messenger Courier
- 11.00
  - 01191 - Order Clerk I
- 14.53
  - 01192 - Order Clerk II
- 16.54
  - 01261 - Personnel Assistant (Employment) I
- 15.21
  - 01262 - Personnel Assistant (Employment) II
- 17.32
  - 01263 - Personnel Assistant (Employment) III
- 18.97
  - 01270 - Production Control Clerk
- 21.48
  - 01290 - Rental Clerk
- 13.85
  - 01300 - Scheduler, Maintenance
- 15.46
  - 01311 - Secretary I
- 15.46
  - 01312 - Secretary II
- 17.77
  - 01313 - Secretary III

19.29  
01320 - Service Order Dispatcher  
16.09  
01410 - Supply Technician  
25.51  
01420 - Survey Worker  
15.43  
01460 - Switchboard Operator/Receptionist  
12.44  
01531 - Travel Clerk I  
11.80  
01532 - Travel Clerk II  
12.71  
01533 - Travel Clerk III  
13.54  
01611 - Word Processor I  
13.77  
01612 - Word Processor II  
15.46  
01613 - Word Processor III  
17.77  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
24.28  
05010 - Automotive Electrician  
21.64  
05040 - Automotive Glass Installer  
20.22  
05070 - Automotive Worker  
20.22  
05110 - Mobile Equipment Servicer  
17.43  
05130 - Motor Equipment Metal Mechanic  
23.14  
05160 - Motor Equipment Metal Worker  
20.22  
05190 - Motor Vehicle Mechanic  
23.14  
05220 - Motor Vehicle Mechanic Helper  
16.10  
05250 - Motor Vehicle Upholstery Worker  
18.77  
05280 - Motor Vehicle Wrecker  
20.22  
05310 - Painter, Automotive  
21.64  
05340 - Radiator Repair Specialist  
20.22



05370 - Tire Repairer  
12.90  
05400 - Transmission Repair Specialist  
23.14  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.74  
07041 - Cook I  
11.27  
07042 - Cook II  
13.07  
07070 - Dishwasher  
9.38  
07130 - Food Service Worker  
10.10  
07210 - Meat Cutter  
13.09  
07260 - Waiter/Waitress  
9.21  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
21.09  
09040 - Furniture Handler  
12.91  
09080 - Furniture Refinisher  
21.09  
09090 - Furniture Refinisher Helper  
15.69  
09110 - Furniture Repairer, Minor  
18.29  
09130 - Upholsterer  
21.09  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.91  
11060 - Elevator Operator  
10.91  
11090 - Gardener  
16.40  
11122 - Housekeeping Aide  
11.51  
11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
13.21  
11240 - Maid or Houseman  
9.49  
11260 - Pruner

11.80  
11270 - Tractor Operator  
16.04  
11330 - Trail Maintenance Worker  
13.21  
11360 - Window Cleaner  
12.80  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.32  
12011 - Breath Alcohol Technician  
20.30  
12012 - Certified Occupational Therapist Assistant  
29.41  
12015 - Certified Physical Therapist Assistant  
30.34  
12020 - Dental Assistant  
16.12  
12025 - Dental Hygienist  
39.47  
12030 - EKG Technician  
27.92  
12035 - Electroneurodiagnostic Technologist  
27.92  
12040 - Emergency Medical Technician  
18.32  
12071 - Licensed Practical Nurse I  
18.15  
12072 - Licensed Practical Nurse II  
20.30  
12073 - Licensed Practical Nurse III  
22.64  
12100 - Medical Assistant  
14.40  
12130 - Medical Laboratory Technician  
19.41  
12160 - Medical Record Clerk  
16.65  
12190 - Medical Record Technician  
19.75  
12195 - Medical Transcriptionist  
18.35  
12210 - Nuclear Medicine Technologist  
43.29  
12221 - Nursing Assistant I  
10.81  
12222 - Nursing Assistant II  
12.15

12223 - Nursing Assistant III  
13.26  
12224 - Nursing Assistant IV  
14.89  
12235 - Optical Dispenser  
15.40  
12236 - Optical Technician  
15.84  
12250 - Pharmacy Technician  
16.44  
12280 - Phlebotomist  
14.52  
12305 - Radiologic Technologist  
26.36  
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)  
25.12  
12320 - Substance Abuse Treatment Counselor  
24.37  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.72  
13012 - Exhibits Specialist II  
24.43  
13013 - Exhibits Specialist III  
29.88  
13041 - Illustrator I  
19.72  
13042 - Illustrator II  
24.43  
13043 - Illustrator III  
29.88  
13047 - Librarian  
27.06  
13050 - Library Aide/Clerk  
11.83  
13054 - Library Information Technology Systems

- 24.43  
Administrator
- 13058 - Library Technician
- 14.76  
13061 - Media Specialist I
- 17.63  
13062 - Media Specialist II
- 19.72  
13063 - Media Specialist III
- 21.99  
13071 - Photographer I
- 17.63  
13072 - Photographer II
- 19.72  
13073 - Photographer III
- 24.43  
13074 - Photographer IV
- 29.88  
13075 - Photographer V
- 36.16  
13090 - Technical Order Library Clerk
- 15.12  
13110 - Video Teleconference Technician
- 17.63  
14000 - Information Technology Occupations
- 14041 - Computer Operator I
- 15.49  
14042 - Computer Operator II
- 17.34  
14043 - Computer Operator III
- 19.48  
14044 - Computer Operator IV
- 21.63  
14045 - Computer Operator V
- 23.96  
14071 - Computer Programmer I (see 1)
- 25.49  
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  
15.49  
14160 - Personal Computer Support Technician  
21.63  
14170 - System Support Specialist  
25.59  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
29.15  
15020 - Aircrew Training Devices Instructor (Rated)  
35.26  
15030 - Air Crew Training Devices Instructor (Pilot)  
42.26  
15050 - Computer Based Training Specialist / Instructor  
29.15  
15060 - Educational Technologist  
28.39  
15070 - Flight Instructor (Pilot)  
42.26  
15080 - Graphic Artist  
19.64  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
42.26  
15086 - Maintenance Test Pilot, Rotary Wing  
42.26  
15088 - Non-Maintenance Test/Co-Pilot  
42.26  
15090 - Technical Instructor  
19.98  
15095 - Technical Instructor/Course Developer  
24.45  
15110 - Test Proctor  
17.77  
15120 - Tutor  
17.77  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.25  
16030 - Counter Attendant  
9.25  
16040 - Dry Cleaner  
10.67  
16070 - Finisher, Flatwork, Machine  
9.25  
16090 - Presser, Hand  
9.25  
16110 - Presser, Machine, Drycleaning

9.25  
16130 - Presser, Machine, Shirts

9.25  
16160 - Presser, Machine, Wearing Apparel, Laundry

9.25  
16190 - Sewing Machine Operator

11.13  
16220 - Tailor

11.67  
16250 - Washer, Machine

9.80  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)

21.44  
19040 - Tool And Die Maker

27.14  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator

16.64  
21030 - Material Coordinator

21.48  
21040 - Material Expediter

21.48  
21050 - Material Handling Laborer

12.82  
21071 - Order Filler

12.06  
21080 - Production Line Worker (Food Processing)

16.64  
21110 - Shipping Packer

15.28  
21130 - Shipping/Receiving Clerk

15.28  
21140 - Store Worker I

10.48  
21150 - Stock Clerk

14.42  
21210 - Tools And Parts Attendant

16.64  
21410 - Warehouse Specialist

16.64  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder

33.44  
23019 - Aircraft Logs and Records Technician

24.92  
23021 - Aircraft Mechanic I

31.56

23022 - Aircraft Mechanic II  
 33.44  
 23023 - Aircraft Mechanic III  
 35.31  
 23040 - Aircraft Mechanic Helper  
 22.24  
 23050 - Aircraft, Painter  
 28.72  
 23060 - Aircraft Servicer  
 24.92  
 23070 - Aircraft Survival Flight Equipment Technician  
 28.72  
 23080 - Aircraft Worker  
 26.71  
 23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
 26.71  
 I  
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
 31.56  
 II  
 23110 - Appliance Mechanic  
 21.44  
 23120 - Bicycle Repairer  
 17.27  
 23125 - Cable Splicer  
 25.40  
 23130 - Carpenter, Maintenance  
 20.40  
 23140 - Carpet Layer  
 20.03  
 23160 - Electrician, Maintenance  
 27.94  
 23181 - Electronics Technician Maintenance I  
 22.59  
 23182 - Electronics Technician Maintenance II  
 24.19  
 23183 - Electronics Technician Maintenance III  
 25.86  
 23260 - Fabric Worker  
 18.60  
 23290 - Fire Alarm System Mechanic  
 20.95  
 23310 - Fire Extinguisher Repairer  
 17.27  
 23311 - Fuel Distribution System Mechanic  
 21.05  
 23312 - Fuel Distribution System Operator  
 16.56

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23370 - General Maintenance Worker  
17.73  
23380 - Ground Support Equipment Mechanic  
31.56  
23381 - Ground Support Equipment Servicer  
24.92  
23382 - Ground Support Equipment Worker  
26.71  
23391 - Gunsmith I  
17.27  
23392 - Gunsmith II  
20.03  
23393 - Gunsmith III  
22.92  
23410 - Heating, Ventilation And Air-Conditioning  
23.99  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
25.51  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.04  
23440 - Heavy Equipment Operator  
19.24  
23460 - Instrument Mechanic  
22.92  
23465 - Laboratory/Shelter Mechanic  
21.44  
23470 - Laborer  
12.82  
23510 - Locksmith  
18.66  
23530 - Machinery Maintenance Mechanic  
23.32  
23550 - Machinist, Maintenance  
23.74  
23580 - Maintenance Trades Helper  
14.20  
23591 - Metrology Technician I  
22.92  
23592 - Metrology Technician II  
24.38  
23593 - Metrology Technician III  
25.78  
23640 - Millwright  
22.92  
23710 - Office Appliance Repairer  
18.66



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23760 - Painter, Maintenance  
16.96  
23790 - Pipefitter, Maintenance  
21.54  
23810 - Plumber, Maintenance  
20.23  
23820 - Pneudraulic Systems Mechanic  
22.92  
23850 - Rigger  
22.92  
23870 - Scale Mechanic  
20.03  
23890 - Sheet-Metal Worker, Maintenance  
28.17  
23910 - Small Engine Mechanic  
19.16  
23931 - Telecommunications Mechanic I  
24.91  
23932 - Telecommunications Mechanic II  
26.49  
23950 - Telephone Lineman  
23.45  
23960 - Welder, Combination, Maintenance  
19.24  
23965 - Well Driller  
22.92  
23970 - Woodcraft Worker  
22.92  
23980 - Woodworker  
17.27  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.93  
24570 - Child Care Attendant  
9.07  
24580 - Child Care Center Clerk  
12.97  
24610 - Chore Aide  
9.08  
24620 - Family Readiness And Support Services  
14.37  
Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.92  
25040 - Sewage Plant Operator

17.40  
25070 - Stationary Engineer  
22.92  
25190 - Ventilation Equipment Tender  
15.95  
25210 - Water Treatment Plant Operator  
17.40  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
18.09  
27007 - Baggage Inspector  
16.74  
27008 - Corrections Officer  
21.86  
27010 - Court Security Officer  
25.77  
27030 - Detection Dog Handler  
20.94  
27040 - Detention Officer  
21.86  
27070 - Firefighter  
26.73  
27101 - Guard I  
16.74  
27102 - Guard II  
20.94  
27131 - Police Officer I  
29.45  
27132 - Police Officer II  
32.71  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.55  
28042 - Carnival Equipment Repairer  
13.59  
28043 - Carnival Worker  
9.23  
28210 - Gate Attendant/Gate Tender  
16.26  
28310 - Lifeguard  
11.34  
28350 - Park Attendant (Aide)  
18.19  
28510 - Recreation Aide/Health Facility Attendant  
13.28  
28515 - Recreation Specialist  
20.23  
28630 - Sports Official

14.49  
28690 - Swimming Pool Operator

15.76  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

20.59  
29020 - Hatch Tender

20.59  
29030 - Line Handler

20.59  
29041 - Stevedore I

19.12  
29042 - Stevedore II

22.04  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

29.45  
30021 - Archeological Technician I

16.44  
30022 - Archeological Technician II

18.22  
30023 - Archeological Technician III

22.79  
30030 - Cartographic Technician

22.79  
30040 - Civil Engineering Technician

21.39  
30051 - Cryogenic Technician I

25.24  
30052 - Cryogenic Technician II

27.87  
30061 - Drafter/CAD Operator I

16.44  
30062 - Drafter/CAD Operator II

18.22  
30063 - Drafter/CAD Operator III

20.71  
30064 - Drafter/CAD Operator IV

25.24  
30081 - Engineering Technician I

15.39  
30082 - Engineering Technician II

17.29  
30083 - Engineering Technician III

19.34  
30084 - Engineering Technician IV

23.95  
30085 - Engineering Technician V

29.30  
30086 - Engineering Technician VI

35.45  
30090 - Environmental Technician

22.79  
30095 - Evidence Control Specialist

22.79  
30210 - Laboratory Technician

21.38  
30221 - Latent Fingerprint Technician I

25.24  
30222 - Latent Fingerprint Technician II

27.87  
30240 - Mathematical Technician

22.79  
30361 - Paralegal/Legal Assistant I

18.68  
30362 - Paralegal/Legal Assistant II

23.14  
30363 - Paralegal/Legal Assistant III

28.31  
30364 - Paralegal/Legal Assistant IV

34.24  
30375 - Petroleum Supply Specialist

27.87  
30390 - Photo-Optics Technician

22.58  
30395 - Radiation Control Technician

27.87  
30461 - Technical Writer I

23.80  
30462 - Technical Writer II

29.10  
30463 - Technical Writer III

35.21  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I

25.24  
30502 - Weather Forecaster II

30.70  
30620 - Weather Observer, Combined Upper Air Or (see 2)

20.71  
Surface Programs  
30621 - Weather Observer, Senior (see 2)

22.79  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot

29.82  
31020 - Bus Aide

13.21  
31030 - Bus Driver

18.76  
31043 - Driver Courier

13.41  
31260 - Parking and Lot Attendant

10.87  
31290 - Shuttle Bus Driver

14.50  
31310 - Taxi Driver

12.85  
31361 - Truckdriver, Light

14.50  
31362 - Truckdriver, Medium

16.14  
31363 - Truckdriver, Heavy

21.01  
31364 - Truckdriver, Tractor-Trailer

21.01  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist

14.54  
99030 - Cashier

9.93  
99050 - Desk Clerk

11.45  
99095 - Embalmer

24.65  
99130 - Flight Follower

24.65  
99251 - Laboratory Animal Caretaker I

12.53  
99252 - Laboratory Animal Caretaker II

13.56

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99260 - Marketing Analyst  
30.09  
99310 - Mortician  
24.65  
99410 - Pest Controller  
18.46  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
18.34  
99711 - Recycling Specialist  
22.28  
99730 - Refuse Collector  
16.38  
99810 - Sales Clerk  
11.55  
99820 - School Crossing Guard  
10.62  
99830 - Survey Party Chief  
19.04  
99831 - Surveying Aide  
13.26  
99832 - Surveying Technician  
18.18  
99840 - Vending Machine Attendant  
13.86  
99841 - Vending Machine Repairer  
17.38  
99842 - Vending Machine Repairer Helper  
13.86

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5219  
Revision No.: 9  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Cameron

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
12.66	
01012 - Accounting Clerk II	
14.22	
01013 - Accounting Clerk III	
15.91	
01020 - Administrative Assistant	
22.67	
01035 - Court Reporter	

- 15.03
  - 01041 - Customer Service Representative I
- 9.75
  - 01042 - Customer Service Representative II
- 10.97
  - 01043 - Customer Service Representative III
- 11.97
  - 01051 - Data Entry Operator I
- 11.45
  - 01052 - Data Entry Operator II
- 12.49
  - 01060 - Dispatcher, Motor Vehicle
- 16.17
  - 01070 - Document Preparation Clerk
- 10.99
  - 01090 - Duplicating Machine Operator
- 10.99
  - 01111 - General Clerk I
- 11.71
  - 01112 - General Clerk II
- 12.78
  - 01113 - General Clerk III
- 14.35
  - 01120 - Housing Referral Assistant
- 16.69
  - 01141 - Messenger Courier
- 11.31
  - 01191 - Order Clerk I
- 12.91
  - 01192 - Order Clerk II
- 14.10
  - 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
- 16.47
  - 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

14.45  
01410 - Supply Technician

22.67  
01420 - Survey Worker

17.16  
01460 - Switchboard Operator/Receptionist

10.62  
01531 - Travel Clerk I

11.32  
01532 - Travel Clerk II

12.46  
01533 - Travel Clerk III

13.37  
01611 - Word Processor I

10.99  
01612 - Word Processor II

12.90  
01613 - Word Processor III

14.48  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass

16.09  
05010 - Automotive Electrician

15.35  
05040 - Automotive Glass Installer

14.59  
05070 - Automotive Worker

14.59  
05110 - Mobile Equipment Servicer

13.04  
05130 - Motor Equipment Metal Mechanic

16.04  
05160 - Motor Equipment Metal Worker

14.59  
05190 - Motor Vehicle Mechanic

16.04  
05220 - Motor Vehicle Mechanic Helper

12.21  
05250 - Motor Vehicle Upholstery Worker

13.79  
05280 - Motor Vehicle Wrecker

14.59  
05310 - Painter, Automotive

15.35  
05340 - Radiator Repair Specialist

14.59



05370 - Tire Repairer  
13.04  
05400 - Transmission Repair Specialist  
16.04  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
9.64  
07041 - Cook I  
10.40  
07042 - Cook II  
11.63  
07070 - Dishwasher  
9.17  
07130 - Food Service Worker  
10.34  
07210 - Meat Cutter  
12.09  
07260 - Waiter/Waitress  
9.08  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
15.96  
09040 - Furniture Handler  
10.99  
09080 - Furniture Refinisher  
15.96  
09090 - Furniture Refinisher Helper  
12.36  
09110 - Furniture Repairer, Minor  
14.26  
09130 - Upholsterer  
15.96  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
9.88  
11060 - Elevator Operator  
9.88  
11090 - Gardener  
13.38  
11122 - Housekeeping Aide  
10.27  
11150 - Janitor  
10.27  
11210 - Laborer, Grounds Maintenance  
10.56  
11240 - Maid or Houseman  
9.00  
11260 - Pruner

9.49  
11270 - Tractor Operator  
12.53  
11330 - Trail Maintenance Worker  
10.56  
11360 - Window Cleaner  
11.48  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.50  
12011 - Breath Alcohol Technician  
19.75  
12012 - Certified Occupational Therapist Assistant  
32.38  
12015 - Certified Physical Therapist Assistant  
33.01  
12020 - Dental Assistant  
15.99  
12025 - Dental Hygienist  
30.90  
12030 - EKG Technician  
24.64  
12035 - Electroneurodiagnostic Technologist  
24.64  
12040 - Emergency Medical Technician  
16.50  
12071 - Licensed Practical Nurse I  
17.65  
12072 - Licensed Practical Nurse II  
19.75  
12073 - Licensed Practical Nurse III  
22.01  
12100 - Medical Assistant  
11.22  
12130 - Medical Laboratory Technician  
17.94  
12160 - Medical Record Clerk  
13.58  
12190 - Medical Record Technician  
15.19  
12195 - Medical Transcriptionist  
17.65  
12210 - Nuclear Medicine Technologist  
43.39  
12221 - Nursing Assistant I  
11.21  
12222 - Nursing Assistant II  
12.60

12223 - Nursing Assistant III  
13.75  
12224 - Nursing Assistant IV  
15.43  
12235 - Optical Dispenser  
15.79  
12236 - Optical Technician  
25.52  
12250 - Pharmacy Technician  
16.26  
12280 - Phlebotomist  
12.46  
12305 - Radiologic Technologist  
25.67  
12311 - Registered Nurse I  
25.88  
12312 - Registered Nurse II  
31.68  
12313 - Registered Nurse II, Specialist  
31.68  
12314 - Registered Nurse III  
38.30  
12315 - Registered Nurse III, Anesthetist  
38.30  
12316 - Registered Nurse IV  
45.94  
12317 - Scheduler (Drug and Alcohol Testing)  
24.46  
12320 - Substance Abuse Treatment Counselor  
23.29  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
21.02  
13012 - Exhibits Specialist II  
26.03  
13013 - Exhibits Specialist III  
31.84  
13041 - Illustrator I  
21.02  
13042 - Illustrator II  
26.03  
13043 - Illustrator III  
31.84  
13047 - Librarian  
28.83  
13050 - Library Aide/Clerk  
18.30  
13054 - Library Information Technology Systems

26.03

Administrator

13058 - Library Technician

13.22

13061 - Media Specialist I

18.78

13062 - Media Specialist II

21.02

13063 - Media Specialist III

23.43

13071 - Photographer I

18.78

13072 - Photographer II

21.02

13073 - Photographer III

26.03

13074 - Photographer IV

31.81

13075 - Photographer V

38.52

13090 - Technical Order Library Clerk

15.49

13110 - Video Teleconference Technician

18.76

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)

19.35

14072 - Computer Programmer II (see 1)

23.97

14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

26.65

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  
22.39  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
26.65  
15020 - Aircrew Training Devices Instructor (Rated)  
32.24  
15030 - Air Crew Training Devices Instructor (Pilot)  
38.64  
15050 - Computer Based Training Specialist / Instructor  
26.65  
15060 - Educational Technologist  
30.36  
15070 - Flight Instructor (Pilot)  
38.64  
15080 - Graphic Artist  
17.26  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
38.64  
15086 - Maintenance Test Pilot, Rotary Wing  
38.64  
15088 - Non-Maintenance Test/Co-Pilot  
38.64  
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  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.62  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.16  
16220 - Tailor  
11.75  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
17.63  
19040 - Tool And Die Maker  
20.86  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
12.89  
21030 - Material Coordinator  
17.20  
21040 - Material Expediter  
17.20  
21050 - Material Handling Laborer  
10.56  
21071 - Order Filler  
11.77  
21080 - Production Line Worker (Food Processing)  
12.89  
21110 - Shipping Packer  
11.78  
21130 - Shipping/Receiving Clerk  
11.78  
21140 - Store Worker I  
14.68  
21150 - Stock Clerk  
19.99  
21210 - Tools And Parts Attendant  
12.89  
21410 - Warehouse Specialist  
12.89  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
19.21  
23019 - Aircraft Logs and Records Technician  
15.85  
23021 - Aircraft Mechanic I  
18.43

23022 - Aircraft Mechanic II  
19.21  
23023 - Aircraft Mechanic III  
20.02  
23040 - Aircraft Mechanic Helper  
14.03  
23050 - Aircraft, Painter  
17.63  
23060 - Aircraft Servicer  
15.85  
23070 - Aircraft Survival Flight Equipment Technician  
17.63  
23080 - Aircraft Worker  
16.76  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
16.76  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
18.43  
II  
23110 - Appliance Mechanic  
15.59  
23120 - Bicycle Repairer  
13.76  
23125 - Cable Splicer  
23.97  
23130 - Carpenter, Maintenance  
15.74  
23140 - Carpet Layer  
16.76  
23160 - Electrician, Maintenance  
17.09  
23181 - Electronics Technician Maintenance I  
18.52  
23182 - Electronics Technician Maintenance II  
20.78  
23183 - Electronics Technician Maintenance III  
21.73  
23260 - Fabric Worker  
15.85  
23290 - Fire Alarm System Mechanic  
18.43  
23310 - Fire Extinguisher Repairer  
14.98  
23311 - Fuel Distribution System Mechanic  
17.39  
23312 - Fuel Distribution System Operator  
13.31

23370 - General Maintenance Worker  
11.71  
23380 - Ground Support Equipment Mechanic  
18.43  
23381 - Ground Support Equipment Servicer  
15.85  
23382 - Ground Support Equipment Worker  
16.76  
23391 - Gunsmith I  
14.98  
23392 - Gunsmith II  
16.76  
23393 - Gunsmith III  
18.43  
23410 - Heating, Ventilation And Air-Conditioning  
14.92  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
15.68  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
19.12  
23440 - Heavy Equipment Operator  
14.08  
23460 - Instrument Mechanic  
18.43  
23465 - Laboratory/Shelter Mechanic  
17.63  
23470 - Laborer  
10.56  
23510 - Locksmith  
17.41  
23530 - Machinery Maintenance Mechanic  
18.87  
23550 - Machinist, Maintenance  
16.73  
23580 - Maintenance Trades Helper  
11.18  
23591 - Metrology Technician I  
18.43  
23592 - Metrology Technician II  
19.21  
23593 - Metrology Technician III  
20.02  
23640 - Millwright  
18.43  
23710 - Office Appliance Repairer  
17.41



23760 - Painter, Maintenance  
13.42  
23790 - Pipefitter, Maintenance  
15.18  
23810 - Plumber, Maintenance  
14.52  
23820 - Pneudraulic Systems Mechanic  
18.43  
23850 - Rigger  
18.43  
23870 - Scale Mechanic  
16.76  
23890 - Sheet-Metal Worker, Maintenance  
13.64  
23910 - Small Engine Mechanic  
16.76  
23931 - Telecommunications Mechanic I  
21.82  
23932 - Telecommunications Mechanic II  
22.91  
23950 - Telephone Lineman  
20.17  
23960 - Welder, Combination, Maintenance  
14.63  
23965 - Well Driller  
18.43  
23970 - Woodcraft Worker  
18.43  
23980 - Woodworker  
14.80  
24000 - Personal Needs Occupations  
24550 - Case Manager  
12.43  
24570 - Child Care Attendant  
9.08  
24580 - Child Care Center Clerk  
11.33  
24610 - Chore Aide  
9.89  
24620 - Family Readiness And Support Services  
12.43  
Coordinator  
24630 - Homemaker  
12.43  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
18.43  
25040 - Sewage Plant Operator

15.72  
25070 - Stationary Engineer

18.43  
25190 - Ventilation Equipment Tender

14.03  
25210 - Water Treatment Plant Operator

15.72  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

13.70  
27007 - Baggage Inspector

11.71  
27008 - Corrections Officer

14.94  
27010 - Court Security Officer

21.00  
27030 - Detection Dog Handler

14.63  
27040 - Detention Officer

14.94  
27070 - Firefighter

23.40  
27101 - Guard I

11.71  
27102 - Guard II

14.63  
27131 - Police Officer I

22.19  
27132 - Police Officer II

24.66  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

11.92  
28042 - Carnival Equipment Repairer

12.73  
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

10.13  
28515 - Recreation Specialist

17.20  
28630 - Sports Official

- 11.34
  - 28690 - Swimming Pool Operator
- 14.40
- 29000 - Stevedoring/Longshoremen Occupational Services
  - 29010 - Blocker And Bracer
- 16.72
  - 29020 - Hatch Tender
- 16.72
  - 29030 - Line Handler
- 16.72
  - 29041 - Stevedore I
- 16.24
  - 29042 - Stevedore II
- 18.25
- 30000 - Technical Occupations
  - 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
- 38.78
  - 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
- 26.74
  - 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
- 29.45
  - 30021 - Archeological Technician I
- 16.18
  - 30022 - Archeological Technician II
- 18.11
  - 30023 - Archeological Technician III
- 22.43
  - 30030 - Cartographic Technician
- 22.43
  - 30040 - Civil Engineering Technician
- 18.89
  - 30051 - Cryogenic Technician I
- 24.84
  - 30052 - Cryogenic Technician II
- 27.44
  - 30061 - Drafter/CAD Operator I
- 16.18
  - 30062 - Drafter/CAD Operator II
- 18.11
  - 30063 - Drafter/CAD Operator III
- 20.18
  - 30064 - Drafter/CAD Operator IV
- 24.84
  - 30081 - Engineering Technician I
- 14.41
  - 30082 - Engineering Technician II
- 16.18
  - 30083 - Engineering Technician III

18.11  
30084 - Engineering Technician IV  
22.43  
30085 - Engineering Technician V  
27.44  
30086 - Engineering Technician VI  
33.19  
30090 - Environmental Technician  
22.43  
30095 - Evidence Control Specialist  
22.43  
30210 - Laboratory Technician  
20.18  
30221 - Latent Fingerprint Technician I  
24.84  
30222 - Latent Fingerprint Technician II  
27.44  
30240 - Mathematical Technician  
22.43  
30361 - Paralegal/Legal Assistant I  
18.32  
30362 - Paralegal/Legal Assistant II  
22.37  
30363 - Paralegal/Legal Assistant III  
27.37  
30364 - Paralegal/Legal Assistant IV  
33.11  
30375 - Petroleum Supply Specialist  
27.44  
30390 - Photo-Optics Technician  
18.91  
30395 - Radiation Control Technician  
27.44  
30461 - Technical Writer I  
22.43  
30462 - Technical Writer II  
27.44  
30463 - Technical Writer III  
33.19  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 24.84  
   30502 - Weather Forecaster II  
 30.21  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 20.18  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 22.43  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 11.76  
   31030 - Bus Driver  
 15.99  
   31043 - Driver Courier  
 10.53  
   31260 - Parking and Lot Attendant  
 10.69  
   31290 - Shuttle Bus Driver  
 11.25  
   31310 - Taxi Driver  
 10.14  
   31361 - Truckdriver, Light  
 11.25  
   31362 - Truckdriver, Medium  
 12.07  
   31363 - Truckdriver, Heavy  
 18.35  
   31364 - Truckdriver, Tractor-Trailer  
 18.35  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 9.99  
   99050 - Desk Clerk  
 9.01  
   99095 - Embalmer  
 27.16  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 20.08  
   99252 - Laboratory Animal Caretaker II  
 21.07

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99260 - Marketing Analyst  
28.01  
99310 - Mortician  
27.16  
99410 - Pest Controller  
13.33  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
16.90  
99711 - Recycling Specialist  
20.19  
99730 - Refuse Collector  
16.10  
99810 - Sales Clerk  
10.73  
99820 - School Crossing Guard  
15.13  
99830 - Survey Party Chief  
18.99  
99831 - Surveying Aide  
12.91  
99832 - Surveying Technician  
15.88  
99840 - Vending Machine Attendant  
12.95  
99841 - Vending Machine Repairer  
14.69  
99842 - Vending Machine Repairer Helper  
12.95

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5225  
Revision No.: 8  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Aransas, Nueces, San Patricio

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.44	
01012 - Accounting Clerk II	
16.21	
01013 - Accounting Clerk III	
18.14	
01020 - Administrative Assistant	
24.38	
01035 - Court Reporter	

- 17.77
  - 01041 - Customer Service Representative I
- 10.95
  - 01042 - Customer Service Representative II
- 12.31
  - 01043 - Customer Service Representative III
- 13.43
  - 01051 - Data Entry Operator I
- 13.00
  - 01052 - Data Entry Operator II
- 14.18
  - 01060 - Dispatcher, Motor Vehicle
- 17.98
  - 01070 - Document Preparation Clerk
- 14.28
  - 01090 - Duplicating Machine Operator
- 14.28
  - 01111 - General Clerk I
- 12.97
  - 01112 - General Clerk II
- 14.15
  - 01113 - General Clerk III
- 15.89
  - 01120 - Housing Referral Assistant
- 19.80
  - 01141 - Messenger Courier
- 13.49
  - 01191 - Order Clerk I
- 13.67
  - 01192 - Order Clerk II
- 14.91
  - 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
- 26.95
  - 01290 - Rental Clerk
- 13.27
  - 01300 - Scheduler, Maintenance
- 15.88
  - 01311 - Secretary I
- 15.88
  - 01312 - Secretary II
- 17.77
  - 01313 - Secretary III

19.80  
01320 - Service Order Dispatcher  
16.07  
01410 - Supply Technician  
24.38  
01420 - Survey Worker  
16.17  
01460 - Switchboard Operator/Receptionist  
13.04  
01531 - Travel Clerk I  
11.32  
01532 - Travel Clerk II  
12.46  
01533 - Travel Clerk III  
13.37  
01611 - Word Processor I  
14.14  
01612 - Word Processor II  
15.88  
01613 - Word Processor III  
17.77  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
20.06  
05010 - Automotive Electrician  
19.98  
05040 - Automotive Glass Installer  
19.00  
05070 - Automotive Worker  
19.00  
05110 - Mobile Equipment Servicer  
16.99  
05130 - Motor Equipment Metal Mechanic  
20.89  
05160 - Motor Equipment Metal Worker  
19.00  
05190 - Motor Vehicle Mechanic  
20.89  
05220 - Motor Vehicle Mechanic Helper  
15.91  
05250 - Motor Vehicle Upholstery Worker  
17.97  
05280 - Motor Vehicle Wrecker  
19.00  
05310 - Painter, Automotive  
19.98  
05340 - Radiator Repair Specialist  
19.00



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05370 - Tire Repairer  
16.25  
05400 - Transmission Repair Specialist  
20.89  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.01  
07041 - Cook I  
11.44  
07042 - Cook II  
12.80  
07070 - Dishwasher  
10.70  
07130 - Food Service Worker  
12.53  
07210 - Meat Cutter  
12.89  
07260 - Waiter/Waitress  
9.04  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
18.60  
09040 - Furniture Handler  
13.82  
09080 - Furniture Refinisher  
18.60  
09090 - Furniture Refinisher Helper  
15.20  
09110 - Furniture Repairer, Minor  
16.78  
09130 - Upholsterer  
19.45  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
12.25  
11060 - Elevator Operator  
11.32  
11090 - Gardener  
15.51  
11122 - Housekeeping Aide  
11.32  
11150 - Janitor  
11.32  
11210 - Laborer, Grounds Maintenance  
12.24  
11240 - Maid or Houseman  
9.04  
11260 - Pruner

10.95  
11270 - Tractor Operator  
14.53  
11330 - Trail Maintenance Worker  
12.24  
11360 - Window Cleaner  
12.65  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.80  
12011 - Breath Alcohol Technician  
19.24  
12012 - Certified Occupational Therapist Assistant  
34.14  
12015 - Certified Physical Therapist Assistant  
30.80  
12020 - Dental Assistant  
18.33  
12025 - Dental Hygienist  
35.67  
12030 - EKG Technician  
30.21  
12035 - Electroneurodiagnostic Technologist  
30.21  
12040 - Emergency Medical Technician  
17.80  
12071 - Licensed Practical Nurse I  
17.82  
12072 - Licensed Practical Nurse II  
19.94  
12073 - Licensed Practical Nurse III  
22.22  
12100 - Medical Assistant  
13.36  
12130 - Medical Laboratory Technician  
20.06  
12160 - Medical Record Clerk  
14.35  
12190 - Medical Record Technician  
16.14  
12195 - Medical Transcriptionist  
18.66  
12210 - Nuclear Medicine Technologist  
31.89  
12221 - Nursing Assistant I  
10.85  
12222 - Nursing Assistant II  
12.23

12223 - Nursing Assistant III  
13.34  
12224 - Nursing Assistant IV  
14.98  
12235 - Optical Dispenser  
14.65  
12236 - Optical Technician  
16.49  
12250 - Pharmacy Technician  
15.95  
12280 - Phlebotomist  
15.91  
12305 - Radiologic Technologist  
26.62  
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)  
23.83  
12320 - Substance Abuse Treatment Counselor  
20.95  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
22.62  
13012 - Exhibits Specialist II  
27.71  
13013 - Exhibits Specialist III  
33.89  
13041 - Illustrator I  
22.62  
13042 - Illustrator II  
27.71  
13043 - Illustrator III  
33.89  
13047 - Librarian  
30.86  
13050 - Library Aide/Clerk  
11.23  
13054 - Library Information Technology Systems

27.85  
 Administrator  
 13058 - Library Technician

13.76  
 13061 - Media Specialist I

20.10  
 13062 - Media Specialist II

22.50  
 13063 - Media Specialist III

25.07  
 13071 - Photographer I

14.30  
 13072 - Photographer II

16.43  
 13073 - Photographer III

19.82  
 13074 - Photographer IV

24.24  
 13075 - Photographer V

29.33  
 13090 - Technical Order Library Clerk

15.74  
 13110 - Video Teleconference Technician

17.01  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I

15.42  
 14042 - Computer Operator II

17.25  
 14043 - Computer Operator III

19.22  
 14044 - Computer Operator IV

21.36  
 14045 - Computer Operator V

23.66  
 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)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator  
15.42  
14160 - Personal Computer Support Technician  
21.36  
14170 - System Support Specialist  
27.14  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
29.22  
15020 - Aircrew Training Devices Instructor (Rated)  
35.34  
15030 - Air Crew Training Devices Instructor (Pilot)  
42.36  
15050 - Computer Based Training Specialist / Instructor  
29.22  
15060 - Educational Technologist  
32.77  
15070 - Flight Instructor (Pilot)  
42.36  
15080 - Graphic Artist  
20.98  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
42.14  
15086 - Maintenance Test Pilot, Rotary Wing  
42.14  
15088 - Non-Maintenance Test/Co-Pilot  
42.14  
15090 - Technical Instructor  
21.14  
15095 - Technical Instructor/Course Developer  
25.86  
15110 - Test Proctor  
17.07  
15120 - Tutor  
17.07  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.62  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.16  
16220 - Tailor  
11.75  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
24.07  
19040 - Tool And Die Maker  
28.49  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.07  
21030 - Material Coordinator  
26.95  
21040 - Material Expediter  
26.95  
21050 - Material Handling Laborer  
11.89  
21071 - Order Filler  
12.63  
21080 - Production Line Worker (Food Processing)  
15.07  
21110 - Shipping Packer  
15.73  
21130 - Shipping/Receiving Clerk  
15.73  
21140 - Store Worker I  
14.68  
21150 - Stock Clerk  
20.03  
21210 - Tools And Parts Attendant  
15.07  
21410 - Warehouse Specialist  
15.07  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
31.72  
23019 - Aircraft Logs and Records Technician  
26.16  
23021 - Aircraft Mechanic I  
30.42

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23022 - Aircraft Mechanic II  
31.72  
23023 - Aircraft Mechanic III  
33.05  
23040 - Aircraft Mechanic Helper  
23.16  
23050 - Aircraft, Painter  
27.17  
23060 - Aircraft Servicer  
26.16  
23070 - Aircraft Survival Flight Equipment Technician  
27.17  
23080 - Aircraft Worker  
27.67  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
27.67  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
30.42  
II  
23110 - Appliance Mechanic  
24.07  
23120 - Bicycle Repairer  
19.56  
23125 - Cable Splicer  
30.71  
23130 - Carpenter, Maintenance  
18.82  
23140 - Carpet Layer  
22.89  
23160 - Electrician, Maintenance  
24.89  
23181 - Electronics Technician Maintenance I  
29.75  
23182 - Electronics Technician Maintenance II  
31.29  
23183 - Electronics Technician Maintenance III  
32.72  
23260 - Fabric Worker  
21.65  
23290 - Fire Alarm System Mechanic  
21.09  
23310 - Fire Extinguisher Repairer  
20.46  
23311 - Fuel Distribution System Mechanic  
25.47  
23312 - Fuel Distribution System Operator  
20.71

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23370 - General Maintenance Worker  
15.29  
23380 - Ground Support Equipment Mechanic  
30.42  
23381 - Ground Support Equipment Servicer  
26.16  
23382 - Ground Support Equipment Worker  
27.67  
23391 - Gunsmith I  
20.46  
23392 - Gunsmith II  
22.89  
23393 - Gunsmith III  
25.17  
23410 - Heating, Ventilation And Air-Conditioning  
21.05  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.94  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.26  
23440 - Heavy Equipment Operator  
20.55  
23460 - Instrument Mechanic  
25.17  
23465 - Laboratory/Shelter Mechanic  
24.07  
23470 - Laborer  
12.71  
23510 - Locksmith  
24.07  
23530 - Machinery Maintenance Mechanic  
26.41  
23550 - Machinist, Maintenance  
27.91  
23580 - Maintenance Trades Helper  
14.54  
23591 - Metrology Technician I  
25.17  
23592 - Metrology Technician II  
26.24  
23593 - Metrology Technician III  
27.34  
23640 - Millwright  
21.73  
23710 - Office Appliance Repairer  
19.13



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23760 - Painter, Maintenance  
20.81  
23790 - Pipefitter, Maintenance  
25.29  
23810 - Plumber, Maintenance  
24.19  
23820 - Pneudraulic Systems Mechanic  
25.17  
23850 - Rigger  
22.77  
23870 - Scale Mechanic  
22.89  
23890 - Sheet-Metal Worker, Maintenance  
30.60  
23910 - Small Engine Mechanic  
20.12  
23931 - Telecommunications Mechanic I  
22.71  
23932 - Telecommunications Mechanic II  
23.68  
23950 - Telephone Lineman  
31.09  
23960 - Welder, Combination, Maintenance  
23.31  
23965 - Well Driller  
25.17  
23970 - Woodcraft Worker  
25.17  
23980 - Woodworker  
20.46  
24000 - Personal Needs Occupations  
24550 - Case Manager  
17.35  
24570 - Child Care Attendant  
9.43  
24580 - Child Care Center Clerk  
11.76  
24610 - Chore Aide  
9.08  
24620 - Family Readiness And Support Services  
17.35  
Coordinator  
24630 - Homemaker  
17.35  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
25.17  
25040 - Sewage Plant Operator

18.48  
25070 - Stationary Engineer  
25.17  
25190 - Ventilation Equipment Tender  
19.16  
25210 - Water Treatment Plant Operator  
18.48  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.70  
27007 - Baggage Inspector  
12.74  
27008 - Corrections Officer  
22.40  
27010 - Court Security Officer  
22.40  
27030 - Detection Dog Handler  
14.26  
27040 - Detention Officer  
22.40  
27070 - Firefighter  
23.83  
27101 - Guard I  
12.74  
27102 - Guard II  
14.26  
27131 - Police Officer I  
27.60  
27132 - Police Officer II  
30.66  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
13.10  
28042 - Carnival Equipment Repairer  
13.99  
28043 - Carnival Worker  
10.10  
28210 - Gate Attendant/Gate Tender  
13.54  
28310 - Lifeguard  
11.34  
28350 - Park Attendant (Aide)  
15.15  
28510 - Recreation Aide/Health Facility Attendant  
11.06  
28515 - Recreation Specialist  
18.77  
28630 - Sports Official

12.06  
28690 - Swimming Pool Operator

16.28  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

26.25  
29020 - Hatch Tender

26.25  
29030 - Line Handler

26.25  
29041 - Stevedore I

25.05  
29042 - Stevedore II

27.51  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

29.45  
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  
30051 - Cryogenic Technician I

24.14  
30052 - Cryogenic Technician II

26.66  
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  
30095 - Evidence Control Specialist  
21.80  
30210 - Laboratory Technician  
29.15  
30221 - Latent Fingerprint Technician I  
19.87  
30222 - Latent Fingerprint Technician II  
21.93  
30240 - Mathematical Technician  
25.17  
30361 - Paralegal/Legal Assistant I  
18.65  
30362 - Paralegal/Legal Assistant II  
23.09  
30363 - Paralegal/Legal Assistant III  
28.26  
30364 - Paralegal/Legal Assistant IV  
34.18  
30375 - Petroleum Supply Specialist  
26.66  
30390 - Photo-Optics Technician  
24.33  
30395 - Radiation Control Technician  
26.66  
30461 - Technical Writer I  
25.17  
30462 - Technical Writer II  
30.80  
30463 - Technical Writer III  
37.26  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 27.89  
   30502 - Weather Forecaster II  
 33.92  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 22.67  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 24.33  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 12.85  
   31030 - Bus Driver  
 17.23  
   31043 - Driver Courier  
 13.60  
   31260 - Parking and Lot Attendant  
 11.55  
   31290 - Shuttle Bus Driver  
 14.52  
   31310 - Taxi Driver  
 10.94  
   31361 - Truckdriver, Light  
 14.52  
   31362 - Truckdriver, Medium  
 15.36  
   31363 - Truckdriver, Heavy  
 18.61  
   31364 - Truckdriver, Tractor-Trailer  
 18.61  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 10.86  
   99050 - Desk Clerk  
 10.00  
   99095 - Embalmer  
 25.54  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 11.12  
   99252 - Laboratory Animal Caretaker II  
 11.87

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99260 - Marketing Analyst  
30.69  
99310 - Mortician  
25.54  
99410 - Pest Controller  
15.36  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
19.10  
99711 - Recycling Specialist  
22.66  
99730 - Refuse Collector  
17.09  
99810 - Sales Clerk  
11.03  
99820 - School Crossing Guard  
13.10  
99830 - Survey Party Chief  
24.83  
99831 - Surveying Aide  
16.69  
99832 - Surveying Technician  
20.54  
99840 - Vending Machine Attendant  
15.58  
99841 - Vending Machine Repairer  
18.30  
99842 - Vending Machine Repairer Helper  
15.58

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5227  
Revision No.: 8  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

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

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
16.60	
01012 - Accounting Clerk II	
18.64	
01013 - Accounting Clerk III	
20.84	
01020 - Administrative Assistant	
29.11	
01035 - Court Reporter	

18.67  
01041 - Customer Service Representative I

13.64  
01042 - Customer Service Representative II

15.33  
01043 - Customer Service Representative III

16.73  
01051 - Data Entry Operator I

13.54  
01052 - Data Entry Operator II

14.77  
01060 - Dispatcher, Motor Vehicle

21.36  
01070 - Document Preparation Clerk

15.62  
01090 - Duplicating Machine Operator

15.62  
01111 - General Clerk I

13.45  
01112 - General Clerk II

14.68  
01113 - General Clerk III

16.47  
01120 - Housing Referral Assistant

21.60  
01141 - Messenger Courier

14.29  
01191 - Order Clerk I

16.47  
01192 - Order Clerk II

17.96  
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

22.98  
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  
29.11  
01420 - Survey Worker  
17.29  
01460 - Switchboard Operator/Receptionist  
13.60  
01531 - Travel Clerk I  
15.19  
01532 - Travel Clerk II  
16.37  
01533 - Travel Clerk III  
17.52  
01611 - Word Processor I  
14.86  
01612 - Word Processor II  
16.67  
01613 - Word Processor III  
18.66  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
22.70  
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



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05370 - Tire Repairer  
13.78  
05400 - Transmission Repair Specialist  
22.16  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.15  
07041 - Cook I  
12.51  
07042 - Cook II  
14.36  
07070 - Dishwasher  
10.05  
07130 - Food Service Worker  
10.80  
07210 - Meat Cutter  
13.34  
07260 - Waiter/Waitress  
10.03  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
16.85  
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  
11.11  
11060 - Elevator Operator  
11.11  
11090 - Gardener  
17.82  
11122 - Housekeeping Aide  
11.63  
11150 - Janitor  
11.63  
11210 - Laborer, Grounds Maintenance  
13.26  
11240 - Maid or Houseman  
10.63  
11260 - Pruner

11.72  
11270 - Tractor Operator  
16.30  
11330 - Trail Maintenance Worker  
13.26  
11360 - Window Cleaner  
13.16  
12000 - Health Occupations  
12010 - Ambulance Driver  
20.65  
12011 - Breath Alcohol Technician  
20.99  
12012 - Certified Occupational Therapist Assistant  
35.61  
12015 - Certified Physical Therapist Assistant  
35.12  
12020 - Dental Assistant  
19.08  
12025 - Dental Hygienist  
38.30  
12030 - EKG Technician  
30.40  
12035 - Electroneurodiagnostic Technologist  
30.40  
12040 - Emergency Medical Technician  
20.65  
12071 - Licensed Practical Nurse I  
18.75  
12072 - Licensed Practical Nurse II  
20.99  
12073 - Licensed Practical Nurse III  
23.39  
12100 - Medical Assistant  
16.14  
12130 - Medical Laboratory Technician  
23.25  
12160 - Medical Record Clerk  
18.40  
12190 - Medical Record Technician  
20.58  
12195 - Medical Transcriptionist  
19.66  
12210 - Nuclear Medicine Technologist  
38.80  
12221 - Nursing Assistant I  
12.72  
12222 - Nursing Assistant II  
14.30

12223 - Nursing Assistant III  
15.60  
12224 - Nursing Assistant IV  
17.51  
12235 - Optical Dispenser  
18.59  
12236 - Optical Technician  
16.06  
12250 - Pharmacy Technician  
15.72  
12280 - Phlebotomist  
16.07  
12305 - Radiologic Technologist  
28.90  
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)  
26.00  
12320 - Substance Abuse Treatment Counselor  
21.31  
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

- 27.42  
Administrator
- 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
- 16.77
- 13110 - Video Teleconference Technician
- 21.59
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I
- 16.67
- 14042 - Computer Operator II
- 18.64
- 14043 - Computer Operator III
- 20.79
- 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  
16.67  
14160 - Personal Computer Support Technician  
24.67  
14170 - System Support Specialist  
39.80  
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  
34.30  
15070 - Flight Instructor (Pilot)  
46.09  
15080 - Graphic Artist  
25.28  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
44.54  
15086 - Maintenance Test Pilot, Rotary Wing  
44.54  
15088 - Non-Maintenance Test/Co-Pilot  
44.54  
15090 - Technical Instructor  
26.98  
15095 - Technical Instructor/Course Developer  
33.00  
15110 - Test Proctor  
21.78  
15120 - Tutor  
21.78  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.37  
16030 - Counter Attendant  
10.37  
16040 - Dry Cleaner  
13.32  
16070 - Finisher, Flatwork, Machine  
10.37  
16090 - Presser, Hand  
10.37  
16110 - Presser, Machine, Drycleaning

10.37  
16130 - Presser, Machine, Shirts  
10.37  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.37  
16190 - Sewing Machine Operator  
14.13  
16220 - Tailor  
15.19  
16250 - Washer, Machine  
11.40  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
21.10  
19040 - Tool And Die Maker  
25.34  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.77  
21030 - Material Coordinator  
22.98  
21040 - Material Expediter  
22.98  
21050 - Material Handling Laborer  
13.91  
21071 - Order Filler  
13.57  
21080 - Production Line Worker (Food Processing)  
15.77  
21110 - Shipping Packer  
15.10  
21130 - Shipping/Receiving Clerk  
15.10  
21140 - Store Worker I  
12.14  
21150 - Stock Clerk  
17.60  
21210 - Tools And Parts Attendant  
15.77  
21410 - Warehouse Specialist  
15.77  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
34.75  
23019 - Aircraft Logs and Records Technician  
28.20  
23021 - Aircraft Mechanic I  
33.16

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23022 - Aircraft Mechanic II  
34.75  
23023 - Aircraft Mechanic III  
36.38  
23040 - Aircraft Mechanic Helper  
23.77  
23050 - Aircraft, Painter  
31.43  
23060 - Aircraft Servicer  
28.20  
23070 - Aircraft Survival Flight Equipment Technician  
31.43  
23080 - Aircraft Worker  
29.82  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.82  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
33.16  
II  
23110 - Appliance Mechanic  
19.20  
23120 - Bicycle Repairer  
17.50  
23125 - Cable Splicer  
27.55  
23130 - Carpenter, Maintenance  
18.47  
23140 - Carpet Layer  
19.04  
23160 - Electrician, Maintenance  
22.21  
23181 - Electronics Technician Maintenance I  
25.82  
23182 - Electronics Technician Maintenance II  
27.21  
23183 - Electronics Technician Maintenance III  
29.34  
23260 - Fabric Worker  
22.21  
23290 - Fire Alarm System Mechanic  
21.71  
23310 - Fire Extinguisher Repairer  
17.50  
23311 - Fuel Distribution System Mechanic  
21.32  
23312 - Fuel Distribution System Operator  
16.71

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23370 - General Maintenance Worker  
18.92  
23380 - Ground Support Equipment Mechanic  
33.16  
23381 - Ground Support Equipment Servicer  
28.20  
23382 - Ground Support Equipment Worker  
29.82  
23391 - Gunsmith I  
17.50  
23392 - Gunsmith II  
20.09  
23393 - Gunsmith III  
22.32  
23410 - Heating, Ventilation And Air-Conditioning  
22.55  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.63  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.24  
23440 - Heavy Equipment Operator  
19.01  
23460 - Instrument Mechanic  
24.76  
23465 - Laboratory/Shelter Mechanic  
21.18  
23470 - Laborer  
13.91  
23510 - Locksmith  
22.46  
23530 - Machinery Maintenance Mechanic  
23.50  
23550 - Machinist, Maintenance  
19.83  
23580 - Maintenance Trades Helper  
15.40  
23591 - Metrology Technician I  
24.76  
23592 - Metrology Technician II  
25.95  
23593 - Metrology Technician III  
27.16  
23640 - Millwright  
24.70  
23710 - Office Appliance Repairer  
18.66



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23760 - Painter, Maintenance  
16.85  
23790 - Pipefitter, Maintenance  
25.42  
23810 - Plumber, Maintenance  
24.13  
23820 - Pneudraulic Systems Mechanic  
22.32  
23850 - Rigger  
24.54  
23870 - Scale Mechanic  
20.09  
23890 - Sheet-Metal Worker, Maintenance  
18.28  
23910 - Small Engine Mechanic  
19.51  
23931 - Telecommunications Mechanic I  
24.85  
23932 - Telecommunications Mechanic II  
26.04  
23950 - Telephone Lineman  
23.54  
23960 - Welder, Combination, Maintenance  
18.51  
23965 - Well Driller  
21.63  
23970 - Woodcraft Worker  
22.32  
23980 - Woodworker  
17.50  
24000 - Personal Needs Occupations  
24550 - Case Manager  
18.02  
24570 - Child Care Attendant  
10.73  
24580 - Child Care Center Clerk  
13.39  
24610 - Chore Aide  
9.36  
24620 - Family Readiness And Support Services  
18.02  
Coordinator  
24630 - Homemaker  
18.02  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
25.21  
25040 - Sewage Plant Operator

19.67  
25070 - Stationary Engineer

25.21  
25190 - Ventilation Equipment Tender

17.61  
25210 - Water Treatment Plant Operator

19.67  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

20.61  
27007 - Baggage Inspector

14.10  
27008 - Corrections Officer

22.01  
27010 - Court Security Officer

24.71  
27030 - Detection Dog Handler

16.92  
27040 - Detention Officer

22.01  
27070 - Firefighter

26.98  
27101 - Guard I

14.10  
27102 - Guard II

16.92  
27131 - Police Officer I

30.01  
27132 - Police Officer II

33.36  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

13.35  
28042 - Carnival Equipment Repairer

14.60  
28043 - Carnival Worker

9.60  
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

18.53  
28630 - Sports Official

12.63  
28690 - Swimming Pool Operator  
21.99  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
25.29  
29020 - Hatch Tender  
25.29  
29030 - Line Handler  
25.29  
29041 - Stevedore I  
23.92  
29042 - Stevedore II  
26.66  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
41.64  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
28.72  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
31.63  
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  
24.42  
30051 - Cryogenic Technician I  
26.02  
30052 - Cryogenic Technician II  
28.75  
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

23.50  
30210 - Laboratory Technician

23.35  
30221 - Latent Fingerprint Technician I

24.33  
30222 - Latent Fingerprint Technician II

26.88  
30240 - Mathematical Technician

27.75  
30361 - Paralegal/Legal Assistant I

19.49  
30362 - Paralegal/Legal Assistant II

24.15  
30363 - Paralegal/Legal Assistant III

29.54  
30364 - Paralegal/Legal Assistant IV

35.74  
30375 - Petroleum Supply Specialist

28.75  
30390 - Photo-Optics Technician

27.75  
30395 - Radiation Control Technician

28.75  
30461 - Technical Writer I

25.69  
30462 - Technical Writer II

31.42  
30463 - Technical Writer III

38.01  
30491 - Unexploded Ordnance (UXO) Technician I

26.47  
30492 - Unexploded Ordnance (UXO) Technician II

32.02  
30493 - Unexploded Ordnance (UXO) Technician III

38.38  
30494 - Unexploded (UXO) Safety Escort

26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
   30501 - Weather Forecaster I  
 26.02  
   30502 - Weather Forecaster II  
 31.66  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 24.97  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 25.23  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 32.02  
   31020 - Bus Aide  
 13.22  
   31030 - Bus Driver  
 19.30  
   31043 - Driver Courier  
 16.55  
   31260 - Parking and Lot Attendant  
 10.29  
   31290 - Shuttle Bus Driver  
 18.09  
   31310 - Taxi Driver  
 12.44  
   31361 - Truckdriver, Light  
 18.09  
   31362 - Truckdriver, Medium  
 19.69  
   31363 - Truckdriver, Heavy  
 21.49  
   31364 - Truckdriver, Tractor-Trailer  
 21.49  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 15.61  
   99030 - Cashier  
 10.44  
   99050 - Desk Clerk  
 11.24  
   99095 - Embalmer  
 24.05  
   99130 - Flight Follower  
 26.47  
   99251 - Laboratory Animal Caretaker I  
 13.11  
   99252 - Laboratory Animal Caretaker II  
 14.34

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99260 - Marketing Analyst  
36.10  
99310 - Mortician  
24.05  
99410 - Pest Controller  
20.88  
99510 - Photofinishing Worker  
14.89  
99710 - Recycling Laborer  
19.52  
99711 - Recycling Specialist  
23.99  
99730 - Refuse Collector  
17.25  
99810 - Sales Clerk  
13.65  
99820 - School Crossing Guard  
10.80  
99830 - Survey Party Chief  
26.55  
99831 - Surveying Aide  
15.91  
99832 - Surveying Technician  
20.38  
99840 - Vending Machine Attendant  
15.50  
99841 - Vending Machine Repairer  
18.73  
99842 - Vending Machine Repairer Helper  
15.46

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5229  
Revision No.: 8  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of El Paso, Hudspeth

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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	
24.17	
01035 - Court Reporter	

- 17.27
  - 01041 - Customer Service Representative I
- 10.58
  - 01042 - Customer Service Representative II
- 11.90
  - 01043 - Customer Service Representative III
- 12.99
  - 01051 - Data Entry Operator I
- 10.53
  - 01052 - Data Entry Operator II
- 11.62
  - 01060 - Dispatcher, Motor Vehicle
- 15.75
  - 01070 - Document Preparation Clerk
- 12.78
  - 01090 - Duplicating Machine Operator
- 12.78
  - 01111 - General Clerk I
- 11.28
  - 01112 - General Clerk II
- 12.30
  - 01113 - General Clerk III
- 13.81
  - 01120 - Housing Referral Assistant
- 16.81
  - 01141 - Messenger Courier
- 9.69
  - 01191 - Order Clerk I
- 12.82
  - 01192 - Order Clerk II
- 13.99
  - 01261 - Personnel Assistant (Employment) I
- 14.08
  - 01262 - Personnel Assistant (Employment) II
- 15.88
  - 01263 - Personnel Assistant (Employment) III
- 17.59
  - 01270 - Production Control Clerk
- 17.14
  - 01290 - Rental Clerk
- 11.53
  - 01300 - Scheduler, Maintenance
- 13.48
  - 01311 - Secretary I
- 13.48
  - 01312 - Secretary II
- 15.08
  - 01313 - Secretary III

16.81  
01320 - Service Order Dispatcher  
14.08  
01410 - Supply Technician  
24.17  
01420 - Survey Worker  
15.95  
01460 - Switchboard Operator/Receptionist  
10.85  
01531 - Travel Clerk I  
12.74  
01532 - Travel Clerk II  
13.92  
01533 - Travel Clerk III  
14.84  
01611 - Word Processor I  
15.29  
01612 - Word Processor II  
17.17  
01613 - Word Processor III  
19.21  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
18.05  
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



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05370 - Tire Repairer  
13.25  
05400 - Transmission Repair Specialist  
17.31  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.51  
07041 - Cook I  
11.27  
07042 - Cook II  
13.46  
07070 - Dishwasher  
8.90  
07130 - Food Service Worker  
10.10  
07210 - Meat Cutter  
11.37  
07260 - Waiter/Waitress  
9.25  
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  
16.15  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.31  
11060 - Elevator Operator  
10.31  
11090 - Gardener  
14.73  
11122 - Housekeeping Aide  
10.42  
11150 - Janitor  
10.42  
11210 - Laborer, Grounds Maintenance  
10.39  
11240 - Maid or Houseman  
9.06  
11260 - Pruner

8.91  
11270 - Tractor Operator  
13.26  
11330 - Trail Maintenance Worker  
10.39  
11360 - Window Cleaner  
11.96  
12000 - Health Occupations  
12010 - Ambulance Driver  
14.64  
12011 - Breath Alcohol Technician  
20.25  
12012 - Certified Occupational Therapist Assistant  
29.56  
12015 - Certified Physical Therapist Assistant  
28.07  
12020 - Dental Assistant  
15.28  
12025 - Dental Hygienist  
30.17  
12030 - EKG Technician  
27.52  
12035 - Electroneurodiagnostic Technologist  
27.52  
12040 - Emergency Medical Technician  
14.64  
12071 - Licensed Practical Nurse I  
18.09  
12072 - Licensed Practical Nurse II  
20.25  
12073 - Licensed Practical Nurse III  
22.56  
12100 - Medical Assistant  
11.65  
12130 - Medical Laboratory Technician  
20.17  
12160 - Medical Record Clerk  
16.05  
12190 - Medical Record Technician  
17.95  
12195 - Medical Transcriptionist  
17.29  
12210 - Nuclear Medicine Technologist  
37.12  
12221 - Nursing Assistant I  
11.21  
12222 - Nursing Assistant II  
12.60

12223 - Nursing Assistant III  
13.75  
12224 - Nursing Assistant IV  
15.43  
12235 - Optical Dispenser  
14.08  
12236 - Optical Technician  
13.62  
12250 - Pharmacy Technician  
15.21  
12280 - Phlebotomist  
14.74  
12305 - Radiologic Technologist  
26.95  
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)  
25.07  
12320 - Substance Abuse Treatment Counselor  
19.20  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
23.67  
13012 - Exhibits Specialist II  
29.31  
13013 - Exhibits Specialist III  
35.86  
13041 - Illustrator I  
23.67  
13042 - Illustrator II  
29.31  
13043 - Illustrator III  
35.86  
13047 - Librarian  
32.47  
13050 - Library Aide/Clerk  
12.09  
13054 - Library Information Technology Systems

- 29.31  
Administrator
- 13058 - Library Technician
- 17.24
- 13061 - Media Specialist I
- 21.15
- 13062 - Media Specialist II
- 23.67
- 13063 - Media Specialist III
- 26.37
- 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
- 15.74
- 13110 - Video Teleconference Technician
- 19.32
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I
- 15.04
- 14042 - Computer Operator II
- 16.82
- 14043 - Computer Operator III
- 18.74
- 14044 - Computer Operator IV
- 20.83
- 14045 - Computer Operator V
- 23.07
- 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  
15.04  
14160 - Personal Computer Support Technician  
22.41  
14170 - System Support Specialist  
25.82  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
28.48  
15020 - Aircrew Training Devices Instructor (Rated)  
34.46  
15030 - Air Crew Training Devices Instructor (Pilot)  
41.31  
15050 - Computer Based Training Specialist / Instructor  
28.48  
15060 - Educational Technologist  
35.55  
15070 - Flight Instructor (Pilot)  
41.31  
15080 - Graphic Artist  
19.58  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
40.08  
15086 - Maintenance Test Pilot, Rotary Wing  
40.08  
15088 - Non-Maintenance Test/Co-Pilot  
40.08  
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  
8.93  
16030 - Counter Attendant  
9.40  
16040 - Dry Cleaner  
10.46  
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  
11.07  
16220 - Tailor  
11.68  
16250 - Washer, Machine  
9.33  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.62  
19040 - Tool And Die Maker  
26.66  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
11.99  
21030 - Material Coordinator  
17.14  
21040 - Material Expediter  
17.14  
21050 - Material Handling Laborer  
10.74  
21071 - Order Filler  
10.95  
21080 - Production Line Worker (Food Processing)  
11.99  
21110 - Shipping Packer  
12.94  
21130 - Shipping/Receiving Clerk  
12.94  
21140 - Store Worker I  
10.70  
21150 - Stock Clerk  
14.41  
21210 - Tools And Parts Attendant  
11.99  
21410 - Warehouse Specialist  
11.99  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
33.30  
23019 - Aircraft Logs and Records Technician  
24.60  
23021 - Aircraft Mechanic I  
31.12

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23022 - Aircraft Mechanic II  
33.30  
23023 - Aircraft Mechanic III  
35.44  
23040 - Aircraft Mechanic Helper  
20.19  
23050 - Aircraft, Painter  
27.34  
23060 - Aircraft Servicer  
24.60  
23070 - Aircraft Survival Flight Equipment Technician  
27.34  
23080 - Aircraft Worker  
26.79  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
26.79  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
31.12  
II  
23110 - Appliance Mechanic  
19.82  
23120 - Bicycle Repairer  
15.40  
23125 - Cable Splicer  
26.47  
23130 - Carpenter, Maintenance  
15.73  
23140 - Carpet Layer  
18.40  
23160 - Electrician, Maintenance  
18.82  
23181 - Electronics Technician Maintenance I  
23.62  
23182 - Electronics Technician Maintenance II  
25.45  
23183 - Electronics Technician Maintenance III  
27.44  
23260 - Fabric Worker  
16.90  
23290 - Fire Alarm System Mechanic  
21.13  
23310 - Fire Extinguisher Repairer  
15.41  
23311 - Fuel Distribution System Mechanic  
19.79  
23312 - Fuel Distribution System Operator  
15.20

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23370 - General Maintenance Worker  
14.64  
23380 - Ground Support Equipment Mechanic  
31.12  
23381 - Ground Support Equipment Servicer  
24.60  
23382 - Ground Support Equipment Worker  
26.79  
23391 - Gunsmith I  
15.41  
23392 - Gunsmith II  
18.40  
23393 - Gunsmith III  
21.37  
23410 - Heating, Ventilation And Air-Conditioning  
18.54  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
19.84  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
19.34  
23440 - Heavy Equipment Operator  
16.96  
23460 - Instrument Mechanic  
21.50  
23465 - Laboratory/Shelter Mechanic  
19.82  
23470 - Laborer  
10.74  
23510 - Locksmith  
18.02  
23530 - Machinery Maintenance Mechanic  
20.77  
23550 - Machinist, Maintenance  
17.94  
23580 - Maintenance Trades Helper  
11.92  
23591 - Metrology Technician I  
21.50  
23592 - Metrology Technician II  
22.87  
23593 - Metrology Technician III  
24.34  
23640 - Millwright  
21.40  
23710 - Office Appliance Repairer  
15.62



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23760 - Painter, Maintenance  
14.67  
23790 - Pipefitter, Maintenance  
19.39  
23810 - Plumber, Maintenance  
18.21  
23820 - Pneudraulic Systems Mechanic  
21.37  
23850 - Rigger  
20.53  
23870 - Scale Mechanic  
18.40  
23890 - Sheet-Metal Worker, Maintenance  
20.80  
23910 - Small Engine Mechanic  
17.12  
23931 - Telecommunications Mechanic I  
25.32  
23932 - Telecommunications Mechanic II  
26.79  
23950 - Telephone Lineman  
25.93  
23960 - Welder, Combination, Maintenance  
18.66  
23965 - Well Driller  
20.13  
23970 - Woodcraft Worker  
21.37  
23980 - Woodworker  
15.41  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.34  
24570 - Child Care Attendant  
8.88  
24580 - Child Care Center Clerk  
11.07  
24610 - Chore Aide  
8.73  
24620 - Family Readiness And Support Services  
15.34  
Coordinator  
24630 - Homemaker  
15.34  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
20.07  
25040 - Sewage Plant Operator

17.23  
25070 - Stationary Engineer  
20.07  
25190 - Ventilation Equipment Tender  
13.84  
25210 - Water Treatment Plant Operator  
17.23  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.60  
27007 - Baggage Inspector  
11.59  
27008 - Corrections Officer  
21.59  
27010 - Court Security Officer  
21.59  
27030 - Detection Dog Handler  
14.84  
27040 - Detention Officer  
21.59  
27070 - Firefighter  
21.81  
27101 - Guard I  
11.59  
27102 - Guard II  
14.84  
27131 - Police Officer I  
28.50  
27132 - Police Officer II  
31.66  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
13.32  
28042 - Carnival Equipment Repairer  
14.79  
28043 - Carnival Worker  
9.30  
28210 - Gate Attendant/Gate Tender  
13.92  
28310 - Lifeguard  
11.90  
28350 - Park Attendant (Aide)  
15.58  
28510 - Recreation Aide/Health Facility Attendant  
11.37  
28515 - Recreation Specialist  
18.94  
28630 - Sports Official

12.40  
28690 - Swimming Pool Operator  
17.67  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
19.02  
29020 - Hatch Tender  
19.02  
29030 - Line Handler  
19.02  
29041 - Stevedore I  
17.73  
29042 - Stevedore II  
20.88  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
29.45  
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  
21.08  
30051 - Cryogenic Technician I  
24.40  
30052 - Cryogenic Technician II  
26.95  
30061 - Drafter/CAD Operator I  
15.90  
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

20.89  
30095 - Evidence Control Specialist

22.02  
30210 - Laboratory Technician

19.91  
30221 - Latent Fingerprint Technician I

22.44  
30222 - Latent Fingerprint Technician II

24.78  
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

26.95  
30390 - Photo-Optics Technician

22.90  
30395 - Radiation Control Technician

26.95  
30461 - Technical Writer I

26.68  
30462 - Technical Writer II

32.65  
30463 - Technical Writer III

39.49  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I  
24.40  
30502 - Weather Forecaster II  
31.92  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
19.99  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
22.02  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
10.18  
31030 - Bus Driver  
15.82  
31043 - Driver Courier  
11.66  
31260 - Parking and Lot Attendant  
9.36  
31290 - Shuttle Bus Driver  
12.95  
31310 - Taxi Driver  
11.59  
31361 - Truckdriver, Light  
12.95  
31362 - Truckdriver, Medium  
14.20  
31363 - Truckdriver, Heavy  
19.66  
31364 - Truckdriver, Tractor-Trailer  
19.66  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
9.39  
99050 - Desk Clerk  
10.35  
99095 - Embalmer  
24.65  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
14.19  
99252 - Laboratory Animal Caretaker II  
15.75

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99260 - Marketing Analyst  
32.61  
99310 - Mortician  
24.65  
99410 - Pest Controller  
16.10  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
16.05  
99711 - Recycling Specialist  
20.55  
99730 - Refuse Collector  
14.23  
99810 - Sales Clerk  
10.14  
99820 - School Crossing Guard  
9.19  
99830 - Survey Party Chief  
18.72  
99831 - Surveying Aide  
12.97  
99832 - Surveying Technician  
15.31  
99840 - Vending Machine Attendant  
11.15  
99841 - Vending Machine Repairer  
14.79  
99842 - Vending Machine Repairer Helper  
11.15

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5241  
Revision No.: 8  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Gregg, Rusk, Upshur

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.41	
01012 - Accounting Clerk II	
17.29	
01013 - Accounting Clerk III	
19.35	
01020 - Administrative Assistant	
22.50	
01035 - Court Reporter	

- 19.24
  - 01041 - Customer Service Representative I
- 11.10
  - 01042 - Customer Service Representative II
- 12.48
  - 01043 - Customer Service Representative III
- 13.62
  - 01051 - Data Entry Operator I
- 13.95
  - 01052 - Data Entry Operator II
- 15.22
  - 01060 - Dispatcher, Motor Vehicle
- 18.06
  - 01070 - Document Preparation Clerk
- 13.65
  - 01090 - Duplicating Machine Operator
- 13.65
  - 01111 - General Clerk I
- 13.06
  - 01112 - General Clerk II
- 14.25
  - 01113 - General Clerk III
- 16.00
  - 01120 - Housing Referral Assistant
- 19.07
  - 01141 - Messenger Courier
- 13.56
  - 01191 - Order Clerk I
- 16.03
  - 01192 - Order Clerk II
- 17.48
  - 01261 - Personnel Assistant (Employment) I
- 15.46
  - 01262 - Personnel Assistant (Employment) II
- 17.30
  - 01263 - Personnel Assistant (Employment) III
- 19.28
  - 01270 - Production Control Clerk
- 23.23
  - 01290 - Rental Clerk
- 15.75
  - 01300 - Scheduler, Maintenance
- 15.29
  - 01311 - Secretary I
- 15.29
  - 01312 - Secretary II
- 17.11
  - 01313 - Secretary III

19.07  
01320 - Service Order Dispatcher  
16.14  
01410 - Supply Technician  
22.50  
01420 - Survey Worker  
14.65  
01460 - Switchboard Operator/Receptionist  
12.38  
01531 - Travel Clerk I  
12.05  
01532 - Travel Clerk II  
12.92  
01533 - Travel Clerk III  
13.57  
01611 - Word Processor I  
13.65  
01612 - Word Processor II  
15.33  
01613 - Word Processor III  
17.15  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
20.91  
05010 - Automotive Electrician  
23.87  
05040 - Automotive Glass Installer  
22.29  
05070 - Automotive Worker  
22.29  
05110 - Mobile Equipment Servicer  
19.56  
05130 - Motor Equipment Metal Mechanic  
25.27  
05160 - Motor Equipment Metal Worker  
22.29  
05190 - Motor Vehicle Mechanic  
25.27  
05220 - Motor Vehicle Mechanic Helper  
17.92  
05250 - Motor Vehicle Upholstery Worker  
21.05  
05280 - Motor Vehicle Wrecker  
22.29  
05310 - Painter, Automotive  
23.87  
05340 - Radiator Repair Specialist  
22.29



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05370 - Tire Repairer  
14.33  
05400 - Transmission Repair Specialist  
25.27  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.41  
07041 - Cook I  
10.84  
07042 - Cook II  
12.48  
07070 - Dishwasher  
9.43  
07130 - Food Service Worker  
9.45  
07210 - Meat Cutter  
13.63  
07260 - Waiter/Waitress  
8.99  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
18.27  
09040 - Furniture Handler  
11.41  
09080 - Furniture Refinisher  
18.27  
09090 - Furniture Refinisher Helper  
13.88  
09110 - Furniture Repairer, Minor  
16.11  
09130 - Upholsterer  
18.27  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.77  
11060 - Elevator Operator  
11.53  
11090 - Gardener  
17.48  
11122 - Housekeeping Aide  
10.48  
11150 - Janitor  
10.48  
11210 - Laborer, Grounds Maintenance  
13.17  
11240 - Maid or Houseman  
9.01  
11260 - Pruner

11.66  
11270 - Tractor Operator  
16.01  
11330 - Trail Maintenance Worker  
13.17  
11360 - Window Cleaner  
11.34  
12000 - Health Occupations  
12010 - Ambulance Driver  
14.54  
12011 - Breath Alcohol Technician  
17.85  
12012 - Certified Occupational Therapist Assistant  
27.34  
12015 - Certified Physical Therapist Assistant  
29.24  
12020 - Dental Assistant  
16.72  
12025 - Dental Hygienist  
34.60  
12030 - EKG Technician  
24.24  
12035 - Electroneurodiagnostic Technologist  
24.24  
12040 - Emergency Medical Technician  
14.54  
12071 - Licensed Practical Nurse I  
17.81  
12072 - Licensed Practical Nurse II  
19.93  
12073 - Licensed Practical Nurse III  
22.21  
12100 - Medical Assistant  
14.59  
12130 - Medical Laboratory Technician  
19.98  
12160 - Medical Record Clerk  
12.44  
12190 - Medical Record Technician  
14.89  
12195 - Medical Transcriptionist  
17.81  
12210 - Nuclear Medicine Technologist  
43.78  
12221 - Nursing Assistant I  
11.47  
12222 - Nursing Assistant II  
12.89

12223 - Nursing Assistant III  
14.07  
12224 - Nursing Assistant IV  
15.79  
12235 - Optical Dispenser  
20.89  
12236 - Optical Technician  
17.81  
12250 - Pharmacy Technician  
15.15  
12280 - Phlebotomist  
14.01  
12305 - Radiologic Technologist  
25.80  
12311 - Registered Nurse I  
23.44  
12312 - Registered Nurse II  
28.68  
12313 - Registered Nurse II, Specialist  
28.68  
12314 - Registered Nurse III  
34.69  
12315 - Registered Nurse III, Anesthetist  
34.69  
12316 - Registered Nurse IV  
41.58  
12317 - Scheduler (Drug and Alcohol Testing)  
24.32  
12320 - Substance Abuse Treatment Counselor  
17.94  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.09  
13012 - Exhibits Specialist II  
22.41  
13013 - Exhibits Specialist III  
27.41  
13041 - Illustrator I  
18.09  
13042 - Illustrator II  
22.41  
13043 - Illustrator III  
27.41  
13047 - Librarian  
24.82  
13050 - Library Aide/Clerk  
11.33  
13054 - Library Information Technology Systems

- 22.41  
Administrator
- 13058 - Library Technician
- 17.73
- 13061 - Media Specialist I
- 16.17
- 13062 - Media Specialist II
- 18.09
- 13063 - Media Specialist III
- 20.17
- 13071 - Photographer I
- 16.17
- 13072 - Photographer II
- 18.09
- 13073 - Photographer III
- 22.41
- 13074 - Photographer IV
- 27.41
- 13075 - Photographer V
- 33.16
- 13090 - Technical Order Library Clerk
- 15.74
- 13110 - Video Teleconference Technician
- 16.17
- 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)
- 20.56
- 14072 - Computer Programmer II (see 1)
- 25.46
- 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  
13.95  
14160 - Personal Computer Support Technician  
23.14  
14170 - System Support Specialist  
22.26  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
27.92  
15020 - Aircrew Training Devices Instructor (Rated)  
33.77  
15030 - Air Crew Training Devices Instructor (Pilot)  
40.47  
15050 - Computer Based Training Specialist / Instructor  
27.92  
15060 - Educational Technologist  
28.84  
15070 - Flight Instructor (Pilot)  
40.47  
15080 - Graphic Artist  
22.87  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
40.47  
15086 - Maintenance Test Pilot, Rotary Wing  
40.47  
15088 - Non-Maintenance Test/Co-Pilot  
40.47  
15090 - Technical Instructor  
22.28  
15095 - Technical Instructor/Course Developer  
27.25  
15110 - Test Proctor  
17.99  
15120 - Tutor  
17.99  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.65  
16030 - Counter Attendant  
9.65  
16040 - Dry Cleaner  
11.42  
16070 - Finisher, Flatwork, Machine  
9.65  
16090 - Presser, Hand  
9.65  
16110 - Presser, Machine, Drycleaning

9.65  
16130 - Presser, Machine, Shirts  
9.65  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.65  
16190 - Sewing Machine Operator  
12.10  
16220 - Tailor  
12.75  
16250 - Washer, Machine  
10.19  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.89  
19040 - Tool And Die Maker  
25.67  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.18  
21030 - Material Coordinator  
23.23  
21040 - Material Expediter  
23.23  
21050 - Material Handling Laborer  
11.99  
21071 - Order Filler  
12.06  
21080 - Production Line Worker (Food Processing)  
15.18  
21110 - Shipping Packer  
15.69  
21130 - Shipping/Receiving Clerk  
15.69  
21140 - Store Worker I  
11.79  
21150 - Stock Clerk  
16.72  
21210 - Tools And Parts Attendant  
15.18  
21410 - Warehouse Specialist  
15.18  
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

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23022 - Aircraft Mechanic II  
24.13  
23023 - Aircraft Mechanic III  
25.35  
23040 - Aircraft Mechanic Helper  
16.56  
23050 - Aircraft, Painter  
20.89  
23060 - Aircraft Servicer  
19.06  
23070 - Aircraft Survival Flight Equipment Technician  
20.89  
23080 - Aircraft Worker  
20.18  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
20.18  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.95  
II  
23110 - Appliance Mechanic  
20.89  
23120 - Bicycle Repairer  
17.12  
23125 - Cable Splicer  
26.93  
23130 - Carpenter, Maintenance  
18.63  
23140 - Carpet Layer  
19.70  
23160 - Electrician, Maintenance  
22.82  
23181 - Electronics Technician Maintenance I  
25.93  
23182 - Electronics Technician Maintenance II  
27.49  
23183 - Electronics Technician Maintenance III  
29.82  
23260 - Fabric Worker  
18.42  
23290 - Fire Alarm System Mechanic  
22.11  
23310 - Fire Extinguisher Repairer  
17.12  
23311 - Fuel Distribution System Mechanic  
24.84  
23312 - Fuel Distribution System Operator  
20.44

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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  
17.12  
23392 - Gunsmith II  
19.70  
23393 - Gunsmith III  
22.11  
23410 - Heating, Ventilation And Air-Conditioning  
20.74  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.82  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.42  
23440 - Heavy Equipment Operator  
19.17  
23460 - Instrument Mechanic  
22.11  
23465 - Laboratory/Shelter Mechanic  
20.89  
23470 - Laborer  
11.99  
23510 - Locksmith  
20.89  
23530 - Machinery Maintenance Mechanic  
22.07  
23550 - Machinist, Maintenance  
22.92  
23580 - Maintenance Trades Helper  
15.27  
23591 - Metrology Technician I  
22.11  
23592 - Metrology Technician II  
23.27  
23593 - Metrology Technician III  
24.43  
23640 - Millwright  
23.50  
23710 - Office Appliance Repairer  
20.89



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23760 - Painter, Maintenance  
18.11  
23790 - Pipefitter, Maintenance  
24.52  
23810 - Plumber, Maintenance  
23.16  
23820 - Pneudraulic Systems Mechanic  
22.11  
23850 - Rigger  
21.84  
23870 - Scale Mechanic  
19.70  
23890 - Sheet-Metal Worker, Maintenance  
22.42  
23910 - Small Engine Mechanic  
18.79  
23931 - Telecommunications Mechanic I  
20.91  
23932 - Telecommunications Mechanic II  
21.97  
23950 - Telephone Lineman  
26.13  
23960 - Welder, Combination, Maintenance  
23.20  
23965 - Well Driller  
22.11  
23970 - Woodcraft Worker  
22.11  
23980 - Woodworker  
17.12  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.91  
24570 - Child Care Attendant  
10.25  
24580 - Child Care Center Clerk  
13.02  
24610 - Chore Aide  
9.98  
24620 - Family Readiness And Support Services  
15.91  
Coordinator  
24630 - Homemaker  
15.91  
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

16.67  
27007 - Baggage Inspector

11.78  
27008 - Corrections Officer

20.94  
27010 - Court Security Officer

23.38  
27030 - Detection Dog Handler

13.18  
27040 - Detention Officer

20.94  
27070 - Firefighter

24.48  
27101 - Guard I

11.78  
27102 - Guard II

13.18  
27131 - Police Officer I

23.24  
27132 - Police Officer II

25.83  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.53  
28042 - Carnival Equipment Repairer

13.68  
28043 - Carnival Worker

9.13  
28210 - Gate Attendant/Gate Tender

14.46  
28310 - Lifeguard

12.87  
28350 - Park Attendant (Aide)

16.17  
28510 - Recreation Aide/Health Facility Attendant

11.80  
28515 - Recreation Specialist

20.03  
28630 - Sports Official

12.88  
28690 - Swimming Pool Operator  
15.75  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
25.01  
29020 - Hatch Tender  
23.82  
29030 - Line Handler  
25.01  
29041 - Stevedore I  
23.38  
29042 - Stevedore II  
26.51  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
29.45  
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  
24.16  
30051 - Cryogenic Technician I  
24.89  
30052 - Cryogenic Technician II  
26.36  
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

25.56  
30095 - Evidence Control Specialist

21.55  
30210 - Laboratory Technician

25.92  
30221 - Latent Fingerprint Technician I

24.89  
30222 - Latent Fingerprint Technician II

26.36  
30240 - Mathematical Technician

24.44  
30361 - Paralegal/Legal Assistant I

18.77  
30362 - Paralegal/Legal Assistant II

23.24  
30363 - Paralegal/Legal Assistant III

28.43  
30364 - Paralegal/Legal Assistant IV

34.39  
30375 - Petroleum Supply Specialist

26.36  
30390 - Photo-Optics Technician

24.44  
30395 - Radiation Control Technician

26.36  
30461 - Technical Writer I

24.44  
30462 - Technical Writer II

31.19  
30463 - Technical Writer III

37.52  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I  
27.08  
30502 - Weather Forecaster II  
32.94  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
22.00  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.44  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
12.94  
31030 - Bus Driver  
18.41  
31043 - Driver Courier  
14.11  
31260 - Parking and Lot Attendant  
11.73  
31290 - Shuttle Bus Driver  
15.40  
31310 - Taxi Driver  
11.41  
31361 - Truckdriver, Light  
15.40  
31362 - Truckdriver, Medium  
16.57  
31363 - Truckdriver, Heavy  
19.70  
31364 - Truckdriver, Tractor-Trailer  
19.70  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
9.05  
99050 - Desk Clerk  
9.85  
99095 - Embalmer  
24.24  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
10.19  
99252 - Laboratory Animal Caretaker II  
10.34

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99260 - Marketing Analyst  
24.16  
99310 - Mortician  
24.24  
99410 - Pest Controller  
16.94  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
15.05  
99711 - Recycling Specialist  
18.30  
99730 - Refuse Collector  
13.33  
99810 - Sales Clerk  
12.21  
99820 - School Crossing Guard  
13.33  
99830 - Survey Party Chief  
23.22  
99831 - Surveying Aide  
14.23  
99832 - Surveying Technician  
19.51  
99840 - Vending Machine Attendant  
18.02  
99841 - Vending Machine Repairer  
22.26  
99842 - Vending Machine Repairer Helper  
18.02

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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.

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5243  
Revision No.: 8  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Crosby, Lubbock, Lynn

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.14	
01012 - Accounting Clerk II	
15.87	
01013 - Accounting Clerk III	
17.76	
01020 - Administrative Assistant	
24.91	
01035 - Court Reporter	

- 17.77
  - 01041 - Customer Service Representative I
- 12.15
  - 01042 - Customer Service Representative II
- 13.66
  - 01043 - Customer Service Representative III
- 14.90
  - 01051 - Data Entry Operator I
- 12.63
  - 01052 - Data Entry Operator II
- 13.78
  - 01060 - Dispatcher, Motor Vehicle
- 18.17
  - 01070 - Document Preparation Clerk
- 14.47
  - 01090 - Duplicating Machine Operator
- 14.47
  - 01111 - General Clerk I
- 13.18
  - 01112 - General Clerk II
- 16.25
  - 01113 - General Clerk III
- 16.70
  - 01120 - Housing Referral Assistant
- 19.21
  - 01141 - Messenger Courier
- 12.90
  - 01191 - Order Clerk I
- 13.52
  - 01192 - Order Clerk II
- 15.33
  - 01261 - Personnel Assistant (Employment) I
- 15.38
  - 01262 - Personnel Assistant (Employment) II
- 17.32
  - 01263 - Personnel Assistant (Employment) III
- 19.18
  - 01270 - Production Control Clerk
- 17.75
  - 01290 - Rental Clerk
- 13.47
  - 01300 - Scheduler, Maintenance
- 15.39
  - 01311 - Secretary I
- 15.39
  - 01312 - Secretary II
- 17.77
  - 01313 - Secretary III

19.21  
01320 - Service Order Dispatcher  
16.24  
01410 - Supply Technician  
24.91  
01420 - Survey Worker  
15.22  
01460 - Switchboard Operator/Receptionist  
12.69  
01531 - Travel Clerk I  
11.80  
01532 - Travel Clerk II  
12.71  
01533 - Travel Clerk III  
14.01  
01611 - Word Processor I  
13.71  
01612 - Word Processor II  
15.39  
01613 - Word Processor III  
17.77  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
22.59  
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



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05370 - Tire Repairer  
14.05  
05400 - Transmission Repair Specialist  
21.40  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.36  
07041 - Cook I  
11.50  
07042 - Cook II  
13.34  
07070 - Dishwasher  
9.60  
07130 - Food Service Worker  
9.88  
07210 - Meat Cutter  
13.77  
07260 - Waiter/Waitress  
9.06  
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  
9.80  
11060 - Elevator Operator  
10.78  
11090 - Gardener  
15.99  
11122 - Housekeeping Aide  
11.51  
11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
12.16  
11240 - Maid or Houseman  
9.82  
11260 - Pruner

10.86  
11270 - Tractor Operator  
14.77  
11330 - Trail Maintenance Worker  
12.16  
11360 - Window Cleaner  
11.82  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.65  
12011 - Breath Alcohol Technician  
19.94  
12012 - Certified Occupational Therapist Assistant  
27.36  
12015 - Certified Physical Therapist Assistant  
33.64  
12020 - Dental Assistant  
15.82  
12025 - Dental Hygienist  
34.05  
12030 - EKG Technician  
25.38  
12035 - Electroneurodiagnostic Technologist  
25.38  
12040 - Emergency Medical Technician  
16.65  
12071 - Licensed Practical Nurse I  
17.82  
12072 - Licensed Practical Nurse II  
19.94  
12073 - Licensed Practical Nurse III  
22.22  
12100 - Medical Assistant  
13.98  
12130 - Medical Laboratory Technician  
20.00  
12160 - Medical Record Clerk  
14.66  
12190 - Medical Record Technician  
16.40  
12195 - Medical Transcriptionist  
16.63  
12210 - Nuclear Medicine Technologist  
43.48  
12221 - Nursing Assistant I  
11.65  
12222 - Nursing Assistant II  
13.11

12223 - Nursing Assistant III  
14.30  
12224 - Nursing Assistant IV  
16.05  
12235 - Optical Dispenser  
15.68  
12236 - Optical Technician  
15.46  
12250 - Pharmacy Technician  
15.86  
12280 - Phlebotomist  
14.52  
12305 - Radiologic Technologist  
24.61  
12311 - Registered Nurse I  
24.19  
12312 - Registered Nurse II  
29.61  
12313 - Registered Nurse II, Specialist  
29.61  
12314 - Registered Nurse III  
35.83  
12315 - Registered Nurse III, Anesthetist  
35.83  
12316 - Registered Nurse IV  
42.91  
12317 - Scheduler (Drug and Alcohol Testing)  
24.70  
12320 - Substance Abuse Treatment Counselor  
20.04  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.83  
13012 - Exhibits Specialist II  
25.81  
13013 - Exhibits Specialist III  
31.56  
13041 - Illustrator I  
20.83  
13042 - Illustrator II  
25.81  
13043 - Illustrator III  
31.56  
13047 - Librarian  
28.58  
13050 - Library Aide/Clerk  
13.82  
13054 - Library Information Technology Systems

25.81  
 Administrator  
 13058 - Library Technician

17.86  
 13061 - Media Specialist I

18.62  
 13062 - Media Specialist II

20.83  
 13063 - Media Specialist III

23.23  
 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

17.36  
 13110 - Video Teleconference Technician

19.58  
 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  
26.78  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
27.41  
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  
39.75  
15086 - Maintenance Test Pilot, Rotary Wing  
39.75  
15088 - Non-Maintenance Test/Co-Pilot  
39.75  
15090 - Technical Instructor  
22.61  
15095 - Technical Instructor/Course Developer  
27.67  
15110 - Test Proctor  
18.33  
15120 - Tutor  
18.33  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.55  
16030 - Counter Attendant  
9.55  
16040 - Dry Cleaner  
11.53  
16070 - Finisher, Flatwork, Machine  
9.55  
16090 - Presser, Hand  
9.55  
16110 - Presser, Machine, Drycleaning

9.55  
16130 - Presser, Machine, Shirts  
9.55  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.55  
16190 - Sewing Machine Operator  
12.21  
16220 - Tailor  
12.84  
16250 - Washer, Machine  
10.40  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.51  
19040 - Tool And Die Maker  
25.96  
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  
12.96  
21071 - Order Filler  
11.44  
21080 - Production Line Worker (Food Processing)  
14.57  
21110 - Shipping Packer  
15.17  
21130 - Shipping/Receiving Clerk  
15.17  
21140 - Store Worker I  
10.48  
21150 - Stock Clerk  
14.42  
21210 - Tools And Parts Attendant  
14.57  
21410 - Warehouse Specialist  
14.57  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
29.61  
23019 - Aircraft Logs and Records Technician  
22.60  
23021 - Aircraft Mechanic I  
27.85

23022 - Aircraft Mechanic II  
29.61  
23023 - Aircraft Mechanic III  
31.32  
23040 - Aircraft Mechanic Helper  
19.38  
23050 - Aircraft, Painter  
26.05  
23060 - Aircraft Servicer  
22.60  
23070 - Aircraft Survival Flight Equipment Technician  
26.05  
23080 - Aircraft Worker  
24.28  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.28  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
27.85  
II  
23110 - Appliance Mechanic  
20.51  
23120 - Bicycle Repairer  
16.11  
23125 - Cable Splicer  
32.53  
23130 - Carpenter, Maintenance  
16.96  
23140 - Carpet Layer  
19.16  
23160 - Electrician, Maintenance  
22.64  
23181 - Electronics Technician Maintenance I  
23.79  
23182 - Electronics Technician Maintenance II  
25.47  
23183 - Electronics Technician Maintenance III  
27.23  
23260 - Fabric Worker  
17.79  
23290 - Fire Alarm System Mechanic  
19.23  
23310 - Fire Extinguisher Repairer  
16.52  
23311 - Fuel Distribution System Mechanic  
21.47  
23312 - Fuel Distribution System Operator  
16.56

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23370 - General Maintenance Worker  
15.91  
23380 - Ground Support Equipment Mechanic  
27.85  
23381 - Ground Support Equipment Servicer  
22.60  
23382 - Ground Support Equipment Worker  
24.28  
23391 - Gunsmith I  
16.52  
23392 - Gunsmith II  
19.16  
23393 - Gunsmith III  
21.93  
23410 - Heating, Ventilation And Air-Conditioning  
21.90  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.29  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.01  
23440 - Heavy Equipment Operator  
19.24  
23460 - Instrument Mechanic  
21.93  
23465 - Laboratory/Shelter Mechanic  
20.51  
23470 - Laborer  
12.96  
23510 - Locksmith  
20.51  
23530 - Machinery Maintenance Mechanic  
22.64  
23550 - Machinist, Maintenance  
19.62  
23580 - Maintenance Trades Helper  
14.32  
23591 - Metrology Technician I  
21.93  
23592 - Metrology Technician II  
23.32  
23593 - Metrology Technician III  
24.66  
23640 - Millwright  
21.93  
23710 - Office Appliance Repairer  
18.66



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23760 - Painter, Maintenance  
16.96  
23790 - Pipefitter, Maintenance  
22.20  
23810 - Plumber, Maintenance  
20.76  
23820 - Pneudraulic Systems Mechanic  
21.93  
23850 - Rigger  
21.93  
23870 - Scale Mechanic  
19.16  
23890 - Sheet-Metal Worker, Maintenance  
21.39  
23910 - Small Engine Mechanic  
15.84  
23931 - Telecommunications Mechanic I  
27.98  
23932 - Telecommunications Mechanic II  
29.77  
23950 - Telephone Lineman  
28.38  
23960 - Welder, Combination, Maintenance  
19.24  
23965 - Well Driller  
21.93  
23970 - Woodcraft Worker  
21.93  
23980 - Woodworker  
16.52  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.93  
24570 - Child Care Attendant  
10.53  
24580 - Child Care Center Clerk  
13.13  
24610 - Chore Aide  
9.01  
24620 - Family Readiness And Support Services  
14.37  
Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
21.93  
25040 - Sewage Plant Operator

18.81  
25070 - Stationary Engineer

21.93  
25190 - Ventilation Equipment Tender

15.26  
25210 - Water Treatment Plant Operator

18.81  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

18.25  
27007 - Baggage Inspector

12.60  
27008 - Corrections Officer

21.95  
27010 - Court Security Officer

22.20  
27030 - Detection Dog Handler

15.74  
27040 - Detention Officer

21.95  
27070 - Firefighter

22.20  
27101 - Guard I

12.60  
27102 - Guard II

15.74  
27131 - Police Officer I

26.61  
27132 - Police Officer II

29.58  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.07  
28042 - Carnival Equipment Repairer

13.07  
28043 - Carnival Worker

9.00  
28210 - Gate Attendant/Gate Tender

13.53  
28310 - Lifeguard

12.05  
28350 - Park Attendant (Aide)

15.14  
28510 - Recreation Aide/Health Facility Attendant

11.04  
28515 - Recreation Specialist

18.39  
28630 - Sports Official

12.05  
28690 - Swimming Pool Operator

15.16  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

24.48  
29020 - Hatch Tender

24.48  
29030 - Line Handler

24.48  
29041 - Stevedore I

22.73  
29042 - Stevedore II

26.21  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

29.45  
30021 - Archeological Technician I

17.04  
30022 - Archeological Technician II

19.06  
30023 - Archeological Technician III

23.60  
30030 - Cartographic Technician

23.60  
30040 - Civil Engineering Technician

21.39  
30051 - Cryogenic Technician I

26.14  
30052 - Cryogenic Technician II

28.88  
30061 - Drafter/CAD Operator I

17.04  
30062 - Drafter/CAD Operator II

19.06  
30063 - Drafter/CAD Operator III

21.24  
30064 - Drafter/CAD Operator IV

26.14  
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  
23.60  
30210 - Laboratory Technician  
21.38  
30221 - Latent Fingerprint Technician I  
26.14  
30222 - Latent Fingerprint Technician II  
28.88  
30240 - Mathematical Technician  
23.60  
30361 - Paralegal/Legal Assistant I  
18.46  
30362 - Paralegal/Legal Assistant II  
22.86  
30363 - Paralegal/Legal Assistant III  
27.97  
30364 - Paralegal/Legal Assistant IV  
33.83  
30375 - Petroleum Supply Specialist  
28.88  
30390 - Photo-Optics Technician  
22.58  
30395 - Radiation Control Technician  
28.88  
30461 - Technical Writer I  
23.60  
30462 - Technical Writer II  
28.88  
30463 - Technical Writer III  
34.94  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 26.14  
   30502 - Weather Forecaster II  
 31.80  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 21.24  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 23.60  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 13.53  
   31030 - Bus Driver  
 19.16  
   31043 - Driver Courier  
 12.66  
   31260 - Parking and Lot Attendant  
 10.13  
   31290 - Shuttle Bus Driver  
 13.71  
   31310 - Taxi Driver  
 11.53  
   31361 - Truckdriver, Light  
 13.71  
   31362 - Truckdriver, Medium  
 15.45  
   31363 - Truckdriver, Heavy  
 20.64  
   31364 - Truckdriver, Tractor-Trailer  
 20.64  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 9.44  
   99050 - Desk Clerk  
 11.45  
   99095 - Embalmer  
 24.65  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 12.85  
   99252 - Laboratory Animal Caretaker II  
 13.91

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99260 - Marketing Analyst  
32.06  
99310 - Mortician  
24.65  
99410 - Pest Controller  
19.13  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
18.49  
99711 - Recycling Specialist  
22.46  
99730 - Refuse Collector  
16.52  
99810 - Sales Clerk  
11.55  
99820 - School Crossing Guard  
11.63  
99830 - Survey Party Chief  
16.87  
99831 - Surveying Aide  
11.74  
99832 - Surveying Technician  
16.11  
99840 - Vending Machine Attendant  
15.25  
99841 - Vending Machine Repairer  
19.12  
99842 - Vending Machine Repairer Helper  
15.25

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5245  
Revision No.: 8  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Hidalgo

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 12.67	
01012 - Accounting Clerk II 14.23	
01013 - Accounting Clerk III 15.93	
01020 - Administrative Assistant 22.51	
01035 - Court Reporter	

15.25  
01041 - Customer Service Representative I  
10.84  
01042 - Customer Service Representative II  
12.20  
01043 - Customer Service Representative III  
13.31  
01051 - Data Entry Operator I  
12.25  
01052 - Data Entry Operator II  
13.36  
01060 - Dispatcher, Motor Vehicle  
17.22  
01070 - Document Preparation Clerk  
12.15  
01090 - Duplicating Machine Operator  
12.15  
01111 - General Clerk I  
11.68  
01112 - General Clerk II  
12.76  
01113 - General Clerk III  
14.33  
01120 - Housing Referral Assistant  
17.00  
01141 - Messenger Courier  
10.14  
01191 - Order Clerk I  
13.74  
01192 - Order Clerk II  
14.98  
01261 - Personnel Assistant (Employment) I  
14.27  
01262 - Personnel Assistant (Employment) II  
16.69  
01263 - Personnel Assistant (Employment) III  
18.61  
01270 - Production Control Clerk  
14.67  
01290 - Rental Clerk  
12.52  
01300 - Scheduler, Maintenance  
13.63  
01311 - Secretary I  
13.63  
01312 - Secretary II  
15.25  
01313 - Secretary III

17.00  
01320 - Service Order Dispatcher  
15.39  
01410 - Supply Technician  
22.51  
01420 - Survey Worker  
14.38  
01460 - Switchboard Operator/Receptionist  
10.91  
01531 - Travel Clerk I  
12.18  
01532 - Travel Clerk II  
13.41  
01533 - Travel Clerk III  
14.39  
01611 - Word Processor I  
12.14  
01612 - Word Processor II  
13.63  
01613 - Word Processor III  
15.25  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
20.09  
05010 - Automotive Electrician  
17.08  
05040 - Automotive Glass Installer  
16.24  
05070 - Automotive Worker  
16.24  
05110 - Mobile Equipment Servicer  
14.52  
05130 - Motor Equipment Metal Mechanic  
17.86  
05160 - Motor Equipment Metal Worker  
16.24  
05190 - Motor Vehicle Mechanic  
17.86  
05220 - Motor Vehicle Mechanic Helper  
13.60  
05250 - Motor Vehicle Upholstery Worker  
15.36  
05280 - Motor Vehicle Wrecker  
16.24  
05310 - Painter, Automotive  
17.08  
05340 - Radiator Repair Specialist  
16.24



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05370 - Tire Repairer  
14.77  
05400 - Transmission Repair Specialist  
17.86  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
9.78  
07041 - Cook I  
10.64  
07042 - Cook II  
11.90  
07070 - Dishwasher  
9.60  
07130 - Food Service Worker  
10.65  
07210 - Meat Cutter  
11.42  
07260 - Waiter/Waitress  
8.89  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
14.60  
09040 - Furniture Handler  
9.79  
09080 - Furniture Refinisher  
14.60  
09090 - Furniture Refinisher Helper  
11.62  
09110 - Furniture Repairer, Minor  
13.13  
09130 - Upholsterer  
14.72  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.10  
11060 - Elevator Operator  
11.15  
11090 - Gardener  
14.27  
11122 - Housekeeping Aide  
11.15  
11150 - Janitor  
11.15  
11210 - Laborer, Grounds Maintenance  
11.26  
11240 - Maid or Houseman  
9.00  
11260 - Pruner

10.12  
11270 - Tractor Operator  
13.36  
11330 - Trail Maintenance Worker  
11.26  
11360 - Window Cleaner  
12.41  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.00  
12011 - Breath Alcohol Technician  
20.08  
12012 - Certified Occupational Therapist Assistant  
32.38  
12015 - Certified Physical Therapist Assistant  
33.66  
12020 - Dental Assistant  
13.96  
12025 - Dental Hygienist  
35.13  
12030 - EKG Technician  
24.42  
12035 - Electroneurodiagnostic Technologist  
24.42  
12040 - Emergency Medical Technician  
15.00  
12071 - Licensed Practical Nurse I  
17.94  
12072 - Licensed Practical Nurse II  
20.08  
12073 - Licensed Practical Nurse III  
22.37  
12100 - Medical Assistant  
11.53  
12130 - Medical Laboratory Technician  
17.38  
12160 - Medical Record Clerk  
13.57  
12190 - Medical Record Technician  
14.89  
12195 - Medical Transcriptionist  
18.30  
12210 - Nuclear Medicine Technologist  
44.10  
12221 - Nursing Assistant I  
10.95  
12222 - Nursing Assistant II  
12.31

12223 - Nursing Assistant III  
13.43  
12224 - Nursing Assistant IV  
15.08  
12235 - Optical Dispenser  
15.79  
12236 - Optical Technician  
25.52  
12250 - Pharmacy Technician  
15.79  
12280 - Phlebotomist  
15.09  
12305 - Radiologic Technologist  
26.41  
12311 - Registered Nurse I  
25.88  
12312 - Registered Nurse II  
31.68  
12313 - Registered Nurse II, Specialist  
31.68  
12314 - Registered Nurse III  
38.30  
12315 - Registered Nurse III, Anesthetist  
38.30  
12316 - Registered Nurse IV  
45.94  
12317 - Scheduler (Drug and Alcohol Testing)  
24.86  
12320 - Substance Abuse Treatment Counselor  
24.00  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
21.67  
13012 - Exhibits Specialist II  
26.85  
13013 - Exhibits Specialist III  
32.83  
13041 - Illustrator I  
21.67  
13042 - Illustrator II  
26.85  
13043 - Illustrator III  
32.83  
13047 - Librarian  
29.73  
13050 - Library Aide/Clerk  
18.30  
13054 - Library Information Technology Systems

- 26.85  
Administrator
- 13058 - Library Technician
- 13.22
- 13061 - Media Specialist I
- 19.37
- 13062 - Media Specialist II
- 21.67
- 13063 - Media Specialist III
- 24.16
- 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
- 13090 - Technical Order Library Clerk
- 15.81
- 13110 - Video Teleconference Technician
- 20.54
- 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)
- 18.59
- 14072 - Computer Programmer II (see 1)
- 23.03
- 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  
13.62  
14160 - Personal Computer Support Technician  
19.00  
14170 - System Support Specialist  
21.92  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
26.30  
15020 - Aircrew Training Devices Instructor (Rated)  
31.81  
15030 - Air Crew Training Devices Instructor (Pilot)  
38.13  
15050 - Computer Based Training Specialist / Instructor  
26.30  
15060 - Educational Technologist  
34.12  
15070 - Flight Instructor (Pilot)  
38.13  
15080 - Graphic Artist  
17.26  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
38.13  
15086 - Maintenance Test Pilot, Rotary Wing  
38.13  
15088 - Non-Maintenance Test/Co-Pilot  
38.13  
15090 - Technical Instructor  
19.64  
15095 - Technical Instructor/Course Developer  
24.02  
15110 - Test Proctor  
15.10  
15120 - Tutor  
15.10  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.62  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.16  
16220 - Tailor  
11.75  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
18.12  
19040 - Tool And Die Maker  
21.44  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
10.47  
21030 - Material Coordinator  
15.16  
21040 - Material Expediter  
15.16  
21050 - Material Handling Laborer  
9.55  
21071 - Order Filler  
11.15  
21080 - Production Line Worker (Food Processing)  
10.47  
21110 - Shipping Packer  
11.18  
21130 - Shipping/Receiving Clerk  
11.18  
21140 - Store Worker I  
14.68  
21150 - Stock Clerk  
19.99  
21210 - Tools And Parts Attendant  
10.47  
21410 - Warehouse Specialist  
10.47  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
19.76  
23019 - Aircraft Logs and Records Technician  
16.29  
23021 - Aircraft Mechanic I  
18.94

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23022 - Aircraft Mechanic II  
19.76  
23023 - Aircraft Mechanic III  
20.58  
23040 - Aircraft Mechanic Helper  
14.42  
23050 - Aircraft, Painter  
18.12  
23060 - Aircraft Servicer  
16.29  
23070 - Aircraft Survival Flight Equipment Technician  
18.12  
23080 - Aircraft Worker  
17.23  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
17.23  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
18.94  
II  
23110 - Appliance Mechanic  
18.87  
23120 - Bicycle Repairer  
13.76  
23125 - Cable Splicer  
21.79  
23130 - Carpenter, Maintenance  
16.97  
23140 - Carpet Layer  
17.23  
23160 - Electrician, Maintenance  
17.69  
23181 - Electronics Technician Maintenance I  
15.09  
23182 - Electronics Technician Maintenance II  
15.99  
23183 - Electronics Technician Maintenance III  
17.58  
23260 - Fabric Worker  
16.29  
23290 - Fire Alarm System Mechanic  
21.37  
23310 - Fire Extinguisher Repairer  
15.40  
23311 - Fuel Distribution System Mechanic  
21.80  
23312 - Fuel Distribution System Operator  
16.10

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23370 - General Maintenance Worker  
11.88  
23380 - Ground Support Equipment Mechanic  
18.94  
23381 - Ground Support Equipment Servicer  
16.29  
23382 - Ground Support Equipment Worker  
17.23  
23391 - Gunsmith I  
15.40  
23392 - Gunsmith II  
17.23  
23393 - Gunsmith III  
18.94  
23410 - Heating, Ventilation And Air-Conditioning  
18.05  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
18.94  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
20.45  
23440 - Heavy Equipment Operator  
13.63  
23460 - Instrument Mechanic  
18.94  
23465 - Laboratory/Shelter Mechanic  
18.12  
23470 - Laborer  
9.55  
23510 - Locksmith  
14.85  
23530 - Machinery Maintenance Mechanic  
20.48  
23550 - Machinist, Maintenance  
15.43  
23580 - Maintenance Trades Helper  
11.41  
23591 - Metrology Technician I  
18.94  
23592 - Metrology Technician II  
19.76  
23593 - Metrology Technician III  
20.58  
23640 - Millwright  
18.94  
23710 - Office Appliance Repairer  
16.03



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23760 - Painter, Maintenance  
15.18  
23790 - Pipefitter, Maintenance  
15.25  
23810 - Plumber, Maintenance  
14.59  
23820 - Pneudraulic Systems Mechanic  
18.94  
23850 - Rigger  
18.94  
23870 - Scale Mechanic  
17.23  
23890 - Sheet-Metal Worker, Maintenance  
12.68  
23910 - Small Engine Mechanic  
15.66  
23931 - Telecommunications Mechanic I  
20.91  
23932 - Telecommunications Mechanic II  
21.80  
23950 - Telephone Lineman  
18.34  
23960 - Welder, Combination, Maintenance  
16.21  
23965 - Well Driller  
18.94  
23970 - Woodcraft Worker  
18.94  
23980 - Woodworker  
15.40  
24000 - Personal Needs Occupations  
24550 - Case Manager  
13.50  
24570 - Child Care Attendant  
9.12  
24580 - Child Care Center Clerk  
11.37  
24610 - Chore Aide  
9.58  
24620 - Family Readiness And Support Services  
13.50  
Coordinator  
24630 - Homemaker  
13.50  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
20.00  
25040 - Sewage Plant Operator

13.84  
25070 - Stationary Engineer  
20.00  
25190 - Ventilation Equipment Tender  
15.23  
25210 - Water Treatment Plant Operator  
13.84  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
13.36  
27007 - Baggage Inspector  
10.66  
27008 - Corrections Officer  
20.31  
27010 - Court Security Officer  
18.30  
27030 - Detection Dog Handler  
14.63  
27040 - Detention Officer  
20.31  
27070 - Firefighter  
17.58  
27101 - Guard I  
10.66  
27102 - Guard II  
14.63  
27131 - Police Officer I  
20.81  
27132 - Police Officer II  
24.06  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
11.76  
28042 - Carnival Equipment Repairer  
12.56  
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  
16.28  
28630 - Sports Official

11.34  
     28690 - Swimming Pool Operator  
 14.40  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 17.23  
     29020 - Hatch Tender  
 17.23  
     29030 - Line Handler  
 17.23  
     29041 - Stevedore I  
 16.29  
     29042 - Stevedore II  
 18.25  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
 38.78  
     30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
 26.74  
     30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
 29.45  
     30021 - Archeological Technician I  
 16.04  
     30022 - Archeological Technician II  
 17.95  
     30023 - Archeological Technician III  
 22.23  
     30030 - Cartographic Technician  
 22.23  
     30040 - Civil Engineering Technician  
 23.80  
     30051 - Cryogenic Technician I  
 24.62  
     30052 - Cryogenic Technician II  
 27.20  
     30061 - Drafter/CAD Operator I  
 16.04  
     30062 - Drafter/CAD Operator II  
 17.95  
     30063 - Drafter/CAD Operator III  
 20.00  
     30064 - Drafter/CAD Operator IV  
 24.62  
     30081 - Engineering Technician I  
 14.83  
     30082 - Engineering Technician II  
 16.67  
     30083 - Engineering Technician III

18.61  
30084 - Engineering Technician IV

23.09  
30085 - Engineering Technician V

28.16  
30086 - Engineering Technician VI

34.07  
30090 - Environmental Technician

19.00  
30095 - Evidence Control Specialist

22.23  
30210 - Laboratory Technician

20.00  
30221 - Latent Fingerprint Technician I

24.62  
30222 - Latent Fingerprint Technician II

27.20  
30240 - Mathematical Technician

22.23  
30361 - Paralegal/Legal Assistant I

18.91  
30362 - Paralegal/Legal Assistant II

23.13  
30363 - Paralegal/Legal Assistant III

28.30  
30364 - Paralegal/Legal Assistant IV

34.23  
30375 - Petroleum Supply Specialist

27.20  
30390 - Photo-Optics Technician

18.17  
30395 - Radiation Control Technician

27.20  
30461 - Technical Writer I

22.23  
30462 - Technical Writer II

27.20  
30463 - Technical Writer III

32.90  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
     30501 - Weather Forecaster I  
 24.62  
     30502 - Weather Forecaster II  
 29.94  
     30620 - Weather Observer, Combined Upper Air Or                    (see 2)  
 20.00  
     Surface Programs  
     30621 - Weather Observer, Senior                                       (see 2)  
 22.23  
 31000 - Transportation/Mobile Equipment Operation Occupations  
     31010 - Airplane Pilot  
 29.82  
     31020 - Bus Aide  
 11.88  
     31030 - Bus Driver  
 15.93  
     31043 - Driver Courier  
 10.65  
     31260 - Parking and Lot Attendant  
 10.65  
     31290 - Shuttle Bus Driver  
 11.37  
     31310 - Taxi Driver  
 9.67  
     31361 - Truckdriver, Light  
 11.37  
     31362 - Truckdriver, Medium  
 12.07  
     31363 - Truckdriver, Heavy  
 16.85  
     31364 - Truckdriver, Tractor-Trailer  
 16.85  
 99000 - Miscellaneous Occupations  
     99020 - Cabin Safety Specialist  
 14.54  
     99030 - Cashier  
 10.26  
     99050 - Desk Clerk  
 9.23  
     99095 - Embalmer  
 24.65  
     99130 - Flight Follower  
 24.65  
     99251 - Laboratory Animal Caretaker I  
 16.59  
     99252 - Laboratory Animal Caretaker II  
 17.41

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99260 - Marketing Analyst  
28.76  
99310 - Mortician  
24.65  
99410 - Pest Controller  
15.52  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
16.90  
99711 - Recycling Specialist  
20.19  
99730 - Refuse Collector  
16.10  
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  
12.95  
99841 - Vending Machine Repairer  
14.69  
99842 - Vending Machine Repairer Helper  
12.95

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5247  
Revision No.: 8  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Martin, Midland

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 17.42	
01012 - Accounting Clerk II 19.56	
01013 - Accounting Clerk III 21.88	
01020 - Administrative Assistant 27.35	
01035 - Court Reporter	

- 17.88
  - 01041 - Customer Service Representative I
- 12.86
  - 01042 - Customer Service Representative II
- 14.45
  - 01043 - Customer Service Representative III
- 15.77
  - 01051 - Data Entry Operator I
- 14.50
  - 01052 - Data Entry Operator II
- 15.83
  - 01060 - Dispatcher, Motor Vehicle
- 21.34
  - 01070 - Document Preparation Clerk
- 14.23
  - 01090 - Duplicating Machine Operator
- 14.23
  - 01111 - General Clerk I
- 15.07
  - 01112 - General Clerk II
- 16.44
  - 01113 - General Clerk III
- 18.46
  - 01120 - Housing Referral Assistant
- 19.92
  - 01141 - Messenger Courier
- 11.60
  - 01191 - Order Clerk I
- 15.98
  - 01192 - Order Clerk II
- 18.87
  - 01261 - Personnel Assistant (Employment) I
- 15.90
  - 01262 - Personnel Assistant (Employment) II
- 17.79
  - 01263 - Personnel Assistant (Employment) III
- 19.82
  - 01270 - Production Control Clerk
- 24.51
  - 01290 - Rental Clerk
- 13.42
  - 01300 - Scheduler, Maintenance
- 15.98
  - 01311 - Secretary I
- 15.98
  - 01312 - Secretary II
- 17.88
  - 01313 - Secretary III

19.92  
01320 - Service Order Dispatcher  
19.07  
01410 - Supply Technician  
27.35  
01420 - Survey Worker  
16.26  
01460 - Switchboard Operator/Receptionist  
13.49  
01531 - Travel Clerk I  
11.80  
01532 - Travel Clerk II  
12.71  
01533 - Travel Clerk III  
13.54  
01611 - Word Processor I  
14.28  
01612 - Word Processor II  
16.02  
01613 - Word Processor III  
17.88  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
21.71  
05010 - Automotive Electrician  
25.33  
05040 - Automotive Glass Installer  
23.66  
05070 - Automotive Worker  
23.66  
05110 - Mobile Equipment Servicer  
20.40  
05130 - Motor Equipment Metal Mechanic  
27.08  
05160 - Motor Equipment Metal Worker  
23.66  
05190 - Motor Vehicle Mechanic  
27.08  
05220 - Motor Vehicle Mechanic Helper  
18.84  
05250 - Motor Vehicle Upholstery Worker  
21.97  
05280 - Motor Vehicle Wrecker  
23.66  
05310 - Painter, Automotive  
25.33  
05340 - Radiator Repair Specialist  
23.66



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05370 - Tire Repairer  
16.50  
05400 - Transmission Repair Specialist  
27.08  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
13.24  
07041 - Cook I  
12.17  
07042 - Cook II  
14.12  
07070 - Dishwasher  
10.79  
07130 - Food Service Worker  
11.98  
07210 - Meat Cutter  
13.48  
07260 - Waiter/Waitress  
8.96  
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  
12.27  
11060 - Elevator Operator  
11.51  
11090 - Gardener  
16.40  
11122 - Housekeeping Aide  
11.51  
11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
13.86  
11240 - Maid or Houseman  
11.19  
11260 - Pruner

12.38  
11270 - Tractor Operator  
16.83  
11330 - Trail Maintenance Worker  
13.86  
11360 - Window Cleaner  
12.25  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.36  
12011 - Breath Alcohol Technician  
20.86  
12012 - Certified Occupational Therapist Assistant  
29.37  
12015 - Certified Physical Therapist Assistant  
31.32  
12020 - Dental Assistant  
18.67  
12025 - Dental Hygienist  
37.88  
12030 - EKG Technician  
31.61  
12035 - Electroneurodiagnostic Technologist  
31.61  
12040 - Emergency Medical Technician  
18.36  
12071 - Licensed Practical Nurse I  
18.88  
12072 - Licensed Practical Nurse II  
21.12  
12073 - Licensed Practical Nurse III  
23.54  
12100 - Medical Assistant  
15.98  
12130 - Medical Laboratory Technician  
20.61  
12160 - Medical Record Clerk  
15.22  
12190 - Medical Record Technician  
17.03  
12195 - Medical Transcriptionist  
18.65  
12210 - Nuclear Medicine Technologist  
43.48  
12221 - Nursing Assistant I  
11.25  
12222 - Nursing Assistant II  
12.65

12223 - Nursing Assistant III  
13.80  
12224 - Nursing Assistant IV  
15.49  
12235 - Optical Dispenser  
16.37  
12236 - Optical Technician  
17.01  
12250 - Pharmacy Technician  
17.24  
12280 - Phlebotomist  
17.41  
12305 - Radiologic Technologist  
29.37  
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)  
22.74  
12320 - Substance Abuse Treatment Counselor  
23.55  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.40  
13012 - Exhibits Specialist II  
24.02  
13013 - Exhibits Specialist III  
29.40  
13041 - Illustrator I  
19.40  
13042 - Illustrator II  
24.02  
13043 - Illustrator III  
29.40  
13047 - Librarian  
26.61  
13050 - Library Aide/Clerk  
12.25  
13054 - Library Information Technology Systems

24.02

Administrator

13058 - Library Technician

19.32

13061 - Media Specialist I

17.34

13062 - Media Specialist II

19.40

13063 - Media Specialist III

21.62

13071 - Photographer I

17.26

13072 - Photographer II

19.32

13073 - Photographer III

23.92

13074 - Photographer IV

29.27

13075 - Photographer V

35.40

13090 - Technical Order Library Clerk

17.31

13110 - Video Teleconference Technician

17.34

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  
31.37  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
27.21  
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  
35.34  
15070 - Flight Instructor (Pilot)  
40.60  
15080 - Graphic Artist  
21.92  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
39.45  
15086 - Maintenance Test Pilot, Rotary Wing  
39.45  
15088 - Non-Maintenance Test/Co-Pilot  
39.45  
15090 - Technical Instructor  
24.10  
15095 - Technical Instructor/Course Developer  
29.48  
15110 - Test Proctor  
19.46  
15120 - Tutor  
19.46  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.65  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.40  
16220 - Tailor  
12.14  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
21.40  
19040 - Tool And Die Maker  
27.53  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
18.33  
21030 - Material Coordinator  
24.51  
21040 - Material Expediter  
24.51  
21050 - Material Handling Laborer  
14.32  
21071 - Order Filler  
14.82  
21080 - Production Line Worker (Food Processing)  
18.33  
21110 - Shipping Packer  
15.57  
21130 - Shipping/Receiving Clerk  
15.57  
21140 - Store Worker I  
10.48  
21150 - Stock Clerk  
14.42  
21210 - Tools And Parts Attendant  
18.33  
21410 - Warehouse Specialist  
18.33  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
26.01  
23019 - Aircraft Logs and Records Technician  
19.84  
23021 - Aircraft Mechanic I  
24.46

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23022 - Aircraft Mechanic II  
26.01  
23023 - Aircraft Mechanic III  
27.50  
23040 - Aircraft Mechanic Helper  
17.02  
23050 - Aircraft, Painter  
22.88  
23060 - Aircraft Servicer  
19.84  
23070 - Aircraft Survival Flight Equipment Technician  
22.88  
23080 - Aircraft Worker  
21.37  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
21.37  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.46  
II  
23110 - Appliance Mechanic  
20.53  
23120 - Bicycle Repairer  
17.23  
23125 - Cable Splicer  
27.97  
23130 - Carpenter, Maintenance  
20.42  
23140 - Carpet Layer  
19.99  
23160 - Electrician, Maintenance  
26.91  
23181 - Electronics Technician Maintenance I  
22.59  
23182 - Electronics Technician Maintenance II  
24.19  
23183 - Electronics Technician Maintenance III  
25.86  
23260 - Fabric Worker  
18.56  
23290 - Fire Alarm System Mechanic  
23.26  
23310 - Fire Extinguisher Repairer  
17.23  
23311 - Fuel Distribution System Mechanic  
20.04  
23312 - Fuel Distribution System Operator  
16.56

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23370 - General Maintenance Worker  
18.76  
23380 - Ground Support Equipment Mechanic  
24.46  
23381 - Ground Support Equipment Servicer  
19.84  
23382 - Ground Support Equipment Worker  
21.37  
23391 - Gunsmith I  
17.23  
23392 - Gunsmith II  
19.99  
23393 - Gunsmith III  
23.26  
23410 - Heating, Ventilation And Air-Conditioning  
21.43  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.79  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.62  
23440 - Heavy Equipment Operator  
21.76  
23460 - Instrument Mechanic  
23.26  
23465 - Laboratory/Shelter Mechanic  
21.40  
23470 - Laborer  
15.79  
23510 - Locksmith  
21.40  
23530 - Machinery Maintenance Mechanic  
26.30  
23550 - Machinist, Maintenance  
23.74  
23580 - Maintenance Trades Helper  
16.05  
23591 - Metrology Technician I  
23.26  
23592 - Metrology Technician II  
24.73  
23593 - Metrology Technician III  
26.15  
23640 - Millwright  
23.26  
23710 - Office Appliance Repairer  
20.85



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23760 - Painter, Maintenance  
19.99  
23790 - Pipefitter, Maintenance  
22.38  
23810 - Plumber, Maintenance  
20.93  
23820 - Pneudraulic Systems Mechanic  
23.26  
23850 - Rigger  
23.26  
23870 - Scale Mechanic  
19.99  
23890 - Sheet-Metal Worker, Maintenance  
22.33  
23910 - Small Engine Mechanic  
19.99  
23931 - Telecommunications Mechanic I  
25.32  
23932 - Telecommunications Mechanic II  
26.68  
23950 - Telephone Lineman  
25.80  
23960 - Welder, Combination, Maintenance  
22.91  
23965 - Well Driller  
23.26  
23970 - Woodcraft Worker  
23.26  
23980 - Woodworker  
17.23  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.93  
24570 - Child Care Attendant  
11.13  
24580 - Child Care Center Clerk  
14.98  
24610 - Chore Aide  
10.32  
24620 - Family Readiness And Support Services  
14.37  
Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.88  
25040 - Sewage Plant Operator

21.58  
25070 - Stationary Engineer

22.88  
25190 - Ventilation Equipment Tender

16.01  
25210 - Water Treatment Plant Operator

21.58  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

17.31  
27007 - Baggage Inspector

14.79  
27008 - Corrections Officer

18.14  
27010 - Court Security Officer

19.36  
27030 - Detection Dog Handler

17.24  
27040 - Detention Officer

18.14  
27070 - Firefighter

20.08  
27101 - Guard I

14.79  
27102 - Guard II

17.24  
27131 - Police Officer I

25.62  
27132 - Police Officer II

28.48  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.96  
28042 - Carnival Equipment Repairer

14.03  
28043 - Carnival Worker

9.53  
28210 - Gate Attendant/Gate Tender

16.45  
28310 - Lifeguard

12.79  
28350 - Park Attendant (Aide)

18.40  
28510 - Recreation Aide/Health Facility Attendant

13.42  
28515 - Recreation Specialist

22.25  
28630 - Sports Official

14.64  
     28690 - Swimming Pool Operator  
 16.27  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 26.93  
     29020 - Hatch Tender  
 26.93  
     29030 - Line Handler  
 26.93  
     29041 - Stevedore I  
 25.00  
     29042 - Stevedore II  
 28.83  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
 38.78  
     30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
 26.74  
     30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
 29.45  
     30021 - Archeological Technician I  
 18.32  
     30022 - Archeological Technician II  
 20.50  
     30023 - Archeological Technician III  
 25.39  
     30030 - Cartographic Technician  
 25.39  
     30040 - Civil Engineering Technician  
 25.45  
     30051 - Cryogenic Technician I  
 28.12  
     30052 - Cryogenic Technician II  
 31.06  
     30061 - Drafter/CAD Operator I  
 18.32  
     30062 - Drafter/CAD Operator II  
 20.50  
     30063 - Drafter/CAD Operator III  
 22.84  
     30064 - Drafter/CAD Operator IV  
 28.12  
     30081 - Engineering Technician I  
 15.07  
     30082 - Engineering Technician II  
 16.90  
     30083 - Engineering Technician III

18.91  
30084 - Engineering Technician IV

23.43  
30085 - Engineering Technician V

28.66  
30086 - Engineering Technician VI

34.67  
30090 - Environmental Technician

23.68  
30095 - Evidence Control Specialist

25.39  
30210 - Laboratory Technician

21.38  
30221 - Latent Fingerprint Technician I

28.12  
30222 - Latent Fingerprint Technician II

31.06  
30240 - Mathematical Technician

25.39  
30361 - Paralegal/Legal Assistant I

18.55  
30362 - Paralegal/Legal Assistant II

22.97  
30363 - Paralegal/Legal Assistant III

28.10  
30364 - Paralegal/Legal Assistant IV

33.99  
30375 - Petroleum Supply Specialist

31.06  
30390 - Photo-Optics Technician

25.39  
30395 - Radiation Control Technician

31.06  
30461 - Technical Writer I

25.39  
30462 - Technical Writer II

31.06  
30463 - Technical Writer III

37.57  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I  
28.12  
30502 - Weather Forecaster II  
34.19  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
22.84  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
25.39  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
14.87  
31030 - Bus Driver  
21.06  
31043 - Driver Courier  
16.97  
31260 - Parking and Lot Attendant  
13.11  
31290 - Shuttle Bus Driver  
18.38  
31310 - Taxi Driver  
13.83  
31361 - Truckdriver, Light  
18.38  
31362 - Truckdriver, Medium  
19.86  
31363 - Truckdriver, Heavy  
21.87  
31364 - Truckdriver, Tractor-Trailer  
21.87  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
11.62  
99050 - Desk Clerk  
13.02  
99095 - Embalmer  
24.65  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
13.78  
99252 - Laboratory Animal Caretaker II  
14.92

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99260 - Marketing Analyst  
32.53  
99310 - Mortician  
24.65  
99410 - Pest Controller  
18.44  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
19.12  
99711 - Recycling Specialist  
23.22  
99730 - Refuse Collector  
17.08  
99810 - Sales Clerk  
13.03  
99820 - School Crossing Guard  
11.63  
99830 - Survey Party Chief  
18.43  
99831 - Surveying Aide  
12.83  
99832 - Surveying Technician  
17.60  
99840 - Vending Machine Attendant  
15.25  
99841 - Vending Machine Repairer  
19.12  
99842 - Vending Machine Repairer Helper  
15.25

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5249  
Revision No.: 8  
Date Of Last Revision: 06/28/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Ector

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.85	
01012 - Accounting Clerk II	
16.68	
01013 - Accounting Clerk III	
18.66	
01020 - Administrative Assistant	
24.00	
01035 - Court Reporter	

- 18.00
  - 01041 - Customer Service Representative I
- 11.82
  - 01042 - Customer Service Representative II
- 13.29
  - 01043 - Customer Service Representative III
- 14.50
  - 01051 - Data Entry Operator I
- 12.36
  - 01052 - Data Entry Operator II
- 13.48
  - 01060 - Dispatcher, Motor Vehicle
- 22.07
  - 01070 - Document Preparation Clerk
- 14.99
  - 01090 - Duplicating Machine Operator
- 14.99
  - 01111 - General Clerk I
- 15.08
  - 01112 - General Clerk II
- 16.45
  - 01113 - General Clerk III
- 18.46
  - 01120 - Housing Referral Assistant
- 20.06
  - 01141 - Messenger Courier
- 11.56
  - 01191 - Order Clerk I
- 15.98
  - 01192 - Order Clerk II
- 17.99
  - 01261 - Personnel Assistant (Employment) I
- 14.94
  - 01262 - Personnel Assistant (Employment) II
- 17.32
  - 01263 - Personnel Assistant (Employment) III
- 18.62
  - 01270 - Production Control Clerk
- 23.63
  - 01290 - Rental Clerk
- 14.76
  - 01300 - Scheduler, Maintenance
- 16.09
  - 01311 - Secretary I
- 16.09
  - 01312 - Secretary II
- 18.00
  - 01313 - Secretary III

20.06  
01320 - Service Order Dispatcher  
19.72  
01410 - Supply Technician  
24.00  
01420 - Survey Worker  
16.74  
01460 - Switchboard Operator/Receptionist  
14.38  
01531 - Travel Clerk I  
11.15  
01532 - Travel Clerk II  
12.06  
01533 - Travel Clerk III  
13.19  
01611 - Word Processor I  
14.33  
01612 - Word Processor II  
16.09  
01613 - Word Processor III  
18.00  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
24.31  
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



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05370 - Tire Repairer  
15.70  
05400 - Transmission Repair Specialist  
21.12  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.51  
07041 - Cook I  
11.82  
07042 - Cook II  
13.71  
07070 - Dishwasher  
10.79  
07130 - Food Service Worker  
11.08  
07210 - Meat Cutter  
15.95  
07260 - Waiter/Waitress  
8.97  
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  
12.27  
11060 - Elevator Operator  
12.22  
11090 - Gardener  
16.40  
11122 - Housekeeping Aide  
12.22  
11150 - Janitor  
12.22  
11210 - Laborer, Grounds Maintenance  
14.08  
11240 - Maid or Houseman  
10.78  
11260 - Pruner

12.74  
11270 - Tractor Operator  
17.07  
11330 - Trail Maintenance Worker  
14.08  
11360 - Window Cleaner  
13.68  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.55  
12011 - Breath Alcohol Technician  
20.04  
12012 - Certified Occupational Therapist Assistant  
28.20  
12015 - Certified Physical Therapist Assistant  
31.02  
12020 - Dental Assistant  
18.50  
12025 - Dental Hygienist  
41.58  
12030 - EKG Technician  
30.35  
12035 - Electroneurodiagnostic Technologist  
30.35  
12040 - Emergency Medical Technician  
18.55  
12071 - Licensed Practical Nurse I  
17.91  
12072 - Licensed Practical Nurse II  
20.04  
12073 - Licensed Practical Nurse III  
22.34  
12100 - Medical Assistant  
15.70  
12130 - Medical Laboratory Technician  
22.00  
12160 - Medical Record Clerk  
15.93  
12190 - Medical Record Technician  
17.82  
12195 - Medical Transcriptionist  
17.91  
12210 - Nuclear Medicine Technologist  
41.93  
12221 - Nursing Assistant I  
11.02  
12222 - Nursing Assistant II  
12.38

12223 - Nursing Assistant III  
13.51  
12224 - Nursing Assistant IV  
15.17  
12235 - Optical Dispenser  
13.97  
12236 - Optical Technician  
17.01  
12250 - Pharmacy Technician  
16.99  
12280 - Phlebotomist  
16.90  
12305 - Radiologic Technologist  
28.77  
12311 - Registered Nurse I  
24.19  
12312 - Registered Nurse II  
29.61  
12313 - Registered Nurse II, Specialist  
29.61  
12314 - Registered Nurse III  
35.83  
12315 - Registered Nurse III, Anesthetist  
35.83  
12316 - Registered Nurse IV  
42.91  
12317 - Scheduler (Drug and Alcohol Testing)  
24.82  
12320 - Substance Abuse Treatment Counselor  
25.46  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
17.97  
13012 - Exhibits Specialist II  
22.28  
13013 - Exhibits Specialist III  
27.25  
13041 - Illustrator I  
17.97  
13042 - Illustrator II  
22.28  
13043 - Illustrator III  
27.25  
13047 - Librarian  
24.66  
13050 - Library Aide/Clerk  
11.36  
13054 - Library Information Technology Systems

22.26  
 Administrator  
 13058 - Library Technician

16.24  
 13061 - Media Specialist I

16.08  
 13062 - Media Specialist II

17.97  
 13063 - Media Specialist III

20.05  
 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

16.27  
 13110 - Video Teleconference Technician

18.12  
 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  
23.96  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
29.03  
15020 - Aircrew Training Devices Instructor (Rated)  
35.12  
15030 - Air Crew Training Devices Instructor (Pilot)  
42.09  
15050 - Computer Based Training Specialist / Instructor  
29.03  
15060 - Educational Technologist  
29.85  
15070 - Flight Instructor (Pilot)  
42.09  
15080 - Graphic Artist  
25.67  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
42.09  
15086 - Maintenance Test Pilot, Rotary Wing  
42.09  
15088 - Non-Maintenance Test/Co-Pilot  
42.09  
15090 - Technical Instructor  
24.18  
15095 - Technical Instructor/Course Developer  
29.59  
15110 - Test Proctor  
20.03  
15120 - Tutor  
20.03  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.25  
16030 - Counter Attendant  
9.25  
16040 - Dry Cleaner  
10.67  
16070 - Finisher, Flatwork, Machine  
9.25  
16090 - Presser, Hand  
9.25  
16110 - Presser, Machine, Drycleaning

9.25  
16130 - Presser, Machine, Shirts

9.25  
16160 - Presser, Machine, Wearing Apparel, Laundry

9.25  
16190 - Sewing Machine Operator

11.13  
16220 - Tailor

11.56  
16250 - Washer, Machine

9.80  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)

21.59  
19040 - Tool And Die Maker

27.33  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator

17.28  
21030 - Material Coordinator

23.63  
21040 - Material Expediter

23.63  
21050 - Material Handling Laborer

14.32  
21071 - Order Filler

15.74  
21080 - Production Line Worker (Food Processing)

17.28  
21110 - Shipping Packer

16.48  
21130 - Shipping/Receiving Clerk

16.48  
21140 - Store Worker I

10.24  
21150 - Stock Clerk

14.42  
21210 - Tools And Parts Attendant

17.28  
21410 - Warehouse Specialist

17.28  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder

25.13  
23019 - Aircraft Logs and Records Technician

18.73  
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  
21.59  
23060 - Aircraft Servicer  
18.73  
23070 - Aircraft Survival Flight Equipment Technician  
21.59  
23080 - Aircraft Worker  
20.17  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
20.17  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
23.71  
II  
23110 - Appliance Mechanic  
21.59  
23120 - Bicycle Repairer  
17.17  
23125 - Cable Splicer  
25.12  
23130 - Carpenter, Maintenance  
21.20  
23140 - Carpet Layer  
20.17  
23160 - Electrician, Maintenance  
22.71  
23181 - Electronics Technician Maintenance I  
20.54  
23182 - Electronics Technician Maintenance II  
21.99  
23183 - Electronics Technician Maintenance III  
23.51  
23260 - Fabric Worker  
18.73  
23290 - Fire Alarm System Mechanic  
23.08  
23310 - Fire Extinguisher Repairer  
17.39  
23311 - Fuel Distribution System Mechanic  
21.79  
23312 - Fuel Distribution System Operator  
16.41

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23370 - General Maintenance Worker  
16.80  
23380 - Ground Support Equipment Mechanic  
23.71  
23381 - Ground Support Equipment Servicer  
18.73  
23382 - Ground Support Equipment Worker  
20.17  
23391 - Gunsmith I  
17.39  
23392 - Gunsmith II  
20.17  
23393 - Gunsmith III  
23.08  
23410 - Heating, Ventilation And Air-Conditioning  
20.64  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.95  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
25.84  
23440 - Heavy Equipment Operator  
23.80  
23460 - Instrument Mechanic  
23.08  
23465 - Laboratory/Shelter Mechanic  
21.59  
23470 - Laborer  
16.69  
23510 - Locksmith  
21.59  
23530 - Machinery Maintenance Mechanic  
24.95  
23550 - Machinist, Maintenance  
23.62  
23580 - Maintenance Trades Helper  
17.29  
23591 - Metrology Technician I  
23.08  
23592 - Metrology Technician II  
24.55  
23593 - Metrology Technician III  
25.96  
23640 - Millwright  
23.08  
23710 - Office Appliance Repairer  
18.42



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23760 - Painter, Maintenance  
16.96  
23790 - Pipefitter, Maintenance  
21.74  
23810 - Plumber, Maintenance  
20.33  
23820 - Pneudraulic Systems Mechanic  
23.08  
23850 - Rigger  
23.42  
23870 - Scale Mechanic  
20.17  
23890 - Sheet-Metal Worker, Maintenance  
21.16  
23910 - Small Engine Mechanic  
20.44  
23931 - Telecommunications Mechanic I  
25.14  
23932 - Telecommunications Mechanic II  
26.72  
23950 - Telephone Lineman  
23.08  
23960 - Welder, Combination, Maintenance  
25.61  
23965 - Well Driller  
23.08  
23970 - Woodcraft Worker  
23.08  
23980 - Woodworker  
17.39  
24000 - Personal Needs Occupations  
24550 - Case Manager  
14.37  
24570 - Child Care Attendant  
10.63  
24580 - Child Care Center Clerk  
13.25  
24610 - Chore Aide  
9.37  
24620 - Family Readiness And Support Services  
14.37  
Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
23.08  
25040 - Sewage Plant Operator

21.59  
25070 - Stationary Engineer

23.08  
25190 - Ventilation Equipment Tender

16.06  
25210 - Water Treatment Plant Operator

21.59  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

17.91  
27007 - Baggage Inspector

15.70  
27008 - Corrections Officer

16.49  
27010 - Court Security Officer

19.36  
27030 - Detection Dog Handler

17.91  
27040 - Detention Officer

16.49  
27070 - Firefighter

20.08  
27101 - Guard I

15.70  
27102 - Guard II

17.91  
27131 - Police Officer I

24.94  
27132 - Police Officer II

27.72  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

16.12  
28042 - Carnival Equipment Repairer

15.27  
28043 - Carnival Worker

11.89  
28210 - Gate Attendant/Gate Tender

13.35  
28310 - Lifeguard

11.78  
28350 - Park Attendant (Aide)

14.94  
28510 - Recreation Aide/Health Facility Attendant

10.90  
28515 - Recreation Specialist

18.33  
28630 - Sports Official

11.90  
28690 - Swimming Pool Operator  
20.33  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
23.15  
29020 - Hatch Tender  
23.15  
29030 - Line Handler  
23.15  
29041 - Stevedore I  
21.49  
29042 - Stevedore II  
24.78  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
29.45  
30021 - Archeological Technician I  
18.21  
30022 - Archeological Technician II  
20.37  
30023 - Archeological Technician III  
25.23  
30030 - Cartographic Technician  
25.23  
30040 - Civil Engineering Technician  
25.23  
30051 - Cryogenic Technician I  
27.95  
30052 - Cryogenic Technician II  
30.87  
30061 - Drafter/CAD Operator I  
18.21  
30062 - Drafter/CAD Operator II  
20.37  
30063 - Drafter/CAD Operator III  
22.70  
30064 - Drafter/CAD Operator IV  
27.95  
30081 - Engineering Technician I  
15.51  
30082 - Engineering Technician II  
17.41  
30083 - Engineering Technician III

19.48  
30084 - Engineering Technician IV

24.13  
30085 - Engineering Technician V

29.52  
30086 - Engineering Technician VI

35.71  
30090 - Environmental Technician

25.23  
30095 - Evidence Control Specialist

25.23  
30210 - Laboratory Technician

22.52  
30221 - Latent Fingerprint Technician I

27.95  
30222 - Latent Fingerprint Technician II

30.87  
30240 - Mathematical Technician

25.23  
30361 - Paralegal/Legal Assistant I

18.59  
30362 - Paralegal/Legal Assistant II

22.28  
30363 - Paralegal/Legal Assistant III

27.32  
30364 - Paralegal/Legal Assistant IV

32.97  
30375 - Petroleum Supply Specialist

30.87  
30390 - Photo-Optics Technician

25.23  
30395 - Radiation Control Technician

30.87  
30461 - Technical Writer I

25.23  
30462 - Technical Writer II

30.87  
30463 - Technical Writer III

37.34  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 27.95  
   30502 - Weather Forecaster II  
 33.99  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 22.70  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 25.23  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 14.37  
   31030 - Bus Driver  
 20.35  
   31043 - Driver Courier  
 14.22  
   31260 - Parking and Lot Attendant  
 12.84  
   31290 - Shuttle Bus Driver  
 15.40  
   31310 - Taxi Driver  
 14.01  
   31361 - Truckdriver, Light  
 15.40  
   31362 - Truckdriver, Medium  
 17.00  
   31363 - Truckdriver, Heavy  
 21.92  
   31364 - Truckdriver, Tractor-Trailer  
 21.92  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 11.91  
   99050 - Desk Clerk  
 11.45  
   99095 - Embalmer  
 24.65  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 15.16  
   99252 - Laboratory Animal Caretaker II  
 16.41

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99260 - Marketing Analyst  
34.32  
99310 - Mortician  
24.65  
99410 - Pest Controller  
18.44  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
14.23  
99711 - Recycling Specialist  
17.31  
99730 - Refuse Collector  
12.73  
99810 - Sales Clerk  
13.17  
99820 - School Crossing Guard  
11.63  
99830 - Survey Party Chief  
17.03  
99831 - Surveying Aide  
11.86  
99832 - Surveying Technician  
16.27  
99840 - Vending Machine Attendant  
15.81  
99841 - Vending Machine Repairer  
19.86  
99842 - Vending Machine Repairer Helper  
15.81

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5251  
Revision No.: 8  
Date Of Last Revision: 06/28/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Irion, Tom Green

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 14.24	
01012 - Accounting Clerk II 15.99	
01013 - Accounting Clerk III 17.89	
01020 - Administrative Assistant 24.51	
01035 - Court Reporter	

- 17.77
  - 01041 - Customer Service Representative I
- 11.28
  - 01042 - Customer Service Representative II
- 12.68
  - 01043 - Customer Service Representative III
- 13.83
  - 01051 - Data Entry Operator I
- 11.43
  - 01052 - Data Entry Operator II
- 12.48
  - 01060 - Dispatcher, Motor Vehicle
- 16.84
  - 01070 - Document Preparation Clerk
- 12.89
  - 01090 - Duplicating Machine Operator
- 12.89
  - 01111 - General Clerk I
- 12.43
  - 01112 - General Clerk II
- 16.25
  - 01113 - General Clerk III
- 16.70
  - 01120 - Housing Referral Assistant
- 19.21
  - 01141 - Messenger Courier
- 10.40
  - 01191 - Order Clerk I
- 14.53
  - 01192 - Order Clerk II
- 17.15
  - 01261 - Personnel Assistant (Employment) I
- 15.17
  - 01262 - Personnel Assistant (Employment) II
- 17.32
  - 01263 - Personnel Assistant (Employment) III
- 18.92
  - 01270 - Production Control Clerk
- 22.82
  - 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  
15.05  
01410 - Supply Technician  
24.51  
01420 - Survey Worker  
16.74  
01460 - Switchboard Operator/Receptionist  
11.38  
01531 - Travel Clerk I  
11.15  
01532 - Travel Clerk II  
12.06  
01533 - Travel Clerk III  
13.19  
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  
21.40  
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



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05370 - Tire Repairer  
14.16  
05400 - Transmission Repair Specialist  
21.12  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.89  
07041 - Cook I  
11.95  
07042 - Cook II  
13.86  
07070 - Dishwasher  
9.63  
07130 - Food Service Worker  
10.44  
07210 - Meat Cutter  
16.17  
07260 - Waiter/Waitress  
8.94  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.02  
09040 - Furniture Handler  
11.85  
09080 - Furniture Refinisher  
19.02  
09090 - Furniture Refinisher Helper  
14.25  
09110 - Furniture Repairer, Minor  
16.63  
09130 - Upholsterer  
19.02  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.20  
11060 - Elevator Operator  
11.20  
11090 - Gardener  
15.62  
11122 - Housekeeping Aide  
11.51  
11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
11.88  
11240 - Maid or Houseman  
9.28  
11260 - Pruner

10.61  
11270 - Tractor Operator  
14.43  
11330 - Trail Maintenance Worker  
11.88  
11360 - Window Cleaner  
12.03  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.65  
12011 - Breath Alcohol Technician  
19.35  
12012 - Certified Occupational Therapist Assistant  
26.54  
12015 - Certified Physical Therapist Assistant  
26.70  
12020 - Dental Assistant  
15.64  
12025 - Dental Hygienist  
35.76  
12030 - EKG Technician  
29.31  
12035 - Electroneurodiagnostic Technologist  
29.31  
12040 - Emergency Medical Technician  
16.65  
12071 - Licensed Practical Nurse I  
17.29  
12072 - Licensed Practical Nurse II  
19.35  
12073 - Licensed Practical Nurse III  
21.56  
12100 - Medical Assistant  
14.11  
12130 - Medical Laboratory Technician  
18.18  
12160 - Medical Record Clerk  
16.74  
12190 - Medical Record Technician  
19.82  
12195 - Medical Transcriptionist  
17.29  
12210 - Nuclear Medicine Technologist  
42.50  
12221 - Nursing Assistant I  
11.35  
12222 - Nursing Assistant II  
12.76

12223 - Nursing Assistant III  
13.93  
12224 - Nursing Assistant IV  
15.64  
12235 - Optical Dispenser  
16.26  
12236 - Optical Technician  
17.01  
12250 - Pharmacy Technician  
15.50  
12280 - Phlebotomist  
27.06  
12305 - Radiologic Technologist  
27.84  
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)  
23.96  
12320 - Substance Abuse Treatment Counselor  
25.37  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
22.36  
13012 - Exhibits Specialist II  
27.34  
13013 - Exhibits Specialist III  
18.05  
13041 - Illustrator I  
22.36  
13042 - Illustrator II  
27.34  
13043 - Illustrator III  
24.76  
13047 - Librarian  
13.75  
13050 - Library Aide/Clerk  
22.36  
13054 - Library Information Technology Systems

- 16.24  
Administrator
- 13058 - Library Technician
- 16.13
- 13061 - Media Specialist I
- 18.05
- 13062 - Media Specialist II
- 20.12
- 13063 - Media Specialist III
- 16.13
- 13071 - Photographer I
- 18.05
- 13072 - Photographer II
- 22.36
- 13073 - Photographer III
- 27.34
- 13074 - Photographer IV
- 33.08
- 13075 - Photographer V
- 19.04
- 13090 - Technical Order Library Clerk
- 16.27
- 13110 - Video Teleconference Technician
- 13.98
- 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  
23.66  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
27.98  
15020 - Aircrew Training Devices Instructor (Rated)  
34.92  
15030 - Air Crew Training Devices Instructor (Pilot)  
40.76  
15050 - Computer Based Training Specialist / Instructor  
27.98  
15060 - Educational Technologist  
35.19  
15070 - Flight Instructor (Pilot)  
40.76  
15080 - Graphic Artist  
19.64  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
40.76  
15086 - Maintenance Test Pilot, Rotary Wing  
40.76  
15088 - Non-Maintenance Test/Co-Pilot  
40.76  
15090 - Technical Instructor  
19.36  
15095 - Technical Instructor/Course Developer  
23.68  
15110 - Test Proctor  
17.77  
15120 - Tutor  
17.77  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.25  
16030 - Counter Attendant  
9.25  
16040 - Dry Cleaner  
10.67  
16070 - Finisher, Flatwork, Machine  
9.25  
16090 - Presser, Hand  
9.25  
16110 - Presser, Machine, Drycleaning

9.25  
16130 - Presser, Machine, Shirts  
9.25  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.25  
16190 - Sewing Machine Operator  
11.13  
16220 - Tailor  
11.56  
16250 - Washer, Machine  
9.80  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
18.90  
19040 - Tool And Die Maker  
24.37  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.57  
21030 - Material Coordinator  
22.82  
21040 - Material Expediter  
22.82  
21050 - Material Handling Laborer  
11.55  
21071 - Order Filler  
12.99  
21080 - Production Line Worker (Food Processing)  
14.57  
21110 - Shipping Packer  
14.27  
21130 - Shipping/Receiving Clerk  
14.27  
21140 - Store Worker I  
10.24  
21150 - Stock Clerk  
14.42  
21210 - Tools And Parts Attendant  
14.57  
21410 - Warehouse Specialist  
14.57  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
27.64  
23019 - Aircraft Logs and Records Technician  
20.59  
23021 - Aircraft Mechanic I  
26.08

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23022 - Aircraft Mechanic II  
27.64  
23023 - Aircraft Mechanic III  
29.18  
23040 - Aircraft Mechanic Helper  
18.38  
23050 - Aircraft, Painter  
23.74  
23060 - Aircraft Servicer  
20.59  
23070 - Aircraft Survival Flight Equipment Technician  
23.74  
23080 - Aircraft Worker  
22.07  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.07  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
26.08  
II  
23110 - Appliance Mechanic  
18.90  
23120 - Bicycle Repairer  
15.22  
23125 - Cable Splicer  
24.94  
23130 - Carpenter, Maintenance  
16.96  
23140 - Carpet Layer  
17.65  
23160 - Electrician, Maintenance  
22.13  
23181 - Electronics Technician Maintenance I  
20.54  
23182 - Electronics Technician Maintenance II  
21.99  
23183 - Electronics Technician Maintenance III  
23.51  
23260 - Fabric Worker  
16.39  
23290 - Fire Alarm System Mechanic  
19.82  
23310 - Fire Extinguisher Repairer  
15.22  
23311 - Fuel Distribution System Mechanic  
22.04  
23312 - Fuel Distribution System Operator  
17.37

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23370 - General Maintenance Worker  
15.84  
23380 - Ground Support Equipment Mechanic  
26.08  
23381 - Ground Support Equipment Servicer  
20.59  
23382 - Ground Support Equipment Worker  
22.07  
23391 - Gunsmith I  
15.22  
23392 - Gunsmith II  
17.65  
23393 - Gunsmith III  
20.21  
23410 - Heating, Ventilation And Air-Conditioning  
21.04  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.37  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.48  
23440 - Heavy Equipment Operator  
19.48  
23460 - Instrument Mechanic  
20.21  
23465 - Laboratory/Shelter Mechanic  
18.90  
23470 - Laborer  
11.64  
23510 - Locksmith  
18.90  
23530 - Machinery Maintenance Mechanic  
20.81  
23550 - Machinist, Maintenance  
21.06  
23580 - Maintenance Trades Helper  
14.25  
23591 - Metrology Technician I  
20.21  
23592 - Metrology Technician II  
21.49  
23593 - Metrology Technician III  
22.72  
23640 - Millwright  
20.21  
23710 - Office Appliance Repairer  
18.76



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23760 - Painter, Maintenance  
16.96  
23790 - Pipefitter, Maintenance  
20.58  
23810 - Plumber, Maintenance  
19.25  
23820 - Pneudraulic Systems Mechanic  
20.21  
23850 - Rigger  
20.21  
23870 - Scale Mechanic  
17.65  
23890 - Sheet-Metal Worker, Maintenance  
20.21  
23910 - Small Engine Mechanic  
17.65  
23931 - Telecommunications Mechanic I  
21.58  
23932 - Telecommunications Mechanic II  
22.94  
23950 - Telephone Lineman  
21.32  
23960 - Welder, Combination, Maintenance  
19.24  
23965 - Well Driller  
20.50  
23970 - Woodcraft Worker  
20.21  
23980 - Woodworker  
15.22  
24000 - Personal Needs Occupations  
24550 - Case Manager  
14.37  
24570 - Child Care Attendant  
9.00  
24580 - Child Care Center Clerk  
12.97  
24610 - Chore Aide  
9.52  
24620 - Family Readiness And Support Services  
14.37  
Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
20.21  
25040 - Sewage Plant Operator

18.82  
25070 - Stationary Engineer  
20.21  
25190 - Ventilation Equipment Tender  
14.05  
25210 - Water Treatment Plant Operator  
18.82  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.03  
27007 - Baggage Inspector  
13.19  
27008 - Corrections Officer  
18.22  
27010 - Court Security Officer  
19.36  
27030 - Detection Dog Handler  
15.74  
27040 - Detention Officer  
18.22  
27070 - Firefighter  
20.08  
27101 - Guard I  
13.19  
27102 - Guard II  
15.74  
27131 - Police Officer I  
24.10  
27132 - Police Officer II  
26.79  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.09  
28042 - Carnival Equipment Repairer  
13.09  
28043 - Carnival Worker  
8.89  
28210 - Gate Attendant/Gate Tender  
14.20  
28310 - Lifeguard  
12.65  
28350 - Park Attendant (Aide)  
15.89  
28510 - Recreation Aide/Health Facility Attendant  
11.59  
28515 - Recreation Specialist  
19.57  
28630 - Sports Official

12.65  
28690 - Swimming Pool Operator  
15.18  
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 (HF0) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
29.45  
30021 - Archeological Technician I  
16.73  
30022 - Archeological Technician II  
18.72  
30023 - Archeological Technician III  
23.18  
30030 - Cartographic Technician  
23.18  
30040 - Civil Engineering Technician  
22.74  
30051 - Cryogenic Technician I  
25.68  
30052 - Cryogenic Technician II  
28.36  
30061 - Drafter/CAD Operator I  
16.73  
30062 - Drafter/CAD Operator II  
18.72  
30063 - Drafter/CAD Operator III  
20.86  
30064 - Drafter/CAD Operator IV  
25.68  
30081 - Engineering Technician I  
15.07  
30082 - Engineering Technician II  
16.90  
30083 - Engineering Technician III

18.91  
30084 - Engineering Technician IV  
23.43  
30085 - Engineering Technician V  
28.66  
30086 - Engineering Technician VI  
34.67  
30090 - Environmental Technician  
23.18  
30095 - Evidence Control Specialist  
23.18  
30210 - Laboratory Technician  
20.86  
30221 - Latent Fingerprint Technician I  
25.68  
30222 - Latent Fingerprint Technician II  
28.36  
30240 - Mathematical Technician  
23.18  
30361 - Paralegal/Legal Assistant I  
19.46  
30362 - Paralegal/Legal Assistant II  
24.10  
30363 - Paralegal/Legal Assistant III  
29.48  
30364 - Paralegal/Legal Assistant IV  
35.67  
30375 - Petroleum Supply Specialist  
28.36  
30390 - Photo-Optics Technician  
23.18  
30395 - Radiation Control Technician  
28.36  
30461 - Technical Writer I  
23.18  
30462 - Technical Writer II  
28.36  
30463 - Technical Writer III  
34.31  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
     30501 - Weather Forecaster I  
 25.68  
     30502 - Weather Forecaster II  
 31.23  
     30620 - Weather Observer, Combined Upper Air Or                    (see 2)  
 20.86  
     Surface Programs  
     30621 - Weather Observer, Senior                                       (see 2)  
 23.18  
 31000 - Transportation/Mobile Equipment Operation Occupations  
     31010 - Airplane Pilot  
 29.82  
     31020 - Bus Aide  
 12.83  
     31030 - Bus Driver  
 18.17  
     31043 - Driver Courier  
 14.05  
     31260 - Parking and Lot Attendant  
 11.46  
     31290 - Shuttle Bus Driver  
 15.21  
     31310 - Taxi Driver  
 13.18  
     31361 - Truckdriver, Light  
 15.21  
     31362 - Truckdriver, Medium  
 17.00  
     31363 - Truckdriver, Heavy  
 19.57  
     31364 - Truckdriver, Tractor-Trailer  
 19.57  
 99000 - Miscellaneous Occupations  
     99020 - Cabin Safety Specialist  
 14.54  
     99030 - Cashier  
 9.96  
     99050 - Desk Clerk  
 11.45  
     99095 - Embalmer  
 24.65  
     99130 - Flight Follower  
 24.65  
     99251 - Laboratory Animal Caretaker I  
 15.16  
     99252 - Laboratory Animal Caretaker II  
 16.41

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99260 - Marketing Analyst  
25.50  
99310 - Mortician  
24.65  
99410 - Pest Controller  
18.44  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
14.23  
99711 - Recycling Specialist  
17.31  
99730 - Refuse Collector  
12.73  
99810 - Sales Clerk  
11.55  
99820 - School Crossing Guard  
11.63  
99830 - Survey Party Chief  
17.03  
99831 - Surveying Aide  
11.86  
99832 - Surveying Technician  
16.27  
99840 - Vending Machine Attendant  
15.81  
99841 - Vending Machine Repairer  
19.86  
99842 - Vending Machine Repairer Helper  
15.81

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5253  
Revision No.: 8  
Date Of Last Revision: 06/28/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, Guadalupe, Kendall, Medina, Wilson

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.95	
01012 - Accounting Clerk II	
16.78	
01013 - Accounting Clerk III	
18.78	
01020 - Administrative Assistant	
26.99	

01035 - Court Reporter  
29.44  
01041 - Customer Service Representative I  
12.04  
01042 - Customer Service Representative II  
13.54  
01043 - Customer Service Representative III  
14.77  
01051 - Data Entry Operator I  
14.12  
01052 - Data Entry Operator II  
15.40  
01060 - Dispatcher, Motor Vehicle  
18.45  
01070 - Document Preparation Clerk  
15.40  
01090 - Duplicating Machine Operator  
15.40  
01111 - General Clerk I  
12.95  
01112 - General Clerk II  
14.13  
01113 - General Clerk III  
15.86  
01120 - Housing Referral Assistant  
19.91  
01141 - Messenger Courier  
14.46  
01191 - Order Clerk I  
14.80  
01192 - Order Clerk II  
16.14  
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  
20.45  
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  
16.49  
01410 - Supply Technician  
26.99  
01420 - Survey Worker  
16.65  
01460 - Switchboard Operator/Receptionist  
12.58  
01531 - Travel Clerk I  
15.05  
01532 - Travel Clerk II  
15.98  
01533 - Travel Clerk III  
16.80  
01611 - Word Processor I  
14.84  
01612 - Word Processor II  
16.67  
01613 - Word Processor III  
18.65  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
20.44  
05010 - Automotive Electrician  
19.63  
05040 - Automotive Glass Installer  
18.33  
05070 - Automotive Worker  
18.33  
05110 - Mobile Equipment Servicer  
15.87  
05130 - Motor Equipment Metal Mechanic  
20.85  
05160 - Motor Equipment Metal Worker  
18.33  
05190 - Motor Vehicle Mechanic  
20.85  
05220 - Motor Vehicle Mechanic Helper  
14.75  
05250 - Motor Vehicle Upholstery Worker  
17.09  
05280 - Motor Vehicle Wrecker  
18.33  
05310 - Painter, Automotive  
19.63  
05340 - Radiator Repair Specialist



18.33  
05370 - Tire Repairer  
12.63  
05400 - Transmission Repair Specialist  
20.85  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.53  
07041 - Cook I  
12.48  
07042 - Cook II  
14.42  
07070 - Dishwasher  
10.63  
07130 - Food Service Worker  
11.90  
07210 - Meat Cutter  
16.59  
07260 - Waiter/Waitress  
9.23  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
15.03  
09040 - Furniture Handler  
10.46  
09080 - Furniture Refinisher  
16.04  
09090 - Furniture Refinisher Helper  
12.06  
09110 - Furniture Repairer, Minor  
13.97  
09130 - Upholsterer  
16.55  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.89  
11060 - Elevator Operator  
10.89  
11090 - Gardener  
17.25  
11122 - Housekeeping Aide  
11.95  
11150 - Janitor  
11.95  
11210 - Laborer, Grounds Maintenance  
13.51  
11240 - Maid or Houseman  
10.12

11260 - Pruner  
12.17  
11270 - Tractor Operator  
16.03  
11330 - Trail Maintenance Worker  
13.51  
11360 - Window Cleaner  
13.26  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.75  
12011 - Breath Alcohol Technician  
19.64  
12012 - Certified Occupational Therapist Assistant  
37.60  
12015 - Certified Physical Therapist Assistant  
34.93  
12020 - Dental Assistant  
16.90  
12025 - Dental Hygienist  
37.06  
12030 - EKG Technician  
26.71  
12035 - Electroneurodiagnostic Technologist  
26.71  
12040 - Emergency Medical Technician  
16.75  
12071 - Licensed Practical Nurse I  
17.60  
12072 - Licensed Practical Nurse II  
19.70  
12073 - Licensed Practical Nurse III  
21.96  
12100 - Medical Assistant  
14.88  
12130 - Medical Laboratory Technician  
21.37  
12160 - Medical Record Clerk  
16.98  
12190 - Medical Record Technician  
19.00  
12195 - Medical Transcriptionist  
13.76  
12210 - Nuclear Medicine Technologist  
33.16  
12221 - Nursing Assistant I  
11.46  
12222 - Nursing Assistant II

12.88  
12223 - Nursing Assistant III

14.06  
12224 - Nursing Assistant IV

15.79  
12235 - Optical Dispenser

15.68  
12236 - Optical Technician

15.20  
12250 - Pharmacy Technician

16.72  
12280 - Phlebotomist

15.10  
12305 - Radiologic Technologist

26.97  
12311 - Registered Nurse I

24.40  
12312 - Registered Nurse II

29.85  
12313 - Registered Nurse II, Specialist

29.85  
12314 - Registered Nurse III

36.11  
12315 - Registered Nurse III, Anesthetist

36.11  
12316 - Registered Nurse IV

43.28  
12317 - Scheduler (Drug and Alcohol Testing)

24.32  
12320 - Substance Abuse Treatment Counselor

19.11  
13000 - Information And Arts Occupations

13011 - Exhibits Specialist I

20.96  
13012 - Exhibits Specialist II

25.97  
13013 - Exhibits Specialist III

31.76  
13041 - Illustrator I

20.55  
13042 - Illustrator II

25.47  
13043 - Illustrator III

29.28  
13047 - Librarian

28.76  
13050 - Library Aide/Clerk

12.93

- 13054 - Library Information Technology Systems  
25.97  
Administrator
- 13058 - Library Technician  
16.09
- 13061 - Media Specialist I  
18.74
- 13062 - Media Specialist II  
20.96
- 13063 - Media Specialist III  
23.37
- 13071 - Photographer I  
18.74
- 13072 - Photographer II  
20.96
- 13073 - Photographer III  
25.18
- 13074 - Photographer IV  
28.67
- 13075 - Photographer V  
34.79
- 13090 - Technical Order Library Clerk  
17.25
- 13110 - Video Teleconference Technician  
18.24
- 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)

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14103 - Computer Systems Analyst III (see 1)  
14150 - Peripheral Equipment Operator  
15.51  
14160 - Personal Computer Support Technician  
21.50  
14170 - System Support Specialist  
30.98  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
27.97  
15020 - Aircrew Training Devices Instructor (Rated)  
33.83  
15030 - Air Crew Training Devices Instructor (Pilot)  
40.55  
15050 - Computer Based Training Specialist / Instructor  
27.97  
15060 - Educational Technologist  
33.62  
15070 - Flight Instructor (Pilot)  
40.55  
15080 - Graphic Artist  
24.53  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
40.55  
15086 - Maintenance Test Pilot, Rotary Wing  
40.55  
15088 - Non-Maintenance Test/Co-Pilot  
40.55  
15090 - Technical Instructor  
22.73  
15095 - Technical Instructor/Course Developer  
27.82  
15110 - Test Proctor  
18.36  
15120 - Tutor  
18.36  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51

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16110 - Presser, Machine, Drycleaning  
9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.50  
19040 - Tool And Die Maker  
25.60  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.08  
21030 - Material Coordinator  
20.45  
21040 - Material Expediter  
20.45  
21050 - Material Handling Laborer  
12.96  
21071 - Order Filler  
12.95  
21080 - Production Line Worker (Food Processing)  
15.08  
21110 - Shipping Packer  
14.48  
21130 - Shipping/Receiving Clerk  
14.48  
21140 - Store Worker I  
11.14  
21150 - Stock Clerk  
15.03  
21210 - Tools And Parts Attendant  
15.08  
21410 - Warehouse Specialist  
15.08  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
26.80  
23019 - Aircraft Logs and Records Technician  
20.78  
23021 - Aircraft Mechanic I

25.35  
23022 - Aircraft Mechanic II

26.80  
23023 - Aircraft Mechanic III

28.27  
23040 - Aircraft Mechanic Helper

17.93  
23050 - Aircraft, Painter

23.86  
23060 - Aircraft Servicer

20.78  
23070 - Aircraft Survival Flight Equipment Technician

23.86  
23080 - Aircraft Worker

22.29  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic

22.29  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic

25.35  
II  
23110 - Appliance Mechanic

21.78  
23120 - Bicycle Repairer

16.28  
23125 - Cable Splicer

28.56  
23130 - Carpenter, Maintenance

18.44  
23140 - Carpet Layer

18.53  
23160 - Electrician, Maintenance

22.33  
23181 - Electronics Technician Maintenance I

23.56  
23182 - Electronics Technician Maintenance II

25.23  
23183 - Electronics Technician Maintenance III

26.80  
23260 - Fabric Worker

17.96  
23290 - Fire Alarm System Mechanic

22.22  
23310 - Fire Extinguisher Repairer

16.68  
23311 - Fuel Distribution System Mechanic

17.65  
23312 - Fuel Distribution System Operator

- 14.33
  - 23370 - General Maintenance Worker
- 16.25
  - 23380 - Ground Support Equipment Mechanic
- 25.35
  - 23381 - Ground Support Equipment Servicer
- 20.78
  - 23382 - Ground Support Equipment Worker
- 22.29
  - 23391 - Gunsmith I
- 16.68
  - 23392 - Gunsmith II
- 19.27
  - 23393 - Gunsmith III
- 21.91
  - 23410 - Heating, Ventilation And Air-Conditioning
- 21.98
  - Mechanic
  - 23411 - Heating, Ventilation And Air Contidioning
- 23.24
  - Mechanic (Research Facility)
  - 23430 - Heavy Equipment Mechanic
- 23.36
  - 23440 - Heavy Equipment Operator
- 17.81
  - 23460 - Instrument Mechanic
- 23.82
  - 23465 - Laboratory/Shelter Mechanic
- 20.63
  - 23470 - Laborer
- 12.96
  - 23510 - Locksmith
- 18.73
  - 23530 - Machinery Maintenance Mechanic
- 24.43
  - 23550 - Machinist, Maintenance
- 21.85
  - 23580 - Maintenance Trades Helper
- 14.85
  - 23591 - Metrology Technician I
- 23.82
  - 23592 - Metrology Technician II
- 25.19
  - 23593 - Metrology Technician III
- 26.56
  - 23640 - Millwright
- 21.03
  - 23710 - Office Appliance Repairer



17.42  
23760 - Painter, Maintenance  
16.80  
23790 - Pipefitter, Maintenance  
22.84  
23810 - Plumber, Maintenance  
21.50  
23820 - Pneudraulic Systems Mechanic  
21.91  
23850 - Rigger  
19.79  
23870 - Scale Mechanic  
19.27  
23890 - Sheet-Metal Worker, Maintenance  
19.00  
23910 - Small Engine Mechanic  
19.99  
23931 - Telecommunications Mechanic I  
23.02  
23932 - Telecommunications Mechanic II  
24.34  
23950 - Telephone Lineman  
24.75  
23960 - Welder, Combination, Maintenance  
18.91  
23965 - Well Driller  
18.78  
23970 - Woodcraft Worker  
21.91  
23980 - Woodworker  
16.68  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.75  
24570 - Child Care Attendant  
9.97  
24580 - Child Care Center Clerk  
12.44  
24610 - Chore Aide  
10.57  
24620 - Family Readiness And Support Services  
15.75  
Coordinator  
24630 - Homemaker  
15.75  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
23.50

25040 - Sewage Plant Operator  
19.11  
25070 - Stationary Engineer  
23.50  
25190 - Ventilation Equipment Tender  
16.62  
25210 - Water Treatment Plant Operator  
19.11  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
18.65  
27007 - Baggage Inspector  
13.60  
27008 - Corrections Officer  
21.15  
27010 - Court Security Officer  
25.66  
27030 - Detection Dog Handler  
15.43  
27040 - Detention Officer  
21.15  
27070 - Firefighter  
27.34  
27101 - Guard I  
13.60  
27102 - Guard II  
15.43  
27131 - Police Officer I  
25.77  
27132 - Police Officer II  
28.63  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
13.12  
28042 - Carnival Equipment Repairer  
14.12  
28043 - Carnival Worker  
9.96  
28210 - Gate Attendant/Gate Tender  
15.38  
28310 - Lifeguard  
11.05  
28350 - Park Attendant (Aide)  
17.21  
28510 - Recreation Aide/Health Facility Attendant  
12.56  
28515 - Recreation Specialist  
19.65

28630 - Sports Official  
13.70  
28690 - Swimming Pool Operator  
16.31  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
22.35  
29020 - Hatch Tender  
22.35  
29030 - Line Handler  
22.35  
29041 - Stevedore I  
20.84  
29042 - Stevedore II  
23.93  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
29.45  
30021 - Archeological Technician I  
17.13  
30022 - Archeological Technician II  
19.16  
30023 - Archeological Technician III  
23.40  
30030 - Cartographic Technician  
23.74  
30040 - Civil Engineering Technician  
27.46  
30051 - Cryogenic Technician I  
25.66  
30052 - Cryogenic Technician II  
28.34  
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  
22.43  
30095 - Evidence Control Specialist  
23.17  
30210 - Laboratory Technician  
21.51  
30221 - Latent Fingerprint Technician I  
23.10  
30222 - Latent Fingerprint Technician II  
25.51  
30240 - Mathematical Technician  
26.11  
30361 - Paralegal/Legal Assistant I  
19.07  
30362 - Paralegal/Legal Assistant II  
23.62  
30363 - Paralegal/Legal Assistant III  
28.89  
30364 - Paralegal/Legal Assistant IV  
34.96  
30375 - Petroleum Supply Specialist  
28.34  
30390 - Photo-Optics Technician  
23.74  
30395 - Radiation Control Technician  
28.34  
30461 - Technical Writer I  
24.59  
30462 - Technical Writer II  
30.08  
30463 - Technical Writer III  
34.17  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65

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30495 - Unexploded (UX0) Sweep Personnel  
24.65  
30501 - Weather Forecaster I  
26.29  
30502 - Weather Forecaster II  
31.98  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
21.37  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
23.74  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
14.96  
31030 - Bus Driver  
20.58  
31043 - Driver Courier  
14.49  
31260 - Parking and Lot Attendant  
10.05  
31290 - Shuttle Bus Driver  
15.59  
31310 - Taxi Driver  
11.69  
31361 - Truckdriver, Light  
15.59  
31362 - Truckdriver, Medium  
16.58  
31363 - Truckdriver, Heavy  
19.94  
31364 - Truckdriver, Tractor-Trailer  
19.94  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
10.55  
99050 - Desk Clerk  
10.63  
99095 - Embalmer  
25.03  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
12.69  
99252 - Laboratory Animal Caretaker II

13.66  
99260 - Marketing Analyst  
36.49  
99310 - Mortician  
28.38  
99410 - Pest Controller  
20.47  
99510 - Photofinishing Worker  
13.78  
99710 - Recycling Laborer  
17.89  
99711 - Recycling Specialist  
21.23  
99730 - Refuse Collector  
16.12  
99810 - Sales Clerk  
11.62  
99820 - School Crossing Guard  
12.78  
99830 - Survey Party Chief  
23.22  
99831 - Surveying Aide  
16.20  
99832 - Surveying Technician  
19.34  
99840 - Vending Machine Attendant  
12.53  
99841 - Vending Machine Repairer  
15.49  
99842 - Vending Machine Repairer Helper  
12.53

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

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with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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

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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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5255  
Revision No.: 8  
Date Of Last Revision: 06/28/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Grayson

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.92	
01012 - Accounting Clerk II	
16.75	
01013 - Accounting Clerk III	
18.74	
01020 - Administrative Assistant	
26.46	
01035 - Court Reporter	

19.02  
01041 - Customer Service Representative I  
13.59  
01042 - Customer Service Representative II  
15.28  
01043 - Customer Service Representative III  
16.67  
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  
13.26  
01112 - General Clerk II  
14.47  
01113 - General Clerk III  
16.24  
01120 - Housing Referral Assistant  
21.60  
01141 - Messenger Courier  
11.86  
01191 - Order Clerk I  
17.31  
01192 - Order Clerk II  
18.89  
01261 - Personnel Assistant (Employment) I  
17.39  
01262 - Personnel Assistant (Employment) II  
19.46  
01263 - Personnel Assistant (Employment) III  
21.69  
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  
19.02  
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  
12.83  
01612 - Word Processor II  
15.30  
01613 - Word Processor III  
17.29  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
21.86  
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  
13.39  
05400 - Transmission Repair Specialist  
22.16  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.39  
07041 - Cook I  
10.76  
07042 - Cook II  
12.36  
07070 - Dishwasher  
10.28  
07130 - Food Service Worker  
10.57  
07210 - Meat Cutter  
13.34  
07260 - Waiter/Waitress  
9.03  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
18.54  
09040 - Furniture Handler  
12.00  
09080 - Furniture Refinisher  
18.54  
09090 - Furniture Refinisher Helper  
14.75  
09110 - Furniture Repairer, Minor  
17.52  
09130 - Upholsterer  
19.52  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
12.53  
11060 - Elevator Operator  
12.37  
11090 - Gardener  
16.52  
11122 - Housekeeping Aide  
12.37  
11150 - Janitor  
12.37  
11210 - Laborer, Grounds Maintenance  
12.29  
11240 - Maid or Houseman  
10.37  
11260 - Pruner

11.58  
11270 - Tractor Operator  
15.11  
11330 - Trail Maintenance Worker  
12.29  
11360 - Window Cleaner  
14.00  
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  
29.44  
12020 - Dental Assistant  
19.08  
12025 - Dental Hygienist  
40.61  
12030 - EKG Technician  
30.17  
12035 - Electroneurodiagnostic Technologist  
30.17  
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  
17.87  
12210 - Nuclear Medicine Technologist  
43.74  
12221 - Nursing Assistant I  
11.50  
12222 - Nursing Assistant II  
12.94

12223 - Nursing Assistant III  
14.11  
12224 - Nursing Assistant IV  
15.84  
12235 - Optical Dispenser  
17.03  
12236 - Optical Technician  
17.79  
12250 - Pharmacy Technician  
15.56  
12280 - Phlebotomist  
15.80  
12305 - Radiologic Technologist  
27.94  
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)  
24.66  
12320 - Substance Abuse Treatment Counselor  
23.17  
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  
15.55  
13054 - Library Information Technology Systems

27.42  
 Administrator  
 13058 - Library Technician

16.57  
 13061 - Media Specialist I

19.78  
 13062 - Media Specialist II

22.13  
 13063 - Media Specialist III

24.67  
 13071 - Photographer I

17.73  
 13072 - Photographer II

19.85  
 13073 - Photographer III

24.58  
 13074 - Photographer IV

30.07  
 13075 - Photographer V

36.38  
 13090 - Technical Order Library Clerk

18.45  
 13110 - Video Teleconference Technician

23.32  
 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  
27.31  
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  
27.44  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
46.09  
15086 - Maintenance Test Pilot, Rotary Wing  
46.09  
15088 - Non-Maintenance Test/Co-Pilot  
46.09  
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  
10.37  
16030 - Counter Attendant  
10.37  
16040 - Dry Cleaner  
13.32  
16070 - Finisher, Flatwork, Machine  
10.37  
16090 - Presser, Hand  
10.37  
16110 - Presser, Machine, Drycleaning

10.37  
16130 - Presser, Machine, Shirts  
10.37  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.37  
16190 - Sewing Machine Operator  
14.13  
16220 - Tailor  
15.19  
16250 - Washer, Machine  
11.40  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.88  
19040 - Tool And Die Maker  
24.03  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
16.53  
21030 - Material Coordinator  
20.14  
21040 - Material Expediter  
20.14  
21050 - Material Handling Laborer  
13.13  
21071 - Order Filler  
13.57  
21080 - Production Line Worker (Food Processing)  
16.53  
21110 - Shipping Packer  
16.16  
21130 - Shipping/Receiving Clerk  
16.16  
21140 - Store Worker I  
12.14  
21150 - Stock Clerk  
17.60  
21210 - Tools And Parts Attendant  
16.53  
21410 - Warehouse Specialist  
16.53  
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

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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  
23.90  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.07  
II  
23110 - Appliance Mechanic  
19.52  
23120 - Bicycle Repairer  
16.13  
23125 - Cable Splicer  
21.93  
23130 - Carpenter, Maintenance  
18.80  
23140 - Carpet Layer  
18.52  
23160 - Electrician, Maintenance  
23.03  
23181 - Electronics Technician Maintenance I  
25.82  
23182 - Electronics Technician Maintenance II  
27.21  
23183 - Electronics Technician Maintenance III  
29.34  
23260 - Fabric Worker  
17.84  
23290 - Fire Alarm System Mechanic  
20.94  
23310 - Fire Extinguisher Repairer  
16.42  
23311 - Fuel Distribution System Mechanic  
20.95  
23312 - Fuel Distribution System Operator  
16.42

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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  
16.42  
23392 - Gunsmith II  
18.86  
23393 - Gunsmith III  
20.95  
23410 - Heating, Ventilation And Air-Conditioning  
23.15  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
24.26  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.68  
23440 - Heavy Equipment Operator  
18.56  
23460 - Instrument Mechanic  
22.51  
23465 - Laboratory/Shelter Mechanic  
19.88  
23470 - Laborer  
13.13  
23510 - Locksmith  
19.88  
23530 - Machinery Maintenance Mechanic  
25.45  
23550 - Machinist, Maintenance  
22.05  
23580 - Maintenance Trades Helper  
14.54  
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  
19.88



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23760 - Painter, Maintenance  
16.85  
23790 - Pipefitter, Maintenance  
22.46  
23810 - Plumber, Maintenance  
21.38  
23820 - Pneudraulic Systems Mechanic  
20.95  
23850 - Rigger  
21.28  
23870 - Scale Mechanic  
18.86  
23890 - Sheet-Metal Worker, Maintenance  
18.28  
23910 - Small Engine Mechanic  
18.73  
23931 - Telecommunications Mechanic I  
25.92  
23932 - Telecommunications Mechanic II  
27.13  
23950 - Telephone Lineman  
25.89  
23960 - Welder, Combination, Maintenance  
22.10  
23965 - Well Driller  
20.95  
23970 - Woodcraft Worker  
20.95  
23980 - Woodworker  
16.13  
24000 - Personal Needs Occupations  
24550 - Case Manager  
18.24  
24570 - Child Care Attendant  
10.73  
24580 - Child Care Center Clerk  
13.39  
24610 - Chore Aide  
9.54  
24620 - Family Readiness And Support Services  
18.24  
Coordinator  
24630 - Homemaker  
18.24  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.92  
25040 - Sewage Plant Operator

18.80  
25070 - Stationary Engineer  
22.92  
25190 - Ventilation Equipment Tender  
15.57  
25210 - Water Treatment Plant Operator  
18.80  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
19.12  
27007 - Baggage Inspector  
14.21  
27008 - Corrections Officer  
21.99  
27010 - Court Security Officer  
23.50  
27030 - Detection Dog Handler  
16.92  
27040 - Detention Officer  
21.99  
27070 - Firefighter  
22.87  
27101 - Guard I  
14.21  
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  
13.29  
28043 - Carnival Worker  
9.50  
28210 - Gate Attendant/Gate Tender  
14.18  
28310 - Lifeguard  
12.56  
28350 - Park Attendant (Aide)  
15.86  
28510 - Recreation Aide/Health Facility Attendant  
12.24  
28515 - Recreation Specialist  
19.54  
28630 - Sports Official

12.63  
     28690 - Swimming Pool Operator  
 24.40  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 18.86  
     29020 - Hatch Tender  
 18.86  
     29030 - Line Handler  
 18.86  
     29041 - Stevedore I  
 17.84  
     29042 - Stevedore II  
 19.88  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
 41.64  
     30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
 28.72  
     30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
 31.63  
     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  
 25.25  
     30052 - Cryogenic Technician II  
 27.88  
     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  
22.79  
30210 - Laboratory Technician  
22.28  
30221 - Latent Fingerprint Technician I  
25.25  
30222 - Latent Fingerprint Technician II  
27.88  
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  
27.88  
30390 - Photo-Optics Technician  
27.75  
30395 - Radiation Control Technician  
27.88  
30461 - Technical Writer I  
25.09  
30462 - Technical Writer II  
30.68  
30463 - Technical Writer III  
37.13  
30491 - Unexploded Ordnance (UXO) Technician I  
26.47  
30492 - Unexploded Ordnance (UXO) Technician II  
32.02  
30493 - Unexploded Ordnance (UXO) Technician III  
38.38  
30494 - Unexploded (UXO) Safety Escort  
26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
30501 - Weather Forecaster I  
30.73  
30502 - Weather Forecaster II  
37.37  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
24.97  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
25.23  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
32.02  
31020 - Bus Aide  
12.90  
31030 - Bus Driver  
18.84  
31043 - Driver Courier  
16.55  
31260 - Parking and Lot Attendant  
11.41  
31290 - Shuttle Bus Driver  
18.09  
31310 - Taxi Driver  
14.29  
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  
15.61  
99030 - Cashier  
9.76  
99050 - Desk Clerk  
10.48  
99095 - Embalmer  
26.47  
99130 - Flight Follower  
26.47  
99251 - Laboratory Animal Caretaker I  
15.92  
99252 - Laboratory Animal Caretaker II  
17.39

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99260 - Marketing Analyst  
27.96  
99310 - Mortician  
26.47  
99410 - Pest Controller  
23.08  
99510 - Photofinishing Worker  
14.89  
99710 - Recycling Laborer  
17.47  
99711 - Recycling Specialist  
21.49  
99730 - Refuse Collector  
15.46  
99810 - Sales Clerk  
13.65  
99820 - School Crossing Guard  
13.97  
99830 - Survey Party Chief  
23.31  
99831 - Surveying Aide  
13.96  
99832 - Surveying Technician  
17.89  
99840 - Vending Machine Attendant  
19.43  
99841 - Vending Machine Repairer  
24.40  
99842 - Vending Machine Repairer Helper  
19.43

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5257  
Revision No.: 8  
Date Of Last Revision: 06/28/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Smith

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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
  - 01041 - Customer Service Representative I
- 11.96
  - 01042 - Customer Service Representative II
- 13.45
  - 01043 - Customer Service Representative III
- 14.67
  - 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
- 12.92
  - 01112 - General Clerk II
- 14.09
  - 01113 - General Clerk III
- 15.82
  - 01120 - Housing Referral Assistant
- 21.60
  - 01141 - Messenger Courier
- 11.86
  - 01191 - Order Clerk I
- 14.97
  - 01192 - Order Clerk II
- 16.34
  - 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
- 21.98
  - 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  
14.00  
01532 - Travel Clerk II  
15.12  
01533 - Travel Clerk III  
16.16  
01611 - Word Processor I  
13.57  
01612 - Word Processor II  
15.30  
01613 - Word Processor III  
17.29  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
21.22  
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



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05370 - Tire Repairer  
13.68  
05400 - Transmission Repair Specialist  
22.16  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.26  
07041 - Cook I  
11.36  
07042 - Cook II  
12.86  
07070 - Dishwasher  
10.02  
07130 - Food Service Worker  
9.61  
07210 - Meat Cutter  
13.34  
07260 - Waiter/Waitress  
9.20  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
18.87  
09040 - Furniture Handler  
11.86  
09080 - Furniture Refinisher  
19.90  
09090 - Furniture Refinisher Helper  
14.54  
09110 - Furniture Repairer, Minor  
16.68  
09130 - Upholsterer  
19.90  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.82  
11060 - Elevator Operator  
10.82  
11090 - Gardener  
16.06  
11122 - Housekeeping Aide  
9.96  
11150 - Janitor  
9.96  
11210 - Laborer, Grounds Maintenance  
11.93  
11240 - Maid or Houseman  
9.03  
11260 - Pruner

11.58  
11270 - Tractor Operator  
14.67  
11330 - Trail Maintenance Worker  
11.93  
11360 - Window Cleaner  
11.27  
12000 - Health Occupations  
12010 - Ambulance Driver  
19.21  
12011 - Breath Alcohol Technician  
19.80  
12012 - Certified Occupational Therapist Assistant  
37.61  
12015 - Certified Physical Therapist Assistant  
36.41  
12020 - Dental Assistant  
19.08  
12025 - Dental Hygienist  
36.14  
12030 - EKG Technician  
29.41  
12035 - Electroneurodiagnostic Technologist  
29.41  
12040 - Emergency Medical Technician  
19.21  
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  
20.44  
12160 - Medical Record Clerk  
17.00  
12190 - Medical Record Technician  
18.99  
12195 - Medical Transcriptionist  
17.87  
12210 - Nuclear Medicine Technologist  
42.50  
12221 - Nursing Assistant I  
11.08  
12222 - Nursing Assistant II  
12.45

12223 - Nursing Assistant III  
13.59  
12224 - Nursing Assistant IV  
15.26  
12235 - Optical Dispenser  
17.72  
12236 - Optical Technician  
15.84  
12250 - Pharmacy Technician  
15.59  
12280 - Phlebotomist  
14.36  
12305 - Radiologic Technologist  
26.19  
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  
23.07  
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

27.42  
 Administrator  
 13058 - Library Technician

18.84  
 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

15.74  
 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  
24.90  
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  
38.72  
15086 - Maintenance Test Pilot, Rotary Wing  
38.72  
15088 - Non-Maintenance Test/Co-Pilot  
38.72  
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  
10.30  
16030 - Counter Attendant  
10.30  
16040 - Dry Cleaner  
13.16  
16070 - Finisher, Flatwork, Machine  
10.30  
16090 - Presser, Hand  
10.30  
16110 - Presser, Machine, Drycleaning

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10.30  
16130 - Presser, Machine, Shirts  
10.30  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.30  
16190 - Sewing Machine Operator  
14.00  
16220 - Tailor  
15.01  
16250 - Washer, Machine  
11.30  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.64  
19040 - Tool And Die Maker  
24.98  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
16.88  
21030 - Material Coordinator  
21.98  
21040 - Material Expediter  
21.98  
21050 - Material Handling Laborer  
16.46  
21071 - Order Filler  
13.57  
21080 - Production Line Worker (Food Processing)  
16.88  
21110 - Shipping Packer  
16.27  
21130 - Shipping/Receiving Clerk  
16.27  
21140 - Store Worker I  
11.85  
21150 - Stock Clerk  
17.02  
21210 - Tools And Parts Attendant  
16.88  
21410 - Warehouse Specialist  
16.88  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
33.12  
23019 - Aircraft Logs and Records Technician  
26.22  
23021 - Aircraft Mechanic I  
31.62

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23022 - Aircraft Mechanic II  
33.12  
23023 - Aircraft Mechanic III  
34.67  
23040 - Aircraft Mechanic Helper  
21.98  
23050 - Aircraft, Painter  
29.97  
23060 - Aircraft Servicer  
26.22  
23070 - Aircraft Survival Flight Equipment Technician  
29.97  
23080 - Aircraft Worker  
28.13  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
28.13  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
31.62  
II  
23110 - Appliance Mechanic  
20.64  
23120 - Bicycle Repairer  
16.28  
23125 - Cable Splicer  
23.72  
23130 - Carpenter, Maintenance  
17.59  
23140 - Carpet Layer  
19.37  
23160 - Electrician, Maintenance  
22.62  
23181 - Electronics Technician Maintenance I  
25.82  
23182 - Electronics Technician Maintenance II  
27.21  
23183 - Electronics Technician Maintenance III  
29.34  
23260 - Fabric Worker  
18.06  
23290 - Fire Alarm System Mechanic  
20.94  
23310 - Fire Extinguisher Repairer  
16.56  
23311 - Fuel Distribution System Mechanic  
21.41  
23312 - Fuel Distribution System Operator  
16.29

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23370 - General Maintenance Worker  
17.70  
23380 - Ground Support Equipment Mechanic  
31.62  
23381 - Ground Support Equipment Servicer  
26.22  
23382 - Ground Support Equipment Worker  
28.13  
23391 - Gunsmith I  
16.56  
23392 - Gunsmith II  
19.37  
23393 - Gunsmith III  
21.77  
23410 - Heating, Ventilation And Air-Conditioning  
19.68  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
20.61  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.04  
23440 - Heavy Equipment Operator  
17.67  
23460 - Instrument Mechanic  
22.51  
23465 - Laboratory/Shelter Mechanic  
20.64  
23470 - Laborer  
16.46  
23510 - Locksmith  
20.64  
23530 - Machinery Maintenance Mechanic  
25.15  
23550 - Machinist, Maintenance  
19.19  
23580 - Maintenance Trades Helper  
13.78  
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  
18.45



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23760 - Painter, Maintenance  
16.85  
23790 - Pipefitter, Maintenance  
22.46  
23810 - Plumber, Maintenance  
21.38  
23820 - Pneudraulic Systems Mechanic  
21.77  
23850 - Rigger  
21.77  
23870 - Scale Mechanic  
19.37  
23890 - Sheet-Metal Worker, Maintenance  
18.28  
23910 - Small Engine Mechanic  
18.73  
23931 - Telecommunications Mechanic I  
24.32  
23932 - Telecommunications Mechanic II  
25.47  
23950 - Telephone Lineman  
31.33  
23960 - Welder, Combination, Maintenance  
21.48  
23965 - Well Driller  
21.77  
23970 - Woodcraft Worker  
21.77  
23980 - Woodworker  
16.56  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.58  
24570 - Child Care Attendant  
10.73  
24580 - Child Care Center Clerk  
13.39  
24610 - Chore Aide  
9.15  
24620 - Family Readiness And Support Services  
15.58  
Coordinator  
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  
17.52  
27007 - Baggage Inspector  
14.36  
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  
14.36  
27102 - Guard II  
16.92  
27131 - Police Officer I  
28.35  
27132 - Police Officer II  
31.51  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.79  
28042 - Carnival Equipment Repairer  
14.00  
28043 - Carnival Worker  
9.50  
28210 - Gate Attendant/Gate Tender  
15.60  
28310 - Lifeguard  
12.31  
28350 - Park Attendant (Aide)  
17.45  
28510 - Recreation Aide/Health Facility Attendant  
12.73  
28515 - Recreation Specialist  
20.78  
28630 - Sports Official

13.89  
28690 - Swimming Pool Operator

21.99  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

19.37  
29020 - Hatch Tender

19.37  
29030 - Line Handler

19.37  
29041 - Stevedore I

18.06  
29042 - Stevedore II

20.64  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

29.45  
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

27.50  
30052 - Cryogenic Technician II

30.38  
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

24.83  
30095 - Evidence Control Specialist

24.83  
30210 - Laboratory Technician

22.34  
30221 - Latent Fingerprint Technician I

27.50  
30222 - Latent Fingerprint Technician II

30.38  
30240 - Mathematical Technician

27.75  
30361 - Paralegal/Legal Assistant I

19.44  
30362 - Paralegal/Legal Assistant II

24.07  
30363 - Paralegal/Legal Assistant III

29.46  
30364 - Paralegal/Legal Assistant IV

35.63  
30375 - Petroleum Supply Specialist

30.38  
30390 - Photo-Optics Technician

27.75  
30395 - Radiation Control Technician

30.38  
30461 - Technical Writer I

25.09  
30462 - Technical Writer II

30.68  
30463 - Technical Writer III

37.13  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 27.50  
   30502 - Weather Forecaster II  
 33.45  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 24.97  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 25.23  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 12.28  
   31030 - Bus Driver  
 18.01  
   31043 - Driver Courier  
 16.55  
   31260 - Parking and Lot Attendant  
 10.40  
   31290 - Shuttle Bus Driver  
 18.09  
   31310 - Taxi Driver  
 11.49  
   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  
 14.54  
   99030 - Cashier  
 9.84  
   99050 - Desk Clerk  
 9.75  
   99095 - Embalmer  
 26.24  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 10.86  
   99252 - Laboratory Animal Caretaker II  
 11.87

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99260 - Marketing Analyst  
25.41  
99310 - Mortician  
26.24  
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  
13.49  
99830 - Survey Party Chief  
23.31  
99831 - Surveying Aide  
13.96  
99832 - Surveying Technician  
17.89  
99840 - Vending Machine Attendant  
15.45  
99841 - Vending Machine Repairer  
18.73  
99842 - Vending Machine Repairer Helper  
15.45

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5259  
Revision No.: 8  
Date Of Last Revision: 06/28/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Goliad, Victoria

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.41	
01012 - Accounting Clerk II	
16.18	
01013 - Accounting Clerk III	
18.11	
01020 - Administrative Assistant	
23.03	
01035 - Court Reporter	

- 16.11
  - 01041 - Customer Service Representative I
- 10.86
  - 01042 - Customer Service Representative II
- 12.21
  - 01043 - Customer Service Representative III
- 13.32
  - 01051 - Data Entry Operator I
- 12.99
  - 01052 - Data Entry Operator II
- 14.17
  - 01060 - Dispatcher, Motor Vehicle
- 20.39
  - 01070 - Document Preparation Clerk
- 12.76
  - 01090 - Duplicating Machine Operator
- 12.76
  - 01111 - General Clerk I
- 12.31
  - 01112 - General Clerk II
- 13.44
  - 01113 - General Clerk III
- 15.09
  - 01120 - Housing Referral Assistant
- 18.25
  - 01141 - Messenger Courier
- 10.41
  - 01191 - Order Clerk I
- 13.88
  - 01192 - Order Clerk II
- 15.93
  - 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
  - 01290 - Rental Clerk
- 14.50
  - 01300 - Scheduler, Maintenance
- 14.51
  - 01311 - Secretary I
- 14.51
  - 01312 - Secretary II
- 16.37
  - 01313 - Secretary III

18.25  
01320 - Service Order Dispatcher  
18.22  
01410 - Supply Technician  
23.03  
01420 - Survey Worker  
15.95  
01460 - Switchboard Operator/Receptionist  
12.55  
01531 - Travel Clerk I  
11.32  
01532 - Travel Clerk II  
12.46  
01533 - Travel Clerk III  
13.37  
01611 - Word Processor I  
12.76  
01612 - Word Processor II  
14.33  
01613 - Word Processor III  
16.04  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
20.03  
05010 - Automotive Electrician  
19.13  
05040 - Automotive Glass Installer  
18.19  
05070 - Automotive Worker  
18.19  
05110 - Mobile Equipment Servicer  
16.26  
05130 - Motor Equipment Metal Mechanic  
20.00  
05160 - Motor Equipment Metal Worker  
18.19  
05190 - Motor Vehicle Mechanic  
20.00  
05220 - Motor Vehicle Mechanic Helper  
15.23  
05250 - Motor Vehicle Upholstery Worker  
17.20  
05280 - Motor Vehicle Wrecker  
18.19  
05310 - Painter, Automotive  
19.13  
05340 - Radiator Repair Specialist  
18.19



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05370 - Tire Repairer  
14.77  
05400 - Transmission Repair Specialist  
20.00  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
13.48  
07041 - Cook I  
10.88  
07042 - Cook II  
12.17  
07070 - Dishwasher  
9.20  
07130 - Food Service Worker  
10.89  
07210 - Meat Cutter  
14.18  
07260 - Waiter/Waitress  
8.97  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
20.75  
09040 - Furniture Handler  
14.04  
09080 - Furniture Refinisher  
20.75  
09090 - Furniture Refinisher Helper  
16.66  
09110 - Furniture Repairer, Minor  
18.66  
09130 - Upholsterer  
20.75  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.24  
11060 - Elevator Operator  
11.24  
11090 - Gardener  
14.25  
11122 - Housekeeping Aide  
10.98  
11150 - Janitor  
10.98  
11210 - Laborer, Grounds Maintenance  
11.24  
11240 - Maid or Houseman  
9.08  
11260 - Pruner

10.18  
11270 - Tractor Operator  
13.34  
11330 - Trail Maintenance Worker  
11.24  
11360 - Window Cleaner  
12.27  
12000 - Health Occupations  
12010 - Ambulance Driver  
21.31  
12011 - Breath Alcohol Technician  
20.48  
12012 - Certified Occupational Therapist Assistant  
27.56  
12015 - Certified Physical Therapist Assistant  
30.80  
12020 - Dental Assistant  
16.01  
12025 - Dental Hygienist  
36.23  
12030 - EKG Technician  
24.84  
12035 - Electroneurodiagnostic Technologist  
24.84  
12040 - Emergency Medical Technician  
21.31  
12071 - Licensed Practical Nurse I  
15.14  
12072 - Licensed Practical Nurse II  
16.93  
12073 - Licensed Practical Nurse III  
18.88  
12100 - Medical Assistant  
13.73  
12130 - Medical Laboratory Technician  
18.24  
12160 - Medical Record Clerk  
15.25  
12190 - Medical Record Technician  
17.75  
12195 - Medical Transcriptionist  
14.65  
12210 - Nuclear Medicine Technologist  
36.02  
12221 - Nursing Assistant I  
11.50  
12222 - Nursing Assistant II  
12.93

12223 - Nursing Assistant III  
14.10  
12224 - Nursing Assistant IV  
15.84  
12235 - Optical Dispenser  
14.65  
12236 - Optical Technician  
14.65  
12250 - Pharmacy Technician  
17.13  
12280 - Phlebotomist  
15.33  
12305 - Radiologic Technologist  
27.56  
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)  
26.39  
12320 - Substance Abuse Treatment Counselor  
20.24  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
17.49  
13012 - Exhibits Specialist II  
21.66  
13013 - Exhibits Specialist III  
26.49  
13041 - Illustrator I  
17.49  
13042 - Illustrator II  
21.66  
13043 - Illustrator III  
26.49  
13047 - Librarian  
23.99  
13050 - Library Aide/Clerk  
12.13  
13054 - Library Information Technology Systems

- 21.66
  - Administrator
  - 13058 - Library Technician
- 17.49
  - 13061 - Media Specialist I
- 15.63
  - 13062 - Media Specialist II
- 17.49
  - 13063 - Media Specialist III
- 19.49
  - 13071 - Photographer I
- 15.63
  - 13072 - Photographer II
- 17.49
  - 13073 - Photographer III
- 21.66
  - 13074 - Photographer IV
- 26.49
  - 13075 - Photographer V
- 32.05
  - 13090 - Technical Order Library Clerk
- 16.93
  - 13110 - Video Teleconference Technician
- 15.63
  - 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  
14170 - System Support Specialist  
22.67  
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  
27.26  
15070 - Flight Instructor (Pilot)  
39.29  
15080 - Graphic Artist  
23.06  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
38.41  
15086 - Maintenance Test Pilot, Rotary Wing  
38.41  
15088 - Non-Maintenance Test/Co-Pilot  
38.41  
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  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.62  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts

9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry

9.04  
16190 - Sewing Machine Operator

11.16  
16220 - Tailor

11.75  
16250 - Washer, Machine

9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)

20.93  
19040 - Tool And Die Maker

24.77  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator

15.96  
21030 - Material Coordinator

23.55  
21040 - Material Expediter

23.55  
21050 - Material Handling Laborer

14.75  
21071 - Order Filler

12.16  
21080 - Production Line Worker (Food Processing)

15.96  
21110 - Shipping Packer

16.04  
21130 - Shipping/Receiving Clerk

16.04  
21140 - Store Worker I

14.68  
21150 - Stock Clerk

20.03  
21210 - Tools And Parts Attendant

15.96  
21410 - Warehouse Specialist

15.96  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder

25.10  
23019 - Aircraft Logs and Records Technician

21.17  
23021 - Aircraft Mechanic I

24.06

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23022 - Aircraft Mechanic II  
25.10  
23023 - Aircraft Mechanic III  
26.15  
23040 - Aircraft Mechanic Helper  
19.17  
23050 - Aircraft, Painter  
20.93  
23060 - Aircraft Servicer  
21.17  
23070 - Aircraft Survival Flight Equipment Technician  
20.93  
23080 - Aircraft Worker  
22.11  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.11  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.06  
II  
23110 - Appliance Mechanic  
20.93  
23120 - Bicycle Repairer  
17.64  
23125 - Cable Splicer  
25.01  
23130 - Carpenter, Maintenance  
18.92  
23140 - Carpet Layer  
19.90  
23160 - Electrician, Maintenance  
19.38  
23181 - Electronics Technician Maintenance I  
26.03  
23182 - Electronics Technician Maintenance II  
27.37  
23183 - Electronics Technician Maintenance III  
28.61  
23260 - Fabric Worker  
18.83  
23290 - Fire Alarm System Mechanic  
21.69  
23310 - Fire Extinguisher Repairer  
17.80  
23311 - Fuel Distribution System Mechanic  
24.91  
23312 - Fuel Distribution System Operator  
20.32

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23370 - General Maintenance Worker  
17.40  
23380 - Ground Support Equipment Mechanic  
24.06  
23381 - Ground Support Equipment Servicer  
21.17  
23382 - Ground Support Equipment Worker  
22.11  
23391 - Gunsmith I  
17.80  
23392 - Gunsmith II  
19.90  
23393 - Gunsmith III  
21.88  
23410 - Heating, Ventilation And Air-Conditioning  
19.18  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
20.00  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.68  
23440 - Heavy Equipment Operator  
18.83  
23460 - Instrument Mechanic  
21.88  
23465 - Laboratory/Shelter Mechanic  
20.93  
23470 - Laborer  
14.86  
23510 - Locksmith  
20.93  
23530 - Machinery Maintenance Mechanic  
28.17  
23550 - Machinist, Maintenance  
23.27  
23580 - Maintenance Trades Helper  
15.30  
23591 - Metrology Technician I  
21.88  
23592 - Metrology Technician II  
22.82  
23593 - Metrology Technician III  
23.78  
23640 - Millwright  
21.88  
23710 - Office Appliance Repairer  
20.75



- 23760 - Painter, Maintenance
- 19.91
- 23790 - Pipefitter, Maintenance
- 22.43
- 23810 - Plumber, Maintenance
- 21.46
- 23820 - Pneudraulic Systems Mechanic
- 21.88
- 23850 - Rigger
- 21.88
- 23870 - Scale Mechanic
- 19.90
- 23890 - Sheet-Metal Worker, Maintenance
- 23.54
- 23910 - Small Engine Mechanic
- 19.90
- 23931 - Telecommunications Mechanic I
- 21.07
- 23932 - Telecommunications Mechanic II
- 21.97
- 23950 - Telephone Lineman
- 23.11
- 23960 - Welder, Combination, Maintenance
- 22.14
- 23965 - Well Driller
- 21.88
- 23970 - Woodcraft Worker
- 21.88
- 23980 - Woodworker
- 17.80
- 24000 - Personal Needs Occupations
- 24550 - Case Manager
- 17.35
- 24570 - Child Care Attendant
- 8.99
- 24580 - Child Care Center Clerk
- 11.21
- 24610 - Chore Aide
- 9.30
- 24620 - Family Readiness And Support Services
- 17.35
- Coordinator
- 24630 - Homemaker
- 17.35
- 25000 - Plant And System Operations Occupations
- 25010 - Boiler Tender
- 21.94
- 25040 - Sewage Plant Operator

20.99  
25070 - Stationary Engineer  
21.94  
25190 - Ventilation Equipment Tender  
16.71  
25210 - Water Treatment Plant Operator  
20.99  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
18.80  
27007 - Baggage Inspector  
12.03  
27008 - Corrections Officer  
21.97  
27010 - Court Security Officer  
21.97  
27030 - Detection Dog Handler  
15.16  
27040 - Detention Officer  
21.97  
27070 - Firefighter  
22.37  
27101 - Guard I  
12.03  
27102 - Guard II  
15.16  
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 Worker  
10.10  
28210 - Gate Attendant/Gate Tender  
15.84  
28310 - Lifeguard  
14.11  
28350 - Park Attendant (Aide)  
17.71  
28510 - Recreation Aide/Health Facility Attendant  
12.93  
28515 - Recreation Specialist  
21.93  
28630 - Sports Official

14.11  
28690 - Swimming Pool Operator

16.28  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

21.89  
29020 - Hatch Tender

21.89  
29030 - Line Handler

21.89  
29041 - Stevedore I

20.71  
29042 - Stevedore II

23.02  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

29.45  
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  
30051 - Cryogenic Technician I

21.59  
30052 - Cryogenic Technician II

23.85  
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  
30095 - Evidence Control Specialist  
19.49  
30210 - Laboratory Technician  
19.91  
30221 - Latent Fingerprint Technician I  
21.59  
30222 - Latent Fingerprint Technician II  
23.85  
30240 - Mathematical Technician  
25.17  
30361 - Paralegal/Legal Assistant I  
18.51  
30362 - Paralegal/Legal Assistant II  
22.93  
30363 - Paralegal/Legal Assistant III  
28.05  
30364 - Paralegal/Legal Assistant IV  
33.93  
30375 - Petroleum Supply Specialist  
23.85  
30390 - Photo-Optics Technician  
24.33  
30395 - Radiation Control Technician  
23.85  
30461 - Technical Writer I  
25.17  
30462 - Technical Writer II  
30.80  
30463 - Technical Writer III  
37.26  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I  
27.89  
30502 - Weather Forecaster II  
33.92  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
22.67  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.33  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
14.53  
31030 - Bus Driver  
19.49  
31043 - Driver Courier  
14.30  
31260 - Parking and Lot Attendant  
13.01  
31290 - Shuttle Bus Driver  
15.27  
31310 - Taxi Driver  
13.59  
31361 - Truckdriver, Light  
15.27  
31362 - Truckdriver, Medium  
16.15  
31363 - Truckdriver, Heavy  
20.60  
31364 - Truckdriver, Tractor-Trailer  
20.60  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
9.53  
99050 - Desk Clerk  
10.35  
99095 - Embalmer  
24.65  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
13.78  
99252 - Laboratory Animal Caretaker II  
14.48

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99260 - Marketing Analyst  
23.85  
99310 - Mortician  
24.65  
99410 - Pest Controller  
22.50  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
18.26  
99711 - Recycling Specialist  
21.67  
99730 - Refuse Collector  
16.34  
99810 - Sales Clerk  
10.99  
99820 - School Crossing Guard  
14.59  
99830 - Survey Party Chief  
20.52  
99831 - Surveying Aide  
13.79  
99832 - Surveying Technician  
16.97  
99840 - Vending Machine Attendant  
15.84  
99841 - Vending Machine Repairer  
18.30  
99842 - Vending Machine Repairer Helper  
15.84

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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

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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)).

201552618

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5261  
Revision No.: 8  
Date Of Last Revision: 06/28/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Falls, McLennan

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 13.64	
01012 - Accounting Clerk II 15.32	
01013 - Accounting Clerk III 17.14	
01020 - Administrative Assistant 23.64	
01035 - Court Reporter	

- 16.40
  - 01041 - Customer Service Representative I
- 11.27
  - 01042 - Customer Service Representative II
- 12.68
  - 01043 - Customer Service Representative III
- 13.83
  - 01051 - Data Entry Operator I
- 13.42
  - 01052 - Data Entry Operator II
- 14.64
  - 01060 - Dispatcher, Motor Vehicle
- 17.08
  - 01070 - Document Preparation Clerk
- 15.21
  - 01090 - Duplicating Machine Operator
- 15.21
  - 01111 - General Clerk I
- 12.24
  - 01112 - General Clerk II
- 13.35
  - 01113 - General Clerk III
- 14.99
  - 01120 - Housing Referral Assistant
- 18.28
  - 01141 - Messenger Courier
- 12.95
  - 01191 - Order Clerk I
- 16.27
  - 01192 - Order Clerk II
- 17.75
  - 01261 - Personnel Assistant (Employment) I
- 15.67
  - 01262 - Personnel Assistant (Employment) II
- 17.53
  - 01263 - Personnel Assistant (Employment) III
- 19.55
  - 01270 - Production Control Clerk
- 20.26
  - 01290 - Rental Clerk
- 13.10
  - 01300 - Scheduler, Maintenance
- 14.66
  - 01311 - Secretary I
- 14.66
  - 01312 - Secretary II
- 16.40
  - 01313 - Secretary III

18.28  
01320 - Service Order Dispatcher  
15.13  
01410 - Supply Technician  
23.64  
01420 - Survey Worker  
14.71  
01460 - Switchboard Operator/Receptionist  
12.35  
01531 - Travel Clerk I  
13.03  
01532 - Travel Clerk II  
14.26  
01533 - Travel Clerk III  
15.47  
01611 - Word Processor I  
13.06  
01612 - Word Processor II  
14.66  
01613 - Word Processor III  
16.40  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
19.99  
05010 - Automotive Electrician  
17.89  
05040 - Automotive Glass Installer  
16.74  
05070 - Automotive Worker  
16.74  
05110 - Mobile Equipment Servicer  
14.41  
05130 - Motor Equipment Metal Mechanic  
19.05  
05160 - Motor Equipment Metal Worker  
16.74  
05190 - Motor Vehicle Mechanic  
19.05  
05220 - Motor Vehicle Mechanic Helper  
13.26  
05250 - Motor Vehicle Upholstery Worker  
15.57  
05280 - Motor Vehicle Wrecker  
16.74  
05310 - Painter, Automotive  
17.89  
05340 - Radiator Repair Specialist  
16.74



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05370 - Tire Repairer  
15.08  
05400 - Transmission Repair Specialist  
19.05  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.97  
07041 - Cook I  
11.09  
07042 - Cook II  
12.88  
07070 - Dishwasher  
10.05  
07130 - Food Service Worker  
9.79  
07210 - Meat Cutter  
14.41  
07260 - Waiter/Waitress  
9.11  
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  
10.28  
11060 - Elevator Operator  
11.04  
11090 - Gardener  
14.90  
11122 - Housekeeping Aide  
11.04  
11150 - Janitor  
11.04  
11210 - Laborer, Grounds Maintenance  
12.00  
11240 - Maid or Houseman  
9.23  
11260 - Pruner

10.63  
11270 - Tractor Operator  
13.98  
11330 - Trail Maintenance Worker  
12.00  
11360 - Window Cleaner  
12.46  
12000 - Health Occupations  
12010 - Ambulance Driver  
20.05  
12011 - Breath Alcohol Technician  
20.05  
12012 - Certified Occupational Therapist Assistant  
27.86  
12015 - Certified Physical Therapist Assistant  
33.69  
12020 - Dental Assistant  
15.92  
12025 - Dental Hygienist  
34.95  
12030 - EKG Technician  
30.37  
12035 - Electroneurodiagnostic Technologist  
30.37  
12040 - Emergency Medical Technician  
20.05  
12071 - Licensed Practical Nurse I  
18.15  
12072 - Licensed Practical Nurse II  
20.31  
12073 - Licensed Practical Nurse III  
22.63  
12100 - Medical Assistant  
14.81  
12130 - Medical Laboratory Technician  
21.42  
12160 - Medical Record Clerk  
13.71  
12190 - Medical Record Technician  
15.99  
12195 - Medical Transcriptionist  
18.15  
12210 - Nuclear Medicine Technologist  
44.61  
12221 - Nursing Assistant I  
10.98  
12222 - Nursing Assistant II  
12.34

12223 - Nursing Assistant III  
13.46  
12224 - Nursing Assistant IV  
15.12  
12235 - Optical Dispenser  
13.82  
12236 - Optical Technician  
18.15  
12250 - Pharmacy Technician  
17.26  
12280 - Phlebotomist  
17.92  
12305 - Radiologic Technologist  
27.61  
12311 - Registered Nurse I  
20.94  
12312 - Registered Nurse II  
25.62  
12313 - Registered Nurse II, Specialist  
25.62  
12314 - Registered Nurse III  
30.99  
12315 - Registered Nurse III, Anesthetist  
30.99  
12316 - Registered Nurse IV  
37.14  
12317 - Scheduler (Drug and Alcohol Testing)  
24.83  
12320 - Substance Abuse Treatment Counselor  
25.15  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.00  
13012 - Exhibits Specialist II  
24.77  
13013 - Exhibits Specialist III  
30.30  
13041 - Illustrator I  
20.00  
13042 - Illustrator II  
24.77  
13043 - Illustrator III  
30.30  
13047 - Librarian  
27.44  
13050 - Library Aide/Clerk  
11.97  
13054 - Library Information Technology Systems

24.77  
 Administrator  
 13058 - Library Technician

20.00  
 13061 - Media Specialist I

17.88  
 13062 - Media Specialist II

20.00  
 13063 - Media Specialist III

22.29  
 13071 - Photographer I

17.88  
 13072 - Photographer II

20.00  
 13073 - Photographer III

24.77  
 13074 - Photographer IV

30.30  
 13075 - Photographer V

36.66  
 13090 - Technical Order Library Clerk

15.74  
 13110 - Video Teleconference Technician

17.88  
 14000 - Information Technology Occupations

14041 - Computer Operator I

15.70  
 14042 - Computer Operator II

17.57  
 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  
15.70  
14160 - Personal Computer Support Technician  
22.02  
14170 - System Support Specialist  
32.77  
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  
31.07  
15070 - Flight Instructor (Pilot)  
38.97  
15080 - Graphic Artist  
18.28  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.36  
15086 - Maintenance Test Pilot, Rotary Wing  
41.36  
15088 - Non-Maintenance Test/Co-Pilot  
41.36  
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  
9.13  
16030 - Counter Attendant  
9.13  
16040 - Dry Cleaner  
12.35  
16070 - Finisher, Flatwork, Machine  
9.13  
16090 - Presser, Hand  
9.13  
16110 - Presser, Machine, Drycleaning

- 9.13
  - 16130 - Presser, Machine, Shirts
- 9.13
  - 16160 - Presser, Machine, Wearing Apparel, Laundry
- 9.13
  - 16190 - Sewing Machine Operator
- 13.45
  - 16220 - Tailor
- 14.52
  - 16250 - Washer, Machine
- 10.98
  - 19000 - Machine Tool Operation And Repair Occupations
  - 19010 - Machine-Tool Operator (Tool Room)
- 20.17
  - 19040 - Tool And Die Maker
- 25.28
  - 21000 - Materials Handling And Packing Occupations
  - 21020 - Forklift Operator
- 15.71
  - 21030 - Material Coordinator
- 20.26
  - 21040 - Material Expediter
- 20.26
  - 21050 - Material Handling Laborer
- 12.18
  - 21071 - Order Filler
- 13.19
  - 21080 - Production Line Worker (Food Processing)
- 15.71
  - 21110 - Shipping Packer
- 15.64
  - 21130 - Shipping/Receiving Clerk
- 15.64
  - 21140 - Store Worker I
- 10.32
  - 21150 - Stock Clerk
- 14.49
  - 21210 - Tools And Parts Attendant
- 15.71
  - 21410 - Warehouse Specialist
- 15.71
  - 23000 - Mechanics And Maintenance And Repair Occupations
  - 23010 - Aerospace Structural Welder
- 29.13
  - 23019 - Aircraft Logs and Records Technician
- 22.21
  - 23021 - Aircraft Mechanic I
- 27.39

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23022 - Aircraft Mechanic II  
29.13  
23023 - Aircraft Mechanic III  
30.83  
23040 - Aircraft Mechanic Helper  
18.90  
23050 - Aircraft, Painter  
25.51  
23060 - Aircraft Servicer  
22.21  
23070 - Aircraft Survival Flight Equipment Technician  
25.51  
23080 - Aircraft Worker  
23.87  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
23.87  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
27.39  
II  
23110 - Appliance Mechanic  
20.02  
23120 - Bicycle Repairer  
16.14  
23125 - Cable Splicer  
27.25  
23130 - Carpenter, Maintenance  
16.24  
23140 - Carpet Layer  
18.36  
23160 - Electrician, Maintenance  
23.04  
23181 - Electronics Technician Maintenance I  
21.23  
23182 - Electronics Technician Maintenance II  
22.68  
23183 - Electronics Technician Maintenance III  
24.60  
23260 - Fabric Worker  
17.42  
23290 - Fire Alarm System Mechanic  
21.93  
23310 - Fire Extinguisher Repairer  
16.14  
23311 - Fuel Distribution System Mechanic  
24.35  
23312 - Fuel Distribution System Operator  
18.43

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23370 - General Maintenance Worker  
15.93  
23380 - Ground Support Equipment Mechanic  
27.39  
23381 - Ground Support Equipment Servicer  
22.21  
23382 - Ground Support Equipment Worker  
23.87  
23391 - Gunsmith I  
16.14  
23392 - Gunsmith II  
18.73  
23393 - Gunsmith III  
21.33  
23410 - Heating, Ventilation And Air-Conditioning  
18.35  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
19.36  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
20.92  
23440 - Heavy Equipment Operator  
17.66  
23460 - Instrument Mechanic  
21.33  
23465 - Laboratory/Shelter Mechanic  
20.02  
23470 - Laborer  
12.18  
23510 - Locksmith  
20.02  
23530 - Machinery Maintenance Mechanic  
22.91  
23550 - Machinist, Maintenance  
20.26  
23580 - Maintenance Trades Helper  
15.05  
23591 - Metrology Technician I  
21.33  
23592 - Metrology Technician II  
22.68  
23593 - Metrology Technician III  
24.05  
23640 - Millwright  
21.33  
23710 - Office Appliance Repairer  
17.10



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23760 - Painter, Maintenance  
17.15  
23790 - Pipefitter, Maintenance  
22.02  
23810 - Plumber, Maintenance  
20.67  
23820 - Pneudraulic Systems Mechanic  
21.33  
23850 - Rigger  
21.33  
23870 - Scale Mechanic  
18.73  
23890 - Sheet-Metal Worker, Maintenance  
18.61  
23910 - Small Engine Mechanic  
18.73  
23931 - Telecommunications Mechanic I  
26.38  
23932 - Telecommunications Mechanic II  
32.26  
23950 - Telephone Lineman  
23.56  
23960 - Welder, Combination, Maintenance  
16.59  
23965 - Well Driller  
21.33  
23970 - Woodcraft Worker  
21.33  
23980 - Woodworker  
16.14  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.99  
24570 - Child Care Attendant  
9.49  
24580 - Child Care Center Clerk  
11.84  
24610 - Chore Aide  
9.58  
24620 - Family Readiness And Support Services  
15.99  
Coordinator  
24630 - Homemaker  
15.99  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
21.33  
25040 - Sewage Plant Operator

19.81  
25070 - Stationary Engineer  
21.33  
25190 - Ventilation Equipment Tender  
14.84  
25210 - Water Treatment Plant Operator  
19.81  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
16.12  
27007 - Baggage Inspector  
12.08  
27008 - Corrections Officer  
21.21  
27010 - Court Security Officer  
22.36  
27030 - Detection Dog Handler  
15.61  
27040 - Detention Officer  
21.21  
27070 - Firefighter  
22.77  
27101 - Guard I  
12.08  
27102 - Guard II  
15.61  
27131 - Police Officer I  
24.02  
27132 - Police Officer II  
26.70  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
13.88  
28042 - Carnival Equipment Repairer  
15.00  
28043 - Carnival Worker  
10.09  
28210 - Gate Attendant/Gate Tender  
15.40  
28310 - Lifeguard  
13.72  
28350 - Park Attendant (Aide)  
17.23  
28510 - Recreation Aide/Health Facility Attendant  
12.21  
28515 - Recreation Specialist  
19.34  
28630 - Sports Official

13.72  
     28690 - Swimming Pool Operator  
 17.42  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 18.87  
     29020 - Hatch Tender  
 18.73  
     29030 - Line Handler  
 18.73  
     29041 - Stevedore I  
 17.42  
     29042 - Stevedore II  
 20.02  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
 38.78  
     30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
 26.74  
     30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
 29.45  
     30021 - Archeological Technician I  
 17.36  
     30022 - Archeological Technician II  
 19.43  
     30023 - Archeological Technician III  
 24.06  
     30030 - Cartographic Technician  
 24.06  
     30040 - Civil Engineering Technician  
 21.12  
     30051 - Cryogenic Technician I  
 26.65  
     30052 - Cryogenic Technician II  
 29.44  
     30061 - Drafter/CAD Operator I  
 17.36  
     30062 - Drafter/CAD Operator II  
 19.43  
     30063 - Drafter/CAD Operator III  
 21.65  
     30064 - Drafter/CAD Operator IV  
 26.65  
     30081 - Engineering Technician I  
 15.46  
     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  
24.06  
30095 - Evidence Control Specialist  
24.06  
30210 - Laboratory Technician  
21.65  
30221 - Latent Fingerprint Technician I  
26.65  
30222 - Latent Fingerprint Technician II  
29.44  
30240 - Mathematical Technician  
24.06  
30361 - Paralegal/Legal Assistant I  
17.41  
30362 - Paralegal/Legal Assistant II  
21.57  
30363 - Paralegal/Legal Assistant III  
26.38  
30364 - Paralegal/Legal Assistant IV  
31.92  
30375 - Petroleum Supply Specialist  
29.44  
30390 - Photo-Optics Technician  
24.19  
30395 - Radiation Control Technician  
29.44  
30461 - Technical Writer I  
24.06  
30462 - Technical Writer II  
29.44  
30463 - Technical Writer III  
35.61  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

- 24.65
  - 30501 - Weather Forecaster I
- 26.65
  - 30502 - Weather Forecaster II
- 32.41
  - 30620 - Weather Observer, Combined Upper Air Or (see 2)
- 21.65
  - Surface Programs
  - 30621 - Weather Observer, Senior (see 2)
- 24.06
  - 31000 - Transportation/Mobile Equipment Operation Occupations
  - 31010 - Airplane Pilot
- 29.82
  - 31020 - Bus Aide
- 13.87
  - 31030 - Bus Driver
- 19.75
  - 31043 - Driver Courier
- 12.50
  - 31260 - Parking and Lot Attendant
- 12.30
  - 31290 - Shuttle Bus Driver
- 13.59
  - 31310 - Taxi Driver
- 11.80
  - 31361 - Truckdriver, Light
- 13.59
  - 31362 - Truckdriver, Medium
- 16.13
  - 31363 - Truckdriver, Heavy
- 21.23
  - 31364 - Truckdriver, Tractor-Trailer
- 21.23
  - 99000 - Miscellaneous Occupations
  - 99020 - Cabin Safety Specialist
- 14.54
  - 99030 - Cashier
- 10.16
  - 99050 - Desk Clerk
- 10.59
  - 99095 - Embalmer
- 24.65
  - 99130 - Flight Follower
- 24.65
  - 99251 - Laboratory Animal Caretaker I
- 11.45
  - 99252 - Laboratory Animal Caretaker II
- 11.61

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99260 - Marketing Analyst  
33.05  
99310 - Mortician  
24.65  
99410 - Pest Controller  
18.65  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
16.82  
99711 - Recycling Specialist  
20.39  
99730 - Refuse Collector  
15.58  
99810 - Sales Clerk  
11.06  
99820 - School Crossing Guard  
11.70  
99830 - Survey Party Chief  
21.24  
99831 - Surveying Aide  
13.26  
99832 - Surveying Technician  
18.15  
99840 - Vending Machine Attendant  
15.88  
99841 - Vending Machine Repairer  
20.05  
99842 - Vending Machine Repairer Helper  
15.88

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5263  
Revision No.: 8  
Date Of Last Revision: 06/28/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Archer, Clay, Wichita

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 14.64	
01012 - Accounting Clerk II 16.43	
01013 - Accounting Clerk III 18.38	
01020 - Administrative Assistant 23.34	
01035 - Court Reporter	

15.89  
01041 - Customer Service Representative I  
12.97  
01042 - Customer Service Representative II  
14.57  
01043 - Customer Service Representative III  
15.90  
01051 - Data Entry Operator I  
12.97  
01052 - Data Entry Operator II  
14.16  
01060 - Dispatcher, Motor Vehicle  
16.95  
01070 - Document Preparation Clerk  
11.99  
01090 - Duplicating Machine Operator  
11.99  
01111 - General Clerk I  
12.07  
01112 - General Clerk II  
13.17  
01113 - General Clerk III  
14.77  
01120 - Housing Referral Assistant  
16.78  
01141 - Messenger Courier  
12.22  
01191 - Order Clerk I  
15.71  
01192 - Order Clerk II  
17.15  
01261 - Personnel Assistant (Employment) I  
15.55  
01262 - Personnel Assistant (Employment) II  
17.40  
01263 - Personnel Assistant (Employment) III  
19.40  
01270 - Production Control Clerk  
23.52  
01290 - Rental Clerk  
11.52  
01300 - Scheduler, Maintenance  
13.46  
01311 - Secretary I  
13.46  
01312 - Secretary II  
15.06  
01313 - Secretary III

16.78  
01320 - Service Order Dispatcher

16.26  
01410 - Supply Technician

23.34  
01420 - Survey Worker

13.56  
01460 - Switchboard Operator/Receptionist

11.25  
01531 - Travel Clerk I

11.67  
01532 - Travel Clerk II

12.55  
01533 - Travel Clerk III

14.01  
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

20.13  
05010 - Automotive Electrician

16.24  
05040 - Automotive Glass Installer

15.39  
05070 - Automotive Worker

15.39  
05110 - Mobile Equipment Servicer

13.64  
05130 - Motor Equipment Metal Mechanic

17.12  
05160 - Motor Equipment Metal Worker

15.39  
05190 - Motor Vehicle Mechanic

17.12  
05220 - Motor Vehicle Mechanic Helper

12.73  
05250 - Motor Vehicle Upholstery Worker

14.51  
05280 - Motor Vehicle Wrecker

15.39  
05310 - Painter, Automotive

16.24  
05340 - Radiator Repair Specialist

15.39



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05370 - Tire Repairer  
13.27  
05400 - Transmission Repair Specialist  
17.12  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
15.36  
07041 - Cook I  
10.19  
07042 - Cook II  
11.50  
07070 - Dishwasher  
9.03  
07130 - Food Service Worker  
10.80  
07210 - Meat Cutter  
14.31  
07260 - Waiter/Waitress  
9.00  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
18.52  
09040 - Furniture Handler  
13.04  
09080 - Furniture Refinisher  
18.52  
09090 - Furniture Refinisher Helper  
15.01  
09110 - Furniture Repairer, Minor  
17.10  
09130 - Upholsterer  
18.52  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.55  
11060 - Elevator Operator  
10.61  
11090 - Gardener  
16.85  
11122 - Housekeeping Aide  
10.61  
11150 - Janitor  
10.61  
11210 - Laborer, Grounds Maintenance  
13.65  
11240 - Maid or Houseman  
9.91  
11260 - Pruner

12.58  
11270 - Tractor Operator  
15.73  
11330 - Trail Maintenance Worker  
13.65  
11360 - Window Cleaner  
11.51  
12000 - Health Occupations  
12010 - Ambulance Driver  
14.45  
12011 - Breath Alcohol Technician  
16.83  
12012 - Certified Occupational Therapist Assistant  
24.75  
12015 - Certified Physical Therapist Assistant  
30.87  
12020 - Dental Assistant  
18.39  
12025 - Dental Hygienist  
32.91  
12030 - EKG Technician  
26.02  
12035 - Electroneurodiagnostic Technologist  
26.02  
12040 - Emergency Medical Technician  
14.45  
12071 - Licensed Practical Nurse I  
15.35  
12072 - Licensed Practical Nurse II  
17.17  
12073 - Licensed Practical Nurse III  
19.15  
12100 - Medical Assistant  
14.76  
12130 - Medical Laboratory Technician  
22.43  
12160 - Medical Record Clerk  
13.86  
12190 - Medical Record Technician  
15.51  
12195 - Medical Transcriptionist  
15.72  
12210 - Nuclear Medicine Technologist  
37.74  
12221 - Nursing Assistant I  
11.30  
12222 - Nursing Assistant II  
12.72

12223 - Nursing Assistant III  
13.87  
12224 - Nursing Assistant IV  
15.57  
12235 - Optical Dispenser  
16.83  
12236 - Optical Technician  
15.35  
12250 - Pharmacy Technician  
15.28  
12280 - Phlebotomist  
14.13  
12305 - Radiologic Technologist  
23.83  
12311 - Registered Nurse I  
22.63  
12312 - Registered Nurse II  
27.79  
12313 - Registered Nurse II, Specialist  
27.79  
12314 - Registered Nurse III  
33.48  
12315 - Registered Nurse III, Anesthetist  
33.48  
12316 - Registered Nurse IV  
40.13  
12317 - Scheduler (Drug and Alcohol Testing)  
21.28  
12320 - Substance Abuse Treatment Counselor  
23.34  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.86  
13012 - Exhibits Specialist II  
23.35  
13013 - Exhibits Specialist III  
28.57  
13041 - Illustrator I  
18.86  
13042 - Illustrator II  
23.35  
13043 - Illustrator III  
28.57  
13047 - Librarian  
25.87  
13050 - Library Aide/Clerk  
15.01  
13054 - Library Information Technology Systems

23.35  
Administrator  
13058 - Library Technician

18.73  
13061 - Media Specialist I

16.85  
13062 - Media Specialist II

18.86  
13063 - Media Specialist III

21.01  
13071 - Photographer I

16.85  
13072 - Photographer II

18.86  
13073 - Photographer III

23.35  
13074 - Photographer IV

28.57  
13075 - Photographer V

34.56  
13090 - Technical Order Library Clerk

18.86  
13110 - Video Teleconference Technician

16.85  
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  
24.28  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
26.26  
15020 - Aircrew Training Devices Instructor (Rated)  
32.32  
15030 - Air Crew Training Devices Instructor (Pilot)  
38.07  
15050 - Computer Based Training Specialist / Instructor  
26.26  
15060 - Educational Technologist  
35.31  
15070 - Flight Instructor (Pilot)  
38.07  
15080 - Graphic Artist  
21.76  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
38.07  
15086 - Maintenance Test Pilot, Rotary Wing  
38.07  
15088 - Non-Maintenance Test/Co-Pilot  
38.07  
15090 - Technical Instructor  
19.56  
15095 - Technical Instructor/Course Developer  
23.94  
15110 - Test Proctor  
15.80  
15120 - Tutor  
15.80  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
8.93  
16030 - Counter Attendant  
8.93  
16040 - Dry Cleaner  
11.25  
16070 - Finisher, Flatwork, Machine  
8.93  
16090 - Presser, Hand  
8.93  
16110 - Presser, Machine, Drycleaning

8.93  
16130 - Presser, Machine, Shirts

8.93  
16160 - Presser, Machine, Wearing Apparel, Laundry

8.93  
16190 - Sewing Machine Operator

11.99  
16220 - Tailor

12.78  
16250 - Washer, Machine

9.67  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)

19.15  
19040 - Tool And Die Maker

23.10  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator

13.78  
21030 - Material Coordinator

23.52  
21040 - Material Expediter

23.52  
21050 - Material Handling Laborer

11.37  
21071 - Order Filler

13.17  
21080 - Production Line Worker (Food Processing)

13.78  
21110 - Shipping Packer

14.66  
21130 - Shipping/Receiving Clerk

14.66  
21140 - Store Worker I

13.06  
21150 - Stock Clerk

16.50  
21210 - Tools And Parts Attendant

13.78  
21410 - Warehouse Specialist

13.78  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder

30.22  
23019 - Aircraft Logs and Records Technician

24.35  
23021 - Aircraft Mechanic I

28.80

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23022 - Aircraft Mechanic II  
30.22  
23023 - Aircraft Mechanic III  
31.66  
23040 - Aircraft Mechanic Helper  
21.41  
23050 - Aircraft, Painter  
27.29  
23060 - Aircraft Servicer  
24.35  
23070 - Aircraft Survival Flight Equipment Technician  
27.29  
23080 - Aircraft Worker  
25.82  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
25.82  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
28.80  
II  
23110 - Appliance Mechanic  
19.15  
23120 - Bicycle Repairer  
15.62  
23125 - Cable Splicer  
21.93  
23130 - Carpenter, Maintenance  
18.51  
23140 - Carpet Layer  
18.15  
23160 - Electrician, Maintenance  
24.21  
23181 - Electronics Technician Maintenance I  
21.07  
23182 - Electronics Technician Maintenance II  
22.24  
23183 - Electronics Technician Maintenance III  
23.44  
23260 - Fabric Worker  
17.10  
23290 - Fire Alarm System Mechanic  
20.19  
23310 - Fire Extinguisher Repairer  
16.09  
23311 - Fuel Distribution System Mechanic  
20.19  
23312 - Fuel Distribution System Operator  
16.92

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23370 - General Maintenance Worker  
15.28  
23380 - Ground Support Equipment Mechanic  
28.80  
23381 - Ground Support Equipment Servicer  
24.35  
23382 - Ground Support Equipment Worker  
25.82  
23391 - Gunsmith I  
16.09  
23392 - Gunsmith II  
18.15  
23393 - Gunsmith III  
20.19  
23410 - Heating, Ventilation And Air-Conditioning  
20.38  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.38  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
20.95  
23440 - Heavy Equipment Operator  
17.87  
23460 - Instrument Mechanic  
20.19  
23465 - Laboratory/Shelter Mechanic  
19.15  
23470 - Laborer  
11.37  
23510 - Locksmith  
19.15  
23530 - Machinery Maintenance Mechanic  
21.37  
23550 - Machinist, Maintenance  
21.72  
23580 - Maintenance Trades Helper  
13.63  
23591 - Metrology Technician I  
20.19  
23592 - Metrology Technician II  
21.17  
23593 - Metrology Technician III  
22.15  
23640 - Millwright  
20.19  
23710 - Office Appliance Repairer  
18.04



- 23760 - Painter, Maintenance  
17.86
- 23790 - Pipefitter, Maintenance  
22.12
- 23810 - Plumber, Maintenance  
20.99
- 23820 - Pneudraulic Systems Mechanic  
20.19
- 23850 - Rigger  
20.19
- 23870 - Scale Mechanic  
18.15
- 23890 - Sheet-Metal Worker, Maintenance  
21.81
- 23910 - Small Engine Mechanic  
18.15
- 23931 - Telecommunications Mechanic I  
22.69
- 23932 - Telecommunications Mechanic II  
23.81
- 23950 - Telephone Lineman  
22.12
- 23960 - Welder, Combination, Maintenance  
19.86
- 23965 - Well Driller  
20.19
- 23970 - Woodcraft Worker  
20.19
- 23980 - Woodworker  
16.09
- 24000 - Personal Needs Occupations
- 24550 - Case Manager  
12.46
- 24570 - Child Care Attendant  
8.77
- 24580 - Child Care Center Clerk  
10.94
- 24610 - Chore Aide  
9.00
- 24620 - Family Readiness And Support Services  
12.46
- Coordinator
- 24630 - Homemaker  
12.46
- 25000 - Plant And System Operations Occupations
- 25010 - Boiler Tender  
20.19
- 25040 - Sewage Plant Operator

18.12  
25070 - Stationary Engineer  
20.19  
25190 - Ventilation Equipment Tender  
15.01  
25210 - Water Treatment Plant Operator  
18.12  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
14.47  
27007 - Baggage Inspector  
11.82  
27008 - Corrections Officer  
19.95  
27010 - Court Security Officer  
21.85  
27030 - Detection Dog Handler  
13.23  
27040 - Detention Officer  
19.95  
27070 - Firefighter  
22.67  
27101 - Guard I  
11.82  
27102 - Guard II  
13.23  
27131 - Police Officer I  
25.38  
27132 - Police Officer II  
28.21  
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  
16.86  
28630 - Sports Official

12.89  
28690 - Swimming Pool Operator

14.29  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

18.15  
29020 - Hatch Tender

18.15  
29030 - Line Handler

18.15  
29041 - Stevedore I

17.10  
29042 - Stevedore II

19.15  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

29.45  
30021 - Archeological Technician I

14.92  
30022 - Archeological Technician II

16.82  
30023 - Archeological Technician III

20.67  
30030 - Cartographic Technician

20.83  
30040 - Civil Engineering Technician

22.91  
30051 - Cryogenic Technician I

22.90  
30052 - Cryogenic Technician II

25.30  
30061 - Drafter/CAD Operator I

14.92  
30062 - Drafter/CAD Operator II

16.82  
30063 - Drafter/CAD Operator III

18.75  
30064 - Drafter/CAD Operator IV

22.90  
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  
30095 - Evidence Control Specialist

20.67  
30210 - Laboratory Technician

18.75  
30221 - Latent Fingerprint Technician I

22.90  
30222 - Latent Fingerprint Technician II

25.30  
30240 - Mathematical Technician

20.83  
30361 - Paralegal/Legal Assistant I

18.53  
30362 - Paralegal/Legal Assistant II

22.94  
30363 - Paralegal/Legal Assistant III

28.08  
30364 - Paralegal/Legal Assistant IV

33.96  
30375 - Petroleum Supply Specialist

25.30  
30390 - Photo-Optics Technician

20.83  
30395 - Radiation Control Technician

25.30  
30461 - Technical Writer I

20.83  
30462 - Technical Writer II

25.48  
30463 - Technical Writer III

30.83  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 22.90  
   30502 - Weather Forecaster II  
 27.85  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 18.75  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 20.67  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 15.21  
   31030 - Bus Driver  
 20.06  
   31043 - Driver Courier  
 14.09  
   31260 - Parking and Lot Attendant  
 14.81  
   31290 - Shuttle Bus Driver  
 15.09  
   31310 - Taxi Driver  
 11.15  
   31361 - Truckdriver, Light  
 15.09  
   31362 - Truckdriver, Medium  
 16.05  
   31363 - Truckdriver, Heavy  
 22.39  
   31364 - Truckdriver, Tractor-Trailer  
 22.39  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 9.44  
   99050 - Desk Clerk  
 9.25  
   99095 - Embalmer  
 25.36  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 17.39  
   99252 - Laboratory Animal Caretaker II  
 18.62

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99260 - Marketing Analyst  
26.32  
99310 - Mortician  
25.36  
99410 - Pest Controller  
18.22  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
15.90  
99711 - Recycling Specialist  
18.31  
99730 - Refuse Collector  
14.65  
99810 - Sales Clerk  
10.80  
99820 - School Crossing Guard  
14.12  
99830 - Survey Party Chief  
19.77  
99831 - Surveying Aide  
13.28  
99832 - Surveying Technician  
17.94  
99840 - Vending Machine Attendant  
17.65  
99841 - Vending Machine Repairer  
21.34  
99842 - Vending Machine Repairer Helper  
17.65

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5305  
Revision No.: 9  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Bee, Calhoun, Jim Wells, Kleberg, Live Oak, Refugio

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.07	
01012 - Accounting Clerk II	
15.79	
01013 - Accounting Clerk III	
17.67	
01020 - Administrative Assistant	
24.22	
01035 - Court Reporter	

- 16.11
  - 01041 - Customer Service Representative I
- 11.56
  - 01042 - Customer Service Representative II
- 12.99
  - 01043 - Customer Service Representative III
- 14.18
  - 01051 - Data Entry Operator I
- 12.82
  - 01052 - Data Entry Operator II
- 13.99
  - 01060 - Dispatcher, Motor Vehicle
- 18.58
  - 01070 - Document Preparation Clerk
- 12.77
  - 01090 - Duplicating Machine Operator
- 12.77
  - 01111 - General Clerk I
- 12.81
  - 01112 - General Clerk II
- 13.98
  - 01113 - General Clerk III
- 15.69
  - 01120 - Housing Referral Assistant
- 18.25
  - 01141 - Messenger Courier
- 10.42
  - 01191 - Order Clerk I
- 15.27
  - 01192 - Order Clerk II
- 16.90
  - 01261 - Personnel Assistant (Employment) I
- 15.52
  - 01262 - Personnel Assistant (Employment) II
- 17.36
  - 01263 - Personnel Assistant (Employment) III
- 19.36
  - 01270 - Production Control Clerk
- 23.52
  - 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  
17.14  
01410 - Supply Technician  
24.22  
01420 - Survey Worker  
15.95  
01460 - Switchboard Operator/Receptionist  
12.40  
01531 - Travel Clerk I  
11.32  
01532 - Travel Clerk II  
12.46  
01533 - Travel Clerk III  
13.37  
01611 - Word Processor I  
12.77  
01612 - Word Processor II  
14.34  
01613 - Word Processor III  
16.04  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
20.03  
05010 - Automotive Electrician  
19.54  
05040 - Automotive Glass Installer  
18.32  
05070 - Automotive Worker  
18.32  
05110 - Mobile Equipment Servicer  
15.93  
05130 - Motor Equipment Metal Mechanic  
20.59  
05160 - Motor Equipment Metal Worker  
18.32  
05190 - Motor Vehicle Mechanic  
20.59  
05220 - Motor Vehicle Mechanic Helper  
14.71  
05250 - Motor Vehicle Upholstery Worker  
17.13  
05280 - Motor Vehicle Wrecker  
18.32  
05310 - Painter, Automotive  
19.54  
05340 - Radiator Repair Specialist  
18.32



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05370 - Tire Repairer  
15.89  
05400 - Transmission Repair Specialist  
20.59  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.93  
07041 - Cook I  
10.27  
07042 - Cook II  
11.81  
07070 - Dishwasher  
9.11  
07130 - Food Service Worker  
9.71  
07210 - Meat Cutter  
12.89  
07260 - Waiter/Waitress  
9.02  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
16.86  
09040 - Furniture Handler  
13.82  
09080 - Furniture Refinisher  
16.86  
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  
12.43  
11060 - Elevator Operator  
10.32  
11090 - Gardener  
16.38  
11122 - Housekeeping Aide  
10.32  
11150 - Janitor  
10.32  
11210 - Laborer, Grounds Maintenance  
12.52  
11240 - Maid or Houseman  
10.34  
11260 - Pruner

11.51  
11270 - Tractor Operator  
15.12  
11330 - Trail Maintenance Worker  
12.52  
11360 - Window Cleaner  
11.53  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.20  
12011 - Breath Alcohol Technician  
16.20  
12012 - Certified Occupational Therapist Assistant  
26.25  
12015 - Certified Physical Therapist Assistant  
37.27  
12020 - Dental Assistant  
17.19  
12025 - Dental Hygienist  
31.45  
12030 - EKG Technician  
28.99  
12035 - Electroneurodiagnostic Technologist  
28.99  
12040 - Emergency Medical Technician  
16.20  
12071 - Licensed Practical Nurse I  
17.10  
12072 - Licensed Practical Nurse II  
19.13  
12073 - Licensed Practical Nurse III  
21.33  
12100 - Medical Assistant  
12.36  
12130 - Medical Laboratory Technician  
18.07  
12160 - Medical Record Clerk  
14.80  
12190 - Medical Record Technician  
16.80  
12195 - Medical Transcriptionist  
17.10  
12210 - Nuclear Medicine Technologist  
37.75  
12221 - Nursing Assistant I  
11.80  
12222 - Nursing Assistant II  
13.26

12223 - Nursing Assistant III  
14.47  
12224 - Nursing Assistant IV  
16.25  
12235 - Optical Dispenser  
14.65  
12236 - Optical Technician  
16.49  
12250 - Pharmacy Technician  
15.76  
12280 - Phlebotomist  
13.92  
12305 - Radiologic Technologist  
25.93  
12311 - Registered Nurse I  
26.27  
12312 - Registered Nurse II  
32.13  
12313 - Registered Nurse II, Specialist  
32.13  
12314 - Registered Nurse III  
38.88  
12315 - Registered Nurse III, Anesthetist  
38.88  
12316 - Registered Nurse IV  
46.60  
12317 - Scheduler (Drug and Alcohol Testing)  
23.70  
12320 - Substance Abuse Treatment Counselor  
19.57  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.32  
13012 - Exhibits Specialist II  
22.70  
13013 - Exhibits Specialist III  
27.76  
13041 - Illustrator I  
18.32  
13042 - Illustrator II  
22.70  
13043 - Illustrator III  
27.76  
13047 - Librarian  
25.13  
13050 - Library Aide/Clerk  
10.03  
13054 - Library Information Technology Systems

- 22.70
  - Administrator
  - 13058 - Library Technician
- 13.22
  - 13061 - Media Specialist I
- 16.37
  - 13062 - Media Specialist II
- 18.32
  - 13063 - Media Specialist III
- 20.43
  - 13071 - Photographer I
- 16.30
  - 13072 - Photographer II
- 18.32
  - 13073 - Photographer III
- 22.70
  - 13074 - Photographer IV
- 27.76
  - 13075 - Photographer V
- 33.59
  - 13090 - Technical Order Library Clerk
- 17.91
  - 13110 - Video Teleconference Technician
- 18.01
  - 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)
- 21.68
  - 14072 - Computer Programmer II (see 1)
- 26.87
  - 14073 - Computer Programmer III (see 1)
  - 14074 - Computer Programmer IV (see 1)
  - 14101 - Computer Systems Analyst I (see 1)
  - 14102 - Computer Systems Analyst II (see 1)
  - 14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator  
14.77  
14160 - Personal Computer Support Technician  
20.48  
14170 - System Support Specialist  
24.59  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
30.42  
15020 - Aircrew Training Devices Instructor (Rated)  
36.81  
15030 - Air Crew Training Devices Instructor (Pilot)  
43.22  
15050 - Computer Based Training Specialist / Instructor  
30.42  
15060 - Educational Technologist  
30.27  
15070 - Flight Instructor (Pilot)  
43.22  
15080 - Graphic Artist  
20.98  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
44.24  
15086 - Maintenance Test Pilot, Rotary Wing  
44.24  
15088 - Non-Maintenance Test/Co-Pilot  
44.24  
15090 - Technical Instructor  
22.86  
15095 - Technical Instructor/Course Developer  
27.96  
15110 - Test Proctor  
18.46  
15120 - Tutor  
18.46  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.62  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.16  
16220 - Tailor  
11.75  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
22.17  
19040 - Tool And Die Maker  
26.67  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.01  
21030 - Material Coordinator  
23.55  
21040 - Material Expediter  
23.55  
21050 - Material Handling Laborer  
11.03  
21071 - Order Filler  
12.30  
21080 - Production Line Worker (Food Processing)  
15.01  
21110 - Shipping Packer  
14.55  
21130 - Shipping/Receiving Clerk  
14.55  
21140 - Store Worker I  
13.50  
21150 - Stock Clerk  
18.20  
21210 - Tools And Parts Attendant  
15.01  
21410 - Warehouse Specialist  
15.01  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
30.37  
23019 - Aircraft Logs and Records Technician  
25.62  
23021 - Aircraft Mechanic I  
29.12

23022 - Aircraft Mechanic II  
30.37  
23023 - Aircraft Mechanic III  
31.65  
23040 - Aircraft Mechanic Helper  
23.20  
23050 - Aircraft, Painter  
24.70  
23060 - Aircraft Servicer  
25.62  
23070 - Aircraft Survival Flight Equipment Technician  
24.70  
23080 - Aircraft Worker  
26.75  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
26.75  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.12  
II  
23110 - Appliance Mechanic  
22.17  
23120 - Bicycle Repairer  
18.07  
23125 - Cable Splicer  
29.34  
23130 - Carpenter, Maintenance  
17.36  
23140 - Carpet Layer  
20.78  
23160 - Electrician, Maintenance  
21.32  
23181 - Electronics Technician Maintenance I  
29.65  
23182 - Electronics Technician Maintenance II  
31.63  
23183 - Electronics Technician Maintenance III  
33.33  
23260 - Fabric Worker  
19.43  
23290 - Fire Alarm System Mechanic  
21.57  
23310 - Fire Extinguisher Repairer  
18.07  
23311 - Fuel Distribution System Mechanic  
24.91  
23312 - Fuel Distribution System Operator  
20.32

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23370 - General Maintenance Worker  
14.63  
23380 - Ground Support Equipment Mechanic  
29.12  
23381 - Ground Support Equipment Servicer  
25.62  
23382 - Ground Support Equipment Worker  
26.75  
23391 - Gunsmith I  
18.07  
23392 - Gunsmith II  
20.78  
23393 - Gunsmith III  
23.36  
23410 - Heating, Ventilation And Air-Conditioning  
19.31  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
20.21  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.98  
23440 - Heavy Equipment Operator  
18.86  
23460 - Instrument Mechanic  
23.36  
23465 - Laboratory/Shelter Mechanic  
22.17  
23470 - Laborer  
12.71  
23510 - Locksmith  
22.17  
23530 - Machinery Maintenance Mechanic  
27.23  
23550 - Machinist, Maintenance  
20.96  
23580 - Maintenance Trades Helper  
13.91  
23591 - Metrology Technician I  
23.36  
23592 - Metrology Technician II  
24.44  
23593 - Metrology Technician III  
25.54  
23640 - Millwright  
23.36  
23710 - Office Appliance Repairer  
20.15



23760 - Painter, Maintenance  
20.44  
23790 - Pipefitter, Maintenance  
19.64  
23810 - Plumber, Maintenance  
18.87  
23820 - Pneudraulic Systems Mechanic  
23.36  
23850 - Rigger  
21.98  
23870 - Scale Mechanic  
20.78  
23890 - Sheet-Metal Worker, Maintenance  
23.54  
23910 - Small Engine Mechanic  
20.78  
23931 - Telecommunications Mechanic I  
22.96  
23932 - Telecommunications Mechanic II  
24.03  
23950 - Telephone Lineman  
27.96  
23960 - Welder, Combination, Maintenance  
21.57  
23965 - Well Driller  
25.50  
23970 - Woodcraft Worker  
23.36  
23980 - Woodworker  
18.07  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.78  
24570 - Child Care Attendant  
9.18  
24580 - Child Care Center Clerk  
11.45  
24610 - Chore Aide  
9.00  
24620 - Family Readiness And Support Services  
15.78  
Coordinator  
24630 - Homemaker  
15.78  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
20.99  
25040 - Sewage Plant Operator

18.32  
25070 - Stationary Engineer  
20.99  
25190 - Ventilation Equipment Tender  
15.93  
25210 - Water Treatment Plant Operator  
18.16  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
14.87  
27007 - Baggage Inspector  
13.11  
27008 - Corrections Officer  
19.97  
27010 - Court Security Officer  
19.97  
27030 - Detection Dog Handler  
15.39  
27040 - Detention Officer  
19.97  
27070 - Firefighter  
20.34  
27101 - Guard I  
13.11  
27102 - Guard II  
15.39  
27131 - Police Officer I  
23.49  
27132 - Police Officer II  
26.10  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
13.07  
28042 - Carnival Equipment Repairer  
14.15  
28043 - Carnival 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  
26.25  
29020 - Hatch Tender  
26.25  
29030 - Line Handler  
26.25  
29041 - Stevedore I  
25.05  
29042 - Stevedore II  
27.51  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
44.44  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
30.64  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
33.75  
30021 - Archeological Technician I  
19.90  
30022 - Archeological Technician II  
22.26  
30023 - Archeological Technician III  
27.58  
30030 - Cartographic Technician  
27.58  
30040 - Civil Engineering Technician  
22.71  
30051 - Cryogenic Technician I  
30.54  
30052 - Cryogenic Technician II  
33.73  
30061 - Drafter/CAD Operator I  
19.90  
30062 - Drafter/CAD Operator II  
22.26  
30063 - Drafter/CAD Operator III  
24.82  
30064 - Drafter/CAD Operator IV  
30.54  
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  
25.26  
30095 - Evidence Control Specialist  
27.58  
30210 - Laboratory Technician  
25.88  
30221 - Latent Fingerprint Technician I  
30.54  
30222 - Latent Fingerprint Technician II  
33.73  
30240 - Mathematical Technician  
27.58  
30361 - Paralegal/Legal Assistant I  
17.91  
30362 - Paralegal/Legal Assistant II  
22.19  
30363 - Paralegal/Legal Assistant III  
27.14  
30364 - Paralegal/Legal Assistant IV  
32.84  
30375 - Petroleum Supply Specialist  
33.73  
30390 - Photo-Optics Technician  
24.33  
30395 - Radiation Control Technician  
33.73  
30461 - Technical Writer I  
27.58  
30462 - Technical Writer II  
33.73  
30463 - Technical Writer III  
40.81  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
30501 - Weather Forecaster I  
30.54  
30502 - Weather Forecaster II  
37.15  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
24.82  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
27.58  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
13.15  
31030 - Bus Driver  
18.15  
31043 - Driver Courier  
11.98  
31260 - Parking and Lot Attendant  
11.57  
31290 - Shuttle Bus Driver  
12.80  
31310 - Taxi Driver  
9.65  
31361 - Truckdriver, Light  
12.80  
31362 - Truckdriver, Medium  
15.17  
31363 - Truckdriver, Heavy  
19.41  
31364 - Truckdriver, Tractor-Trailer  
19.41  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.66  
99030 - Cashier  
10.16  
99050 - Desk Clerk  
9.43  
99095 - Embalmer  
28.24  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
9.94  
99252 - Laboratory Animal Caretaker II  
10.76

99260 - Marketing Analyst  
28.76  
99310 - Mortician  
28.24  
99410 - Pest Controller  
18.59  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
16.73  
99711 - Recycling Specialist  
20.20  
99730 - Refuse Collector  
15.00  
99810 - Sales Clerk  
10.96  
99820 - School Crossing Guard  
14.28  
99830 - Survey Party Chief  
23.67  
99831 - Surveying Aide  
15.92  
99832 - Surveying Technician  
19.58  
99840 - Vending Machine Attendant  
15.84  
99841 - Vending Machine Repairer  
18.30  
99842 - Vending Machine Repairer Helper  
15.84

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5307  
Revision No.: 9  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Colorado, Jackson, Lavaca, Matagorda, Wharton

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.98	
01012 - Accounting Clerk II	
17.66	
01013 - Accounting Clerk III	
19.79	
01020 - Administrative Assistant	
25.91	
01035 - Court Reporter	

- 21.79
  - 01041 - Customer Service Representative I
- 11.56
  - 01042 - Customer Service Representative II
- 12.99
  - 01043 - Customer Service Representative III
- 14.18
  - 01051 - Data Entry Operator I
- 13.24
  - 01052 - Data Entry Operator II
- 14.45
  - 01060 - Dispatcher, Motor Vehicle
- 18.58
  - 01070 - Document Preparation Clerk
- 13.41
  - 01090 - Duplicating Machine Operator
- 13.41
  - 01111 - General Clerk I
- 12.81
  - 01112 - General Clerk II
- 13.98
  - 01113 - General Clerk III
- 15.69
  - 01120 - Housing Referral Assistant
- 20.69
  - 01141 - Messenger Courier
- 12.55
  - 01191 - Order Clerk I
- 15.77
  - 01192 - Order Clerk II
- 17.21
  - 01261 - Personnel Assistant (Employment) I
- 15.52
  - 01262 - Personnel Assistant (Employment) II
- 17.36
  - 01263 - Personnel Assistant (Employment) III
- 19.36
  - 01270 - Production Control Clerk
- 23.11
  - 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  
16.68  
01410 - Supply Technician  
25.91  
01420 - Survey Worker  
17.79  
01460 - Switchboard Operator/Receptionist  
12.40  
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



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05370 - Tire Repairer  
15.89  
05400 - Transmission Repair Specialist  
25.76  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
13.40  
07041 - Cook I  
10.27  
07042 - Cook II  
11.81  
07070 - Dishwasher  
9.11  
07130 - Food Service Worker  
9.71  
07210 - Meat Cutter  
12.91  
07260 - Waiter/Waitress  
9.02  
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  
12.43  
11060 - Elevator Operator  
10.32  
11090 - Gardener  
16.69  
11122 - Housekeeping Aide  
10.32  
11150 - Janitor  
10.32  
11210 - Laborer, Grounds Maintenance  
12.79  
11240 - Maid or Houseman  
10.34  
11260 - Pruner

11.20  
11270 - Tractor Operator  
15.42  
11330 - Trail Maintenance Worker  
12.79  
11360 - Window Cleaner  
11.53  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.20  
12011 - Breath Alcohol Technician  
16.20  
12012 - Certified Occupational Therapist Assistant  
26.25  
12015 - Certified Physical Therapist Assistant  
35.90  
12020 - Dental Assistant  
17.19  
12025 - Dental Hygienist  
32.93  
12030 - EKG Technician  
28.99  
12035 - Electroneurodiagnostic Technologist  
28.99  
12040 - Emergency Medical Technician  
16.20  
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  
20.12  
12160 - Medical Record Clerk  
15.02  
12190 - Medical Record Technician  
16.80  
12195 - Medical Transcriptionist  
17.10  
12210 - Nuclear Medicine Technologist  
42.04  
12221 - Nursing Assistant I  
11.80  
12222 - Nursing Assistant II  
13.26

12223 - Nursing Assistant III  
14.47  
12224 - Nursing Assistant IV  
16.25  
12235 - Optical Dispenser  
19.13  
12236 - Optical Technician  
17.10  
12250 - Pharmacy Technician  
19.18  
12280 - Phlebotomist  
13.92  
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)  
23.70  
12320 - Substance Abuse Treatment Counselor  
19.57  
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

- 24.09  
Administrator
- 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
- 16.37  
13072 - Photographer II
- 18.32  
13073 - Photographer III
- 22.70  
13074 - Photographer IV
- 27.76  
13075 - Photographer V
- 33.59  
13090 - Technical Order Library Clerk
- 17.91  
13110 - Video Teleconference Technician
- 18.40  
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  
24.59  
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  
30.27  
15070 - Flight Instructor (Pilot)  
47.98  
15080 - Graphic Artist  
26.72  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
47.98  
15086 - Maintenance Test Pilot, Rotary Wing  
47.98  
15088 - Non-Maintenance Test/Co-Pilot  
47.98  
15090 - Technical Instructor  
25.74  
15095 - Technical Instructor/Course Developer  
31.48  
15110 - Test Proctor  
20.78  
15120 - Tutor  
20.78  
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)  
22.17  
19040 - Tool And Die Maker  
26.67  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.33  
21030 - Material Coordinator  
23.52  
21040 - Material Expediter  
23.52  
21050 - Material Handling Laborer  
12.26  
21071 - Order Filler  
12.30  
21080 - Production Line Worker (Food Processing)  
15.33  
21110 - Shipping Packer  
14.60  
21130 - Shipping/Receiving Clerk  
14.60  
21140 - Store Worker I  
12.70  
21150 - Stock Clerk  
17.66  
21210 - Tools And Parts Attendant  
15.33  
21410 - Warehouse Specialist  
15.33  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
35.66  
23019 - Aircraft Logs and Records Technician  
28.89  
23021 - Aircraft Mechanic I  
33.97

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23022 - Aircraft Mechanic II  
35.66  
23023 - Aircraft Mechanic III  
37.43  
23040 - Aircraft Mechanic Helper  
24.81  
23050 - Aircraft, Painter  
30.99  
23060 - Aircraft Servicer  
28.89  
23070 - Aircraft Survival Flight Equipment Technician  
30.99  
23080 - Aircraft Worker  
30.91  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
30.91  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
33.97  
II  
23110 - Appliance Mechanic  
22.17  
23120 - Bicycle Repairer  
18.07  
23125 - Cable Splicer  
29.34  
23130 - Carpenter, Maintenance  
19.71  
23140 - Carpet Layer  
20.78  
23160 - Electrician, Maintenance  
26.51  
23181 - Electronics Technician Maintenance I  
29.65  
23182 - Electronics Technician Maintenance II  
31.63  
23183 - Electronics Technician Maintenance III  
33.33  
23260 - Fabric Worker  
19.43  
23290 - Fire Alarm System Mechanic  
23.09  
23310 - Fire Extinguisher Repairer  
18.07  
23311 - Fuel Distribution System Mechanic  
20.96  
23312 - Fuel Distribution System Operator  
16.33

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23370 - General Maintenance Worker  
18.08  
23380 - Ground Support Equipment Mechanic  
33.97  
23381 - Ground Support Equipment Servicer  
28.89  
23382 - Ground Support Equipment Worker  
30.91  
23391 - Gunsmith I  
18.07  
23392 - Gunsmith II  
20.78  
23393 - Gunsmith III  
23.36  
23410 - Heating, Ventilation And Air-Conditioning  
21.04  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.95  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.98  
23440 - Heavy Equipment Operator  
19.26  
23460 - Instrument Mechanic  
25.87  
23465 - Laboratory/Shelter Mechanic  
22.17  
23470 - Laborer  
11.04  
23510 - Locksmith  
22.17  
23530 - Machinery Maintenance Mechanic  
27.23  
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  
23.68  
23710 - Office Appliance Repairer  
22.17



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23760 - Painter, Maintenance  
20.44  
23790 - Pipefitter, Maintenance  
21.38  
23810 - Plumber, Maintenance  
20.88  
23820 - Pneudraulic Systems Mechanic  
23.36  
23850 - Rigger  
21.98  
23870 - Scale Mechanic  
20.78  
23890 - Sheet-Metal Worker, Maintenance  
23.36  
23910 - Small Engine Mechanic  
20.78  
23931 - Telecommunications Mechanic I  
23.89  
23932 - Telecommunications Mechanic II  
24.95  
23950 - Telephone Lineman  
30.88  
23960 - Welder, Combination, Maintenance  
21.57  
23965 - Well Driller  
27.70  
23970 - Woodcraft Worker  
23.36  
23980 - Woodworker  
18.07  
24000 - Personal Needs Occupations  
24550 - Case Manager  
16.64  
24570 - Child Care Attendant  
10.65  
24580 - Child Care Center Clerk  
13.27  
24610 - Chore Aide  
9.00  
24620 - Family Readiness And Support Services  
16.64  
Coordinator  
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  
15.00  
25210 - Water Treatment Plant Operator  
18.32  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
16.14  
27007 - Baggage Inspector  
13.76  
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  
13.76  
27102 - Guard II  
17.90  
27131 - Police Officer I  
24.19  
27132 - Police Officer II  
26.88  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
13.07  
28042 - Carnival Equipment Repairer  
14.15  
28043 - Carnival Worker  
9.75  
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  
 26.99  
     29020 - Hatch Tender  
 26.99  
     29030 - Line Handler  
 26.99  
     29041 - Stevedore I  
 25.23  
     29042 - Stevedore II  
 28.79  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
 44.44  
     30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
 30.64  
     30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
 33.75  
     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  
 30.54  
     30052 - Cryogenic Technician II  
 33.73  
     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  
27.58  
30210 - Laboratory Technician  
26.37  
30221 - Latent Fingerprint Technician I  
30.54  
30222 - Latent Fingerprint Technician II  
33.73  
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  
33.73  
30390 - Photo-Optics Technician  
30.62  
30395 - Radiation Control Technician  
33.73  
30461 - Technical Writer I  
27.58  
30462 - Technical Writer II  
33.73  
30463 - Technical Writer III  
40.81  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
 30501 - Weather Forecaster I  
 33.10  
 30502 - Weather Forecaster II  
 40.27  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 27.56  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 30.48  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31010 - Airplane Pilot  
 34.17  
 31020 - Bus Aide  
 13.15  
 31030 - Bus Driver  
 18.45  
 31043 - Driver Courier  
 14.03  
 31260 - Parking and Lot Attendant  
 11.57  
 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  
 16.66  
 99030 - Cashier  
 10.16  
 99050 - Desk Clerk  
 11.72  
 99095 - Embalmer  
 28.24  
 99130 - Flight Follower  
 28.24  
 99251 - Laboratory Animal Caretaker I  
 9.94  
 99252 - Laboratory Animal Caretaker II  
 10.76

99260 - Marketing Analyst  
28.76  
99310 - Mortician  
28.24  
99410 - Pest Controller  
19.12  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
16.73  
99711 - Recycling Specialist  
20.20  
99730 - Refuse Collector  
15.00  
99810 - Sales Clerk  
12.66  
99820 - School Crossing Guard  
14.28  
99830 - Survey Party Chief  
22.69  
99831 - Surveying Aide  
15.53  
99832 - Surveying Technician  
19.63  
99840 - Vending Machine Attendant  
17.57  
99841 - Vending Machine Repairer  
21.10  
99842 - Vending Machine Repairer Helper  
18.02

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5309  
Revision No.: 9  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Brooks, Duval, Jim Hogg, Kenedy, Starr, Willacy, Zapata

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.07	
01012 - Accounting Clerk II	
15.79	
01013 - Accounting Clerk III	
17.67	
01020 - Administrative Assistant	
24.22	
01035 - Court Reporter	

- 16.04
  - 01041 - Customer Service Representative I
- 11.56
  - 01042 - Customer Service Representative II
- 12.99
  - 01043 - Customer Service Representative III
- 14.18
  - 01051 - Data Entry Operator I
- 12.82
  - 01052 - Data Entry Operator II
- 13.99
  - 01060 - Dispatcher, Motor Vehicle
- 18.58
  - 01070 - Document Preparation Clerk
- 12.77
  - 01090 - Duplicating Machine Operator
- 12.77
  - 01111 - General Clerk I
- 12.81
  - 01112 - General Clerk II
- 13.98
  - 01113 - General Clerk III
- 15.69
  - 01120 - Housing Referral Assistant
- 17.89
  - 01141 - Messenger Courier
- 10.42
  - 01191 - Order Clerk I
- 14.20
  - 01192 - Order Clerk II
- 15.51
  - 01261 - Personnel Assistant (Employment) I
- 15.52
  - 01262 - Personnel Assistant (Employment) II
- 17.36
  - 01263 - Personnel Assistant (Employment) III
- 19.36
  - 01270 - Production Control Clerk
- 19.53
  - 01290 - Rental Clerk
- 12.52
  - 01300 - Scheduler, Maintenance
- 14.34
  - 01311 - Secretary I
- 14.34
  - 01312 - Secretary II
- 16.04
  - 01313 - Secretary III

17.89  
01320 - Service Order Dispatcher  
16.61  
01410 - Supply Technician  
24.22  
01420 - Survey Worker  
15.23  
01460 - Switchboard Operator/Receptionist  
12.40  
01531 - Travel Clerk I  
11.58  
01532 - Travel Clerk II  
12.55  
01533 - Travel Clerk III  
13.40  
01611 - Word Processor I  
12.77  
01612 - Word Processor II  
14.34  
01613 - Word Processor III  
16.04  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
18.52  
05010 - Automotive Electrician  
17.35  
05040 - Automotive Glass Installer  
16.25  
05070 - Automotive Worker  
16.25  
05110 - Mobile Equipment Servicer  
14.41  
05130 - Motor Equipment Metal Mechanic  
18.26  
05160 - Motor Equipment Metal Worker  
16.25  
05190 - Motor Vehicle Mechanic  
18.26  
05220 - Motor Vehicle Mechanic Helper  
13.70  
05250 - Motor Vehicle Upholstery Worker  
15.33  
05280 - Motor Vehicle Wrecker  
16.25  
05310 - Painter, Automotive  
17.35  
05340 - Radiator Repair Specialist  
16.25



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05370 - Tire Repairer  
13.93  
05400 - Transmission Repair Specialist  
18.26  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
13.62  
07041 - Cook I  
10.27  
07042 - Cook II  
11.81  
07070 - Dishwasher  
9.11  
07130 - Food Service Worker  
9.71  
07210 - Meat Cutter  
12.14  
07260 - Waiter/Waitress  
9.02  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
15.96  
09040 - Furniture Handler  
10.38  
09080 - Furniture Refinisher  
16.19  
09090 - Furniture Refinisher Helper  
12.36  
09110 - Furniture Repairer, Minor  
14.26  
09130 - Upholsterer  
16.19  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.25  
11060 - Elevator Operator  
10.32  
11090 - Gardener  
16.35  
11122 - Housekeeping Aide  
10.32  
11150 - Janitor  
10.32  
11210 - Laborer, Grounds Maintenance  
12.52  
11240 - Maid or Houseman  
10.34  
11260 - Pruner

11.20  
11270 - Tractor Operator  
15.12  
11330 - Trail Maintenance Worker  
12.52  
11360 - Window Cleaner  
11.53  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.20  
12011 - Breath Alcohol Technician  
16.83  
12012 - Certified Occupational Therapist Assistant  
26.25  
12015 - Certified Physical Therapist Assistant  
33.66  
12020 - Dental Assistant  
17.19  
12025 - Dental Hygienist  
33.99  
12030 - EKG Technician  
28.99  
12035 - Electroneurodiagnostic Technologist  
28.99  
12040 - Emergency Medical Technician  
16.20  
12071 - Licensed Practical Nurse I  
17.10  
12072 - Licensed Practical Nurse II  
19.13  
12073 - Licensed Practical Nurse III  
21.33  
12100 - Medical Assistant  
12.36  
12130 - Medical Laboratory Technician  
19.12  
12160 - Medical Record Clerk  
14.80  
12190 - Medical Record Technician  
16.38  
12195 - Medical Transcriptionist  
17.10  
12210 - Nuclear Medicine Technologist  
42.04  
12221 - Nursing Assistant I  
11.80  
12222 - Nursing Assistant II  
13.26

- 12223 - Nursing Assistant III  
14.47
- 12224 - Nursing Assistant IV  
16.25
- 12235 - Optical Dispenser  
19.11
- 12236 - Optical Technician  
25.52
- 12250 - Pharmacy Technician  
15.76
- 12280 - Phlebotomist  
13.92
- 12305 - Radiologic Technologist  
25.93
- 12311 - Registered Nurse I  
26.27
- 12312 - Registered Nurse II  
32.13
- 12313 - Registered Nurse II, Specialist  
32.13
- 12314 - Registered Nurse III  
38.88
- 12315 - Registered Nurse III, Anesthetist  
38.88
- 12316 - Registered Nurse IV  
46.60
- 12317 - Scheduler (Drug and Alcohol Testing)  
23.70
- 12320 - Substance Abuse Treatment Counselor  
21.12
- 13000 - Information And Arts Occupations
- 13011 - Exhibits Specialist I  
18.32
- 13012 - Exhibits Specialist II  
22.70
- 13013 - Exhibits Specialist III  
27.76
- 13041 - Illustrator I  
18.32
- 13042 - Illustrator II  
22.70
- 13043 - Illustrator III  
27.76
- 13047 - Librarian  
25.13
- 13050 - Library Aide/Clerk  
18.30
- 13054 - Library Information Technology Systems

22.70  
 Administrator  
 13058 - Library Technician

13.22  
 13061 - Media Specialist I

16.37  
 13062 - Media Specialist II

18.32  
 13063 - Media Specialist III

20.43  
 13071 - Photographer I

16.37  
 13072 - Photographer II

18.32  
 13073 - Photographer III

22.70  
 13074 - Photographer IV

27.76  
 13075 - Photographer V

33.59  
 13090 - Technical Order Library Clerk

17.91  
 13110 - Video Teleconference Technician

18.01  
 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)

21.03  
 14072 - Computer Programmer II (see 1)

24.96  
 14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator  
12.68  
14160 - Personal Computer Support Technician  
17.27  
14170 - System Support Specialist  
25.82  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
28.33  
15020 - Aircrew Training Devices Instructor (Rated)  
34.28  
15030 - Air Crew Training Devices Instructor (Pilot)  
41.06  
15050 - Computer Based Training Specialist / Instructor  
28.33  
15060 - Educational Technologist  
31.51  
15070 - Flight Instructor (Pilot)  
41.06  
15080 - Graphic Artist  
19.24  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
44.24  
15086 - Maintenance Test Pilot, Rotary Wing  
44.24  
15088 - Non-Maintenance Test/Co-Pilot  
44.24  
15090 - Technical Instructor  
22.86  
15095 - Technical Instructor/Course Developer  
27.96  
15110 - Test Proctor  
16.37  
15120 - Tutor  
16.37  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.62  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts

9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry

9.04  
16190 - Sewing Machine Operator

11.16  
16220 - Tailor

11.75  
16250 - Washer, Machine

9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)

20.25  
19040 - Tool And Die Maker

24.53  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator

14.88  
21030 - Material Coordinator

20.81  
21040 - Material Expediter

20.81  
21050 - Material Handling Laborer

10.84  
21071 - Order Filler

12.30  
21080 - Production Line Worker (Food Processing)

14.88  
21110 - Shipping Packer

14.55  
21130 - Shipping/Receiving Clerk

14.55  
21140 - Store Worker I

12.70  
21150 - Stock Clerk

17.66  
21210 - Tools And Parts Attendant

14.88  
21410 - Warehouse Specialist

14.88  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder

23.31  
23019 - Aircraft Logs and Records Technician

19.86  
23021 - Aircraft Mechanic I

22.19

23022 - Aircraft Mechanic II  
23.31  
23023 - Aircraft Mechanic III  
24.46  
23040 - Aircraft Mechanic Helper  
16.46  
23050 - Aircraft, Painter  
20.76  
23060 - Aircraft Servicer  
19.86  
23070 - Aircraft Survival Flight Equipment Technician  
20.76  
23080 - Aircraft Worker  
19.91  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
19.91  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.19  
II  
23110 - Appliance Mechanic  
18.87  
23120 - Bicycle Repairer  
13.76  
23125 - Cable Splicer  
26.37  
23130 - Carpenter, Maintenance  
15.59  
23140 - Carpet Layer  
19.44  
23160 - Electrician, Maintenance  
20.36  
23181 - Electronics Technician Maintenance I  
18.52  
23182 - Electronics Technician Maintenance II  
21.29  
23183 - Electronics Technician Maintenance III  
25.74  
23260 - Fabric Worker  
18.32  
23290 - Fire Alarm System Mechanic  
20.10  
23310 - Fire Extinguisher Repairer  
17.04  
23311 - Fuel Distribution System Mechanic  
17.89  
23312 - Fuel Distribution System Operator  
13.84

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23370 - General Maintenance Worker  
14.63  
23380 - Ground Support Equipment Mechanic  
22.19  
23381 - Ground Support Equipment Servicer  
19.86  
23382 - Ground Support Equipment Worker  
19.91  
23391 - Gunsmith I  
16.74  
23392 - Gunsmith II  
19.15  
23393 - Gunsmith III  
21.56  
23410 - Heating, Ventilation And Air-Conditioning  
16.41  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
17.25  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.45  
23440 - Heavy Equipment Operator  
17.69  
23460 - Instrument Mechanic  
22.11  
23465 - Laboratory/Shelter Mechanic  
20.33  
23470 - Laborer  
10.84  
23510 - Locksmith  
18.87  
23530 - Machinery Maintenance Mechanic  
22.53  
23550 - Machinist, Maintenance  
18.67  
23580 - Maintenance Trades Helper  
11.71  
23591 - Metrology Technician I  
22.11  
23592 - Metrology Technician II  
23.40  
23593 - Metrology Technician III  
24.67  
23640 - Millwright  
22.11  
23710 - Office Appliance Repairer  
16.70



23760 - Painter, Maintenance  
17.15  
23790 - Pipefitter, Maintenance  
17.61  
23810 - Plumber, Maintenance  
17.14  
23820 - Pneudraulic Systems Mechanic  
22.11  
23850 - Rigger  
19.31  
23870 - Scale Mechanic  
19.64  
23890 - Sheet-Metal Worker, Maintenance  
18.04  
23910 - Small Engine Mechanic  
19.64  
23931 - Telecommunications Mechanic I  
21.88  
23932 - Telecommunications Mechanic II  
22.88  
23950 - Telephone Lineman  
22.19  
23960 - Welder, Combination, Maintenance  
19.44  
23965 - Well Driller  
20.10  
23970 - Woodcraft Worker  
21.82  
23980 - Woodworker  
15.86  
24000 - Personal Needs Occupations  
24550 - Case Manager  
13.50  
24570 - Child Care Attendant  
9.14  
24580 - Child Care Center Clerk  
11.06  
24610 - Chore Aide  
9.00  
24620 - Family Readiness And Support Services  
13.50  
Coordinator  
24630 - Homemaker  
13.50  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
19.84  
25040 - Sewage Plant Operator

16.01  
25070 - Stationary Engineer  
19.84  
25190 - Ventilation Equipment Tender  
14.40  
25210 - Water Treatment Plant Operator  
16.01  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
14.87  
27007 - Baggage Inspector  
12.95  
27008 - Corrections Officer  
18.80  
27010 - Court Security Officer  
19.45  
27030 - Detection Dog Handler  
16.09  
27040 - Detention Officer  
18.80  
27070 - Firefighter  
18.25  
27101 - Guard I  
12.95  
27102 - Guard II  
16.09  
27131 - Police Officer I  
21.64  
27132 - Police Officer II  
24.06  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.27  
28042 - Carnival Equipment Repairer  
13.29  
28043 - Carnival Worker  
9.75  
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  
16.11  
28630 - Sports Official

11.34  
28690 - Swimming Pool Operator  
16.27  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
18.39  
29020 - Hatch Tender  
18.39  
29030 - Line Handler  
18.39  
29041 - Stevedore I  
17.86  
29042 - Stevedore II  
20.08  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
44.44  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
30.64  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
33.75  
30021 - Archeological Technician I  
19.20  
30022 - Archeological Technician II  
21.43  
30023 - Archeological Technician III  
25.00  
30030 - Cartographic Technician  
25.01  
30040 - Civil Engineering Technician  
18.66  
30051 - Cryogenic Technician I  
30.54  
30052 - Cryogenic Technician II  
33.73  
30061 - Drafter/CAD Operator I  
19.20  
30062 - Drafter/CAD Operator II  
21.43  
30063 - Drafter/CAD Operator III  
23.96  
30064 - Drafter/CAD Operator IV  
27.24  
30081 - Engineering Technician I  
15.99  
30082 - Engineering Technician II  
17.94  
30083 - Engineering Technician III

20.07  
30084 - Engineering Technician IV  
24.86  
30085 - Engineering Technician V  
29.77  
30086 - Engineering Technician VI  
36.47  
30090 - Environmental Technician  
23.54  
30095 - Evidence Control Specialist  
27.58  
30210 - Laboratory Technician  
23.96  
30221 - Latent Fingerprint Technician I  
30.54  
30222 - Latent Fingerprint Technician II  
33.73  
30240 - Mathematical Technician  
26.61  
30361 - Paralegal/Legal Assistant I  
17.86  
30362 - Paralegal/Legal Assistant II  
22.12  
30363 - Paralegal/Legal Assistant III  
27.06  
30364 - Paralegal/Legal Assistant IV  
32.74  
30375 - Petroleum Supply Specialist  
33.73  
30390 - Photo-Optics Technician  
21.99  
30395 - Radiation Control Technician  
33.73  
30461 - Technical Writer I  
26.61  
30462 - Technical Writer II  
30.61  
30463 - Technical Writer III  
36.54  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
30501 - Weather Forecaster I  
30.54  
30502 - Weather Forecaster II  
37.15  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
23.96  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
26.61  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
12.50  
31030 - Bus Driver  
18.15  
31043 - Driver Courier  
11.04  
31260 - Parking and Lot Attendant  
11.19  
31290 - Shuttle Bus Driver  
11.96  
31310 - Taxi Driver  
9.65  
31361 - Truckdriver, Light  
11.96  
31362 - Truckdriver, Medium  
12.86  
31363 - Truckdriver, Heavy  
19.41  
31364 - Truckdriver, Tractor-Trailer  
19.41  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.66  
99030 - Cashier  
10.16  
99050 - Desk Clerk  
9.43  
99095 - Embalmer  
28.24  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
15.08  
99252 - Laboratory Animal Caretaker II  
15.83

99260 - Marketing Analyst  
32.61  
99310 - Mortician  
28.24  
99410 - Pest Controller  
17.59  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
15.36  
99711 - Recycling Specialist  
18.35  
99730 - Refuse Collector  
14.64  
99810 - Sales Clerk  
10.71  
99820 - School Crossing Guard  
14.28  
99830 - Survey Party Chief  
23.42  
99831 - Surveying Aide  
15.92  
99832 - Surveying Technician  
19.58  
99840 - Vending Machine Attendant  
15.68  
99841 - Vending Machine Repairer  
17.78  
99842 - Vending Machine Repairer Helper  
15.68

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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)).

201553119

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5311  
Revision No.: 9  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of De Witt, Gonzales, Karnes, McMullen

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.07	
01012 - Accounting Clerk II	
15.79	
01013 - Accounting Clerk III	
17.67	
01020 - Administrative Assistant	
24.22	
01035 - Court Reporter	

22.14  
01041 - Customer Service Representative I  
11.56  
01042 - Customer Service Representative II  
12.99  
01043 - Customer Service Representative III  
14.18  
01051 - Data Entry Operator I  
12.82  
01052 - Data Entry Operator II  
13.99  
01060 - Dispatcher, Motor Vehicle  
18.58  
01070 - Document Preparation Clerk  
13.27  
01090 - Duplicating Machine Operator  
13.27  
01111 - General Clerk I  
12.81  
01112 - General Clerk II  
13.98  
01113 - General Clerk III  
15.69  
01120 - Housing Referral Assistant  
19.91  
01141 - Messenger Courier  
11.03  
01191 - Order Clerk I  
15.77  
01192 - Order Clerk II  
17.21  
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  
22.64  
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

16.61  
01410 - Supply Technician

24.22  
01420 - Survey Worker

16.65  
01460 - Switchboard Operator/Receptionist

12.40  
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

20.25  
05010 - Automotive Electrician

19.54  
05040 - Automotive Glass Installer

18.32  
05070 - Automotive Worker

18.32  
05110 - Mobile Equipment Servicer

15.93  
05130 - Motor Equipment Metal Mechanic

20.59  
05160 - Motor Equipment Metal Worker

18.32  
05190 - Motor Vehicle Mechanic

20.59  
05220 - Motor Vehicle Mechanic Helper

14.71  
05250 - Motor Vehicle Upholstery Worker

17.13  
05280 - Motor Vehicle Wrecker

18.32  
05310 - Painter, Automotive

19.54  
05340 - Radiator Repair Specialist

18.32



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05370 - Tire Repairer  
13.93  
05400 - Transmission Repair Specialist  
20.59  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
13.62  
07041 - Cook I  
10.27  
07042 - Cook II  
11.81  
07070 - Dishwasher  
9.11  
07130 - Food Service Worker  
9.71  
07210 - Meat Cutter  
12.63  
07260 - Waiter/Waitress  
9.02  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
16.65  
09040 - Furniture Handler  
10.50  
09080 - Furniture Refinisher  
16.65  
09090 - Furniture Refinisher Helper  
12.69  
09110 - Furniture Repairer, Minor  
14.76  
09130 - Upholsterer  
16.65  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
12.07  
11060 - Elevator Operator  
10.32  
11090 - Gardener  
16.42  
11122 - Housekeeping Aide  
10.53  
11150 - Janitor  
10.53  
11210 - Laborer, Grounds Maintenance  
12.79  
11240 - Maid or Houseman  
10.34  
11260 - Pruner

11.51  
11270 - Tractor Operator  
15.42  
11330 - Trail Maintenance Worker  
12.79  
11360 - Window Cleaner  
11.60  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.20  
12011 - Breath Alcohol Technician  
16.21  
12012 - Certified Occupational Therapist Assistant  
28.34  
12015 - Certified Physical Therapist Assistant  
37.55  
12020 - Dental Assistant  
17.19  
12025 - Dental Hygienist  
32.84  
12030 - EKG Technician  
28.99  
12035 - Electroneurodiagnostic Technologist  
28.99  
12040 - Emergency Medical Technician  
16.20  
12071 - Licensed Practical Nurse I  
17.10  
12072 - Licensed Practical Nurse II  
19.13  
12073 - Licensed Practical Nurse III  
21.33  
12100 - Medical Assistant  
13.01  
12130 - Medical Laboratory Technician  
20.33  
12160 - Medical Record Clerk  
14.97  
12190 - Medical Record Technician  
16.56  
12195 - Medical Transcriptionist  
17.10  
12210 - Nuclear Medicine Technologist  
42.04  
12221 - Nursing Assistant I  
11.80  
12222 - Nursing Assistant II  
13.26

12223 - Nursing Assistant III  
14.47  
12224 - Nursing Assistant IV  
16.25  
12235 - Optical Dispenser  
18.07  
12236 - Optical Technician  
17.10  
12250 - Pharmacy Technician  
16.23  
12280 - Phlebotomist  
14.35  
12305 - Radiologic Technologist  
25.93  
12311 - Registered Nurse I  
26.27  
12312 - Registered Nurse II  
32.13  
12313 - Registered Nurse II, Specialist  
32.13  
12314 - Registered Nurse III  
38.88  
12315 - Registered Nurse III, Anesthetist  
38.88  
12316 - Registered Nurse IV  
46.60  
12317 - Scheduler (Drug and Alcohol Testing)  
23.70  
12320 - Substance Abuse Treatment Counselor  
19.57  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.32  
13012 - Exhibits Specialist II  
22.70  
13013 - Exhibits Specialist III  
27.76  
13041 - Illustrator I  
18.68  
13042 - Illustrator II  
23.15  
13043 - Illustrator III  
27.76  
13047 - Librarian  
25.63  
13050 - Library Aide/Clerk  
11.03  
13054 - Library Information Technology Systems

- 23.15 Administrator
  - 13058 - Library Technician
- 14.44
  - 13061 - Media Specialist I
- 16.37
  - 13062 - Media Specialist II
- 18.32
  - 13063 - Media Specialist III
- 20.43
  - 13071 - Photographer I
- 16.37
  - 13072 - Photographer II
- 18.32
  - 13073 - Photographer III
- 22.70
  - 13074 - Photographer IV
- 26.06
  - 13075 - Photographer V
- 31.63
  - 13090 - Technical Order Library Clerk
- 17.91
  - 13110 - Video Teleconference Technician
- 18.01
  - 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  
24.59  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
29.50  
15020 - Aircrew Training Devices Instructor (Rated)  
35.69  
15030 - Air Crew Training Devices Instructor (Pilot)  
42.79  
15050 - Computer Based Training Specialist / Instructor  
29.50  
15060 - Educational Technologist  
30.27  
15070 - Flight Instructor (Pilot)  
42.79  
15080 - Graphic Artist  
22.57  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
44.24  
15086 - Maintenance Test Pilot, Rotary Wing  
44.24  
15088 - Non-Maintenance Test/Co-Pilot  
44.24  
15090 - Technical Instructor  
22.90  
15095 - Technical Instructor/Course Developer  
28.03  
15110 - Test Proctor  
18.49  
15120 - Tutor  
18.49  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.62  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.16  
16220 - Tailor  
11.75  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
22.17  
19040 - Tool And Die Maker  
26.67  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.33  
21030 - Material Coordinator  
22.64  
21040 - Material Expediter  
22.64  
21050 - Material Handling Laborer  
11.03  
21071 - Order Filler  
12.30  
21080 - Production Line Worker (Food Processing)  
15.33  
21110 - Shipping Packer  
14.55  
21130 - Shipping/Receiving Clerk  
14.55  
21140 - Store Worker I  
12.70  
21150 - Stock Clerk  
17.66  
21210 - Tools And Parts Attendant  
15.33  
21410 - Warehouse Specialist  
15.33  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
26.58  
23019 - Aircraft Logs and Records Technician  
21.13  
23021 - Aircraft Mechanic I  
25.40

23022 - Aircraft Mechanic II  
26.58  
23023 - Aircraft Mechanic III  
27.93  
23040 - Aircraft Mechanic Helper  
18.15  
23050 - Aircraft, Painter  
24.10  
23060 - Aircraft Servicer  
21.13  
23070 - Aircraft Survival Flight Equipment Technician  
24.10  
23080 - Aircraft Worker  
22.59  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.59  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
25.40  
II  
23110 - Appliance Mechanic  
22.17  
23120 - Bicycle Repairer  
16.28  
23125 - Cable Splicer  
28.56  
23130 - Carpenter, Maintenance  
16.21  
23140 - Carpet Layer  
20.78  
23160 - Electrician, Maintenance  
21.84  
23181 - Electronics Technician Maintenance I  
29.65  
23182 - Electronics Technician Maintenance II  
31.63  
23183 - Electronics Technician Maintenance III  
33.33  
23260 - Fabric Worker  
19.43  
23290 - Fire Alarm System Mechanic  
23.09  
23310 - Fire Extinguisher Repairer  
18.07  
23311 - Fuel Distribution System Mechanic  
20.14  
23312 - Fuel Distribution System Operator  
15.76

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23370 - General Maintenance Worker  
15.37  
23380 - Ground Support Equipment Mechanic  
25.40  
23381 - Ground Support Equipment Servicer  
21.13  
23382 - Ground Support Equipment Worker  
22.59  
23391 - Gunsmith I  
18.07  
23392 - Gunsmith II  
20.78  
23393 - Gunsmith III  
23.36  
23410 - Heating, Ventilation And Air-Conditioning  
19.16  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
20.21  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.98  
23440 - Heavy Equipment Operator  
18.86  
23460 - Instrument Mechanic  
23.36  
23465 - Laboratory/Shelter Mechanic  
22.17  
23470 - Laborer  
11.03  
23510 - Locksmith  
22.17  
23530 - Machinery Maintenance Mechanic  
25.73  
23550 - Machinist, Maintenance  
19.81  
23580 - Maintenance Trades Helper  
13.43  
23591 - Metrology Technician I  
23.36  
23592 - Metrology Technician II  
24.44  
23593 - Metrology Technician III  
25.54  
23640 - Millwright  
23.36  
23710 - Office Appliance Repairer  
22.17



- 23760 - Painter, Maintenance
- 20.44
- 23790 - Pipefitter, Maintenance
- 19.33
- 23810 - Plumber, Maintenance
- 18.21
- 23820 - Pneudraulic Systems Mechanic
- 23.36
- 23850 - Rigger
- 21.08
- 23870 - Scale Mechanic
- 20.78
- 23890 - Sheet-Metal Worker, Maintenance
- 21.54
- 23910 - Small Engine Mechanic
- 20.78
- 23931 - Telecommunications Mechanic I
- 22.96
- 23932 - Telecommunications Mechanic II
- 24.03
- 23950 - Telephone Lineman
- 27.50
- 23960 - Welder, Combination, Maintenance
- 21.57
- 23965 - Well Driller
- 22.84
- 23970 - Woodcraft Worker
- 23.36
- 23980 - Woodworker
- 18.07
- 24000 - Personal Needs Occupations
- 24550 - Case Manager
- 15.75
- 24570 - Child Care Attendant
- 9.45
- 24580 - Child Care Center Clerk
- 12.07
- 24610 - Chore Aide
- 10.57
- 24620 - Family Readiness And Support Services
- 15.75
- Coordinator
- 24630 - Homemaker
- 15.75
- 25000 - Plant And System Operations Occupations
- 25010 - Boiler Tender
- 20.99
- 25040 - Sewage Plant Operator

16.63  
25070 - Stationary Engineer  
20.99  
25190 - Ventilation Equipment Tender  
14.67  
25210 - Water Treatment Plant Operator  
16.63  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
14.89  
27007 - Baggage Inspector  
13.60  
27008 - Corrections Officer  
21.15  
27010 - Court Security Officer  
21.15  
27030 - Detection Dog Handler  
15.62  
27040 - Detention Officer  
21.15  
27070 - Firefighter  
22.59  
27101 - Guard I  
13.60  
27102 - Guard II  
15.62  
27131 - Police Officer I  
23.14  
27132 - Police Officer II  
25.77  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.27  
28042 - Carnival Equipment Repairer  
13.29  
28043 - Carnival Worker  
9.75  
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  
16.18  
28630 - Sports Official

- 11.05
  - 28690 - Swimming Pool Operator
- 16.16
- 29000 - Stevedoring/Longshoremen Occupational Services
  - 29010 - Blocker And Bracer
- 26.99
  - 29020 - Hatch Tender
- 26.99
  - 29030 - Line Handler
- 26.99
  - 29041 - Stevedore I
- 25.23
  - 29042 - Stevedore II
- 28.79
- 30000 - Technical Occupations
  - 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
- 44.44
  - 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
- 30.64
  - 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
- 33.75
  - 30021 - Archeological Technician I
- 19.90
  - 30022 - Archeological Technician II
- 22.26
  - 30023 - Archeological Technician III
- 27.58
  - 30030 - Cartographic Technician
- 27.58
  - 30040 - Civil Engineering Technician
- 20.21
  - 30051 - Cryogenic Technician I
- 30.54
  - 30052 - Cryogenic Technician II
- 33.73
  - 30061 - Drafter/CAD Operator I
- 19.90
  - 30062 - Drafter/CAD Operator II
- 22.26
  - 30063 - Drafter/CAD Operator III
- 24.82
  - 30064 - Drafter/CAD Operator IV
- 30.54
  - 30081 - Engineering Technician I
- 15.99
  - 30082 - Engineering Technician II
- 17.94
  - 30083 - Engineering Technician III

20.07  
30084 - Engineering Technician IV  
24.86  
30085 - Engineering Technician V  
30.41  
30086 - Engineering Technician VI  
36.79  
30090 - Environmental Technician  
23.54  
30095 - Evidence Control Specialist  
27.58  
30210 - Laboratory Technician  
25.51  
30221 - Latent Fingerprint Technician I  
30.54  
30222 - Latent Fingerprint Technician II  
33.73  
30240 - Mathematical Technician  
27.58  
30361 - Paralegal/Legal Assistant I  
17.91  
30362 - Paralegal/Legal Assistant II  
22.19  
30363 - Paralegal/Legal Assistant III  
27.14  
30364 - Paralegal/Legal Assistant IV  
32.84  
30375 - Petroleum Supply Specialist  
33.73  
30390 - Photo-Optics Technician  
23.74  
30395 - Radiation Control Technician  
33.73  
30461 - Technical Writer I  
27.58  
30462 - Technical Writer II  
33.73  
30463 - Technical Writer III  
40.81  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
30501 - Weather Forecaster I  
30.54  
30502 - Weather Forecaster II  
37.15  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
24.82  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
27.58  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
13.15  
31030 - Bus Driver  
18.45  
31043 - Driver Courier  
13.17  
31260 - Parking and Lot Attendant  
11.66  
31290 - Shuttle Bus Driver  
14.18  
31310 - Taxi Driver  
11.35  
31361 - Truckdriver, Light  
14.18  
31362 - Truckdriver, Medium  
15.07  
31363 - Truckdriver, Heavy  
19.74  
31364 - Truckdriver, Tractor-Trailer  
19.74  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.66  
99030 - Cashier  
10.16  
99050 - Desk Clerk  
9.68  
99095 - Embalmer  
27.53  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
11.08  
99252 - Laboratory Animal Caretaker II  
11.92

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99260 - Marketing Analyst  
33.05  
99310 - Mortician  
28.24  
99410 - Pest Controller  
20.53  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
16.73  
99711 - Recycling Specialist  
19.73  
99730 - Refuse Collector  
15.00  
99810 - Sales Clerk  
10.86  
99820 - School Crossing Guard  
14.28  
99830 - Survey Party Chief  
23.58  
99831 - Surveying Aide  
16.42  
99832 - Surveying Technician  
19.63  
99840 - Vending Machine Attendant  
16.68  
99841 - Vending Machine Repairer  
20.61  
99842 - Vending Machine Repairer Helper  
16.68

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

201558059

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5805  
Revision No.: 9  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Culberson

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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	
21.95	
01035 - Court Reporter	

- 15.89
  - 01041 - Customer Service Representative I
- 12.35
  - 01042 - Customer Service Representative II
- 13.88
  - 01043 - Customer Service Representative III
- 15.14
  - 01051 - Data Entry Operator I
- 14.01
  - 01052 - Data Entry Operator II
- 15.47
  - 01060 - Dispatcher, Motor Vehicle
- 19.64
  - 01070 - Document Preparation Clerk
- 13.54
  - 01090 - Duplicating Machine Operator
- 13.54
  - 01111 - General Clerk I
- 12.16
  - 01112 - General Clerk II
- 13.26
  - 01113 - General Clerk III
- 14.89
  - 01120 - Housing Referral Assistant
- 17.71
  - 01141 - Messenger Courier
- 10.31
  - 01191 - Order Clerk I
- 14.89
  - 01192 - Order Clerk II
- 16.25
  - 01261 - Personnel Assistant (Employment) I
- 14.21
  - 01262 - Personnel Assistant (Employment) II
- 15.90
  - 01263 - Personnel Assistant (Employment) III
- 17.73
  - 01270 - Production Control Clerk
- 16.69
  - 01290 - Rental Clerk
- 12.24
  - 01300 - Scheduler, Maintenance
- 14.20
  - 01311 - Secretary I
- 14.20
  - 01312 - Secretary II
- 15.89
  - 01313 - Secretary III

17.71  
01320 - Service Order Dispatcher  
17.25  
01410 - Supply Technician  
21.95  
01420 - Survey Worker  
14.27  
01460 - Switchboard Operator/Receptionist  
10.96  
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  
18.05  
05010 - Automotive Electrician  
19.06  
05040 - Automotive Glass Installer  
17.84  
05070 - Automotive Worker  
17.84  
05110 - Mobile Equipment Servicer  
15.38  
05130 - Motor Equipment Metal Mechanic  
20.33  
05160 - Motor Equipment Metal Worker  
17.84  
05190 - Motor Vehicle Mechanic  
20.33  
05220 - Motor Vehicle Mechanic Helper  
14.14  
05250 - Motor Vehicle Upholstery Worker  
16.59  
05280 - Motor Vehicle Wrecker  
17.84  
05310 - Painter, Automotive  
19.06  
05340 - Radiator Repair Specialist  
17.84



05370 - Tire Repairer  
13.48  
05400 - Transmission Repair Specialist  
20.33  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.61  
07041 - Cook I  
10.10  
07042 - Cook II  
11.72  
07070 - Dishwasher  
9.24  
07130 - Food Service Worker  
9.84  
07210 - Meat Cutter  
12.40  
07260 - Waiter/Waitress  
8.85  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
16.16  
09040 - Furniture Handler  
9.92  
09080 - Furniture Refinisher  
16.16  
09090 - Furniture Refinisher Helper  
11.99  
09110 - Furniture Repairer, Minor  
14.07  
09130 - Upholsterer  
16.16  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.21  
11060 - Elevator Operator  
11.21  
11090 - Gardener  
15.69  
11122 - Housekeeping Aide  
11.26  
11150 - Janitor  
11.26  
11210 - Laborer, Grounds Maintenance  
11.93  
11240 - Maid or Houseman  
9.78  
11260 - Pruner

10.78  
11270 - Tractor Operator  
14.42  
11330 - Trail Maintenance Worker  
11.93  
11360 - Window Cleaner  
12.46  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.37  
12011 - Breath Alcohol Technician  
18.13  
12012 - Certified Occupational Therapist Assistant  
26.48  
12015 - Certified Physical Therapist Assistant  
30.88  
12020 - Dental Assistant  
14.50  
12025 - Dental Hygienist  
34.09  
12030 - EKG Technician  
25.42  
12035 - Electroneurodiagnostic Technologist  
25.42  
12040 - Emergency Medical Technician  
16.37  
12071 - Licensed Practical Nurse I  
16.95  
12072 - Licensed Practical Nurse II  
18.96  
12073 - Licensed Practical Nurse III  
21.15  
12100 - Medical Assistant  
13.15  
12130 - Medical Laboratory Technician  
20.17  
12160 - Medical Record Clerk  
13.27  
12190 - Medical Record Technician  
14.84  
12195 - Medical Transcriptionist  
17.31  
12210 - Nuclear Medicine Technologist  
39.82  
12221 - Nursing Assistant I  
11.85  
12222 - Nursing Assistant II  
13.32

- 12223 - Nursing Assistant III  
14.53
- 12224 - Nursing Assistant IV  
16.32
- 12235 - Optical Dispenser  
13.56
- 12236 - Optical Technician  
13.62
- 12250 - Pharmacy Technician  
16.92
- 12280 - Phlebotomist  
13.52
- 12305 - Radiologic Technologist  
25.12
- 12311 - Registered Nurse I  
23.99
- 12312 - Registered Nurse II  
29.10
- 12313 - Registered Nurse II, Specialist  
29.10
- 12314 - Registered Nurse III  
35.21
- 12315 - Registered Nurse III, Anesthetist  
35.21
- 12316 - Registered Nurse IV  
42.21
- 12317 - Scheduler (Drug and Alcohol Testing)  
22.45
- 12320 - Substance Abuse Treatment Counselor  
22.78
- 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  
27.03
- 13047 - Librarian  
24.50
- 13050 - Library Aide/Clerk  
11.49
- 13054 - Library Information Technology Systems

- 22.12  
Administrator
- 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
- 14.68
- 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
- 15.74
- 13110 - Video Teleconference Technician
- 19.12
- 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  
26.60  
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  
36.55  
15086 - Maintenance Test Pilot, Rotary Wing  
36.55  
15088 - Non-Maintenance Test/Co-Pilot  
36.55  
15090 - Technical Instructor  
24.05  
15095 - Technical Instructor/Course Developer  
29.40  
15110 - Test Proctor  
19.40  
15120 - Tutor  
19.40  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.65  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts

9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry

9.04  
16190 - Sewing Machine Operator

11.40  
16220 - Tailor

12.14  
16250 - Washer, Machine

9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)

20.93  
19040 - Tool And Die Maker

26.35  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator

15.97  
21030 - Material Coordinator

16.69  
21040 - Material Expediter

16.69  
21050 - Material Handling Laborer

13.39  
21071 - Order Filler

11.97  
21080 - Production Line Worker (Food Processing)

15.97  
21110 - Shipping Packer

15.35  
21130 - Shipping/Receiving Clerk

15.36  
21140 - Store Worker I

11.27  
21150 - Stock Clerk

15.01  
21210 - Tools And Parts Attendant

15.97  
21410 - Warehouse Specialist

15.97  
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

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23022 - Aircraft Mechanic II  
27.42  
23023 - Aircraft Mechanic III  
28.90  
23040 - Aircraft Mechanic Helper  
18.03  
23050 - Aircraft, Painter  
21.00  
23060 - Aircraft Servicer  
21.18  
23070 - Aircraft Survival Flight Equipment Technician  
21.00  
23080 - Aircraft Worker  
22.86  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.86  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
25.92  
II  
23110 - Appliance Mechanic  
21.00  
23120 - Bicycle Repairer  
16.59  
23125 - Cable Splicer  
27.09  
23130 - Carpenter, Maintenance  
20.93  
23140 - Carpet Layer  
19.48  
23160 - Electrician, Maintenance  
24.41  
23181 - Electronics Technician Maintenance I  
25.28  
23182 - Electronics Technician Maintenance II  
26.98  
23183 - Electronics Technician Maintenance III  
28.81  
23260 - Fabric Worker  
18.03  
23290 - Fire Alarm System Mechanic  
22.12  
23310 - Fire Extinguisher Repairer  
16.71  
23311 - Fuel Distribution System Mechanic  
22.99  
23312 - Fuel Distribution System Operator  
17.39

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23370 - General Maintenance Worker  
16.35  
23380 - Ground Support Equipment Mechanic  
25.92  
23381 - Ground Support Equipment Servicer  
21.18  
23382 - Ground Support Equipment Worker  
22.86  
23391 - Gunsmith I  
16.71  
23392 - Gunsmith II  
19.48  
23393 - Gunsmith III  
22.41  
23410 - Heating, Ventilation And Air-Conditioning  
21.18  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.46  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
22.61  
23440 - Heavy Equipment Operator  
20.85  
23460 - Instrument Mechanic  
22.41  
23465 - Laboratory/Shelter Mechanic  
20.93  
23470 - Laborer  
13.39  
23510 - Locksmith  
20.93  
23530 - Machinery Maintenance Mechanic  
24.84  
23550 - Machinist, Maintenance  
21.11  
23580 - Maintenance Trades Helper  
13.71  
23591 - Metrology Technician I  
22.41  
23592 - Metrology Technician II  
23.77  
23593 - Metrology Technician III  
25.11  
23640 - Millwright  
22.09  
23710 - Office Appliance Repairer  
20.71



- 23760 - Painter, Maintenance
- 16.66
- 23790 - Pipefitter, Maintenance
- 23.46
- 23810 - Plumber, Maintenance
- 22.03
- 23820 - Pneudraulic Systems Mechanic
- 22.41
- 23850 - Rigger
- 24.84
- 23870 - Scale Mechanic
- 19.48
- 23890 - Sheet-Metal Worker, Maintenance
- 22.09
- 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
- 21.09
- 23965 - Well Driller
- 18.92
- 23970 - Woodcraft Worker
- 22.41
- 23980 - Woodworker
- 16.71
- 24000 - Personal Needs Occupations
- 24550 - Case Manager
- 14.06
- 24570 - Child Care Attendant
- 9.02
- 24580 - Child Care Center Clerk
- 11.24
- 24610 - Chore Aide
- 10.60
- 24620 - Family Readiness And Support Services
- 14.06
- Coordinator
- 24630 - Homemaker
- 14.06
- 25000 - Plant And System Operations Occupations
- 25010 - Boiler Tender
- 21.21
- 25040 - Sewage Plant Operator

20.43  
25070 - Stationary Engineer  
20.27  
25190 - Ventilation Equipment Tender  
14.11  
25210 - Water Treatment Plant Operator  
20.43  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.52  
27007 - Baggage Inspector  
12.53  
27008 - Corrections Officer  
19.31  
27010 - Court Security Officer  
20.03  
27030 - Detection Dog Handler  
14.84  
27040 - Detention Officer  
19.31  
27070 - Firefighter  
20.75  
27101 - Guard I  
12.53  
27102 - Guard II  
14.84  
27131 - Police Officer I  
21.41  
27132 - Police Officer II  
23.78  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.66  
28042 - Carnival Equipment Repairer  
13.77  
28043 - Carnival Worker  
9.46  
28210 - Gate Attendant/Gate Tender  
16.06  
28310 - Lifeguard  
11.90  
28350 - Park Attendant (Aide)  
17.97  
28510 - Recreation Aide/Health Facility Attendant  
13.12  
28515 - Recreation Specialist  
20.65  
28630 - Sports Official

14.31  
28690 - Swimming Pool Operator  
16.36  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
24.99  
29020 - Hatch Tender  
24.99  
29030 - Line Handler  
24.99  
29041 - Stevedore I  
22.97  
29042 - Stevedore II  
27.80  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
29.45  
30021 - Archeological Technician I  
19.84  
30022 - Archeological Technician II  
22.20  
30023 - Archeological Technician III  
27.62  
30030 - Cartographic Technician  
27.63  
30040 - Civil Engineering Technician  
19.04  
30051 - Cryogenic Technician I  
30.46  
30052 - Cryogenic Technician II  
33.64  
30061 - Drafter/CAD Operator I  
19.84  
30062 - Drafter/CAD Operator II  
22.20  
30063 - Drafter/CAD Operator III  
24.74  
30064 - Drafter/CAD Operator IV  
30.46  
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  
24.24  
30095 - Evidence Control Specialist  
27.50  
30210 - Laboratory Technician  
26.82  
30221 - Latent Fingerprint Technician I  
30.46  
30222 - Latent Fingerprint Technician II  
33.64  
30240 - Mathematical Technician  
27.50  
30361 - Paralegal/Legal Assistant I  
19.44  
30362 - Paralegal/Legal Assistant II  
24.08  
30363 - Paralegal/Legal Assistant III  
29.45  
30364 - Paralegal/Legal Assistant IV  
35.63  
30375 - Petroleum Supply Specialist  
33.64  
30390 - Photo-Optics Technician  
27.50  
30395 - Radiation Control Technician  
33.64  
30461 - Technical Writer I  
27.99  
30462 - Technical Writer II  
34.23  
30463 - Technical Writer III  
41.42  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I  
30.46  
30502 - Weather Forecaster II  
37.04  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
24.74  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
27.50  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
12.81  
31030 - Bus Driver  
18.18  
31043 - Driver Courier  
13.08  
31260 - Parking and Lot Attendant  
11.50  
31290 - Shuttle Bus Driver  
14.23  
31310 - Taxi Driver  
11.54  
31361 - Truckdriver, Light  
14.23  
31362 - Truckdriver, Medium  
15.35  
31363 - Truckdriver, Heavy  
20.21  
31364 - Truckdriver, Tractor-Trailer  
20.21  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
9.58  
99050 - Desk Clerk  
10.35  
99095 - Embalmer  
26.55  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
13.84  
99252 - Laboratory Animal Caretaker II  
15.05

99260 - Marketing Analyst  
32.61  
99310 - Mortician  
26.55  
99410 - Pest Controller  
19.75  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
14.73  
99711 - Recycling Specialist  
17.82  
99730 - Refuse Collector  
13.15  
99810 - Sales Clerk  
11.36  
99820 - School Crossing Guard  
11.63  
99830 - Survey Party Chief  
25.03  
99831 - Surveying Aide  
17.33  
99832 - Surveying Technician  
20.46  
99840 - Vending Machine Attendant  
14.47  
99841 - Vending Machine Repairer  
18.36  
99842 - Vending Machine Repairer Helper  
14.47

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5807  
Revision No.: 9  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Comanche, Eastland, Stephens, Young

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.66	
01012 - Accounting Clerk II	
15.32	
01013 - Accounting Clerk III	
17.15	
01020 - Administrative Assistant	
22.59	
01035 - Court Reporter	

- 20.62
  - 01041 - Customer Service Representative I
- 11.09
  - 01042 - Customer Service Representative II
- 12.48
  - 01043 - Customer Service Representative III
- 13.61
  - 01051 - Data Entry Operator I
- 13.42
  - 01052 - Data Entry Operator II
- 14.65
  - 01060 - Dispatcher, Motor Vehicle
- 18.85
  - 01070 - Document Preparation Clerk
- 13.81
  - 01090 - Duplicating Machine Operator
- 13.81
  - 01111 - General Clerk I
- 12.43
  - 01112 - General Clerk II
- 16.25
  - 01113 - General Clerk III
- 17.08
  - 01120 - Housing Referral Assistant
- 19.21
  - 01141 - Messenger Courier
- 11.00
  - 01191 - Order Clerk I
- 15.98
  - 01192 - Order Clerk II
- 18.09
  - 01261 - Personnel Assistant (Employment) I
- 15.10
  - 01262 - Personnel Assistant (Employment) II
- 17.32
  - 01263 - Personnel Assistant (Employment) III
- 18.83
  - 01270 - Production Control Clerk
- 19.16
  - 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  
16.84  
01410 - Supply Technician  
22.59  
01420 - Survey Worker  
15.22  
01460 - Switchboard Operator/Receptionist  
11.51  
01531 - Travel Clerk I  
12.77  
01532 - Travel Clerk II  
13.67  
01533 - Travel Clerk III  
14.72  
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  
21.25  
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  
13.38  
05400 - Transmission Repair Specialist  
21.40  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.59  
07041 - Cook I  
9.71  
07042 - Cook II  
11.25  
07070 - Dishwasher  
9.18  
07130 - Food Service Worker  
10.12  
07210 - Meat Cutter  
13.09  
07260 - Waiter/Waitress  
9.22  
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  
10.73  
11060 - Elevator Operator  
10.13  
11090 - Gardener  
15.79  
11122 - Housekeeping Aide  
11.51  
11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
12.34  
11240 - Maid or Houseman  
9.19  
11260 - Pruner

11.12  
11270 - Tractor Operator  
14.68  
11330 - Trail Maintenance Worker  
12.34  
11360 - Window Cleaner  
11.52  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.14  
12011 - Breath Alcohol Technician  
18.90  
12012 - Certified Occupational Therapist Assistant  
31.99  
12015 - Certified Physical Therapist Assistant  
35.54  
12020 - Dental Assistant  
14.69  
12025 - Dental Hygienist  
35.19  
12030 - EKG Technician  
25.38  
12035 - Electroneurodiagnostic Technologist  
25.38  
12040 - Emergency Medical Technician  
15.14  
12071 - Licensed Practical Nurse I  
16.88  
12072 - Licensed Practical Nurse II  
18.90  
12073 - Licensed Practical Nurse III  
21.06  
12100 - Medical Assistant  
13.62  
12130 - Medical Laboratory Technician  
22.00  
12160 - Medical Record Clerk  
13.47  
12190 - Medical Record Technician  
15.08  
12195 - Medical Transcriptionist  
15.16  
12210 - Nuclear Medicine Technologist  
41.51  
12221 - Nursing Assistant I  
11.37  
12222 - Nursing Assistant II  
12.78

- 12223 - Nursing Assistant III  
13.95
- 12224 - Nursing Assistant IV  
15.65
- 12235 - Optical Dispenser  
16.29
- 12236 - Optical Technician  
16.88
- 12250 - Pharmacy Technician  
15.97
- 12280 - Phlebotomist  
14.52
- 12305 - Radiologic Technologist  
26.20
- 12311 - Registered Nurse I  
24.42
- 12312 - Registered Nurse II  
29.87
- 12313 - Registered Nurse II, Specialist  
29.87
- 12314 - Registered Nurse III  
36.13
- 12315 - Registered Nurse III, Anesthetist  
36.13
- 12316 - Registered Nurse IV  
43.31
- 12317 - Scheduler (Drug and Alcohol Testing)  
23.41
- 12320 - Substance Abuse Treatment Counselor  
19.88
- 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  
11.39
- 13054 - Library Information Technology Systems

- 22.11  
Administrator
- 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
- 15.58
- 13072 - Photographer II
- 17.42
- 13073 - Photographer III
- 21.59
- 13074 - Photographer IV
- 26.40
- 13075 - Photographer V
- 31.94
- 13090 - Technical Order Library Clerk
- 16.77
- 13110 - Video Teleconference Technician
- 17.26
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I
- 15.94
- 14042 - Computer Operator II
- 17.84
- 14043 - Computer Operator III
- 19.88
- 14044 - Computer Operator IV
- 22.10
- 14045 - Computer Operator V
- 23.96
- 14071 - Computer Programmer I (see 1)
- 22.84
- 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  
15.94  
14160 - Personal Computer Support Technician  
22.10  
14170 - System Support Specialist  
26.31  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
30.20  
15020 - Aircrew Training Devices Instructor (Rated)  
36.54  
15030 - Air Crew Training Devices Instructor (Pilot)  
43.80  
15050 - Computer Based Training Specialist / Instructor  
30.20  
15060 - Educational Technologist  
32.16  
15070 - Flight Instructor (Pilot)  
43.80  
15080 - Graphic Artist  
19.64  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
43.80  
15086 - Maintenance Test Pilot, Rotary Wing  
43.80  
15088 - Non-Maintenance Test/Co-Pilot  
43.80  
15090 - Technical Instructor  
18.36  
15095 - Technical Instructor/Course Developer  
22.46  
15110 - Test Proctor  
17.77  
15120 - Tutor  
17.77  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.21  
16030 - Counter Attendant  
10.21  
16040 - Dry Cleaner  
12.87  
16070 - Finisher, Flatwork, Machine  
10.21  
16090 - Presser, Hand  
10.21  
16110 - Presser, Machine, Drycleaning

10.21  
16130 - Presser, Machine, Shirts  
10.21  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.21  
16190 - Sewing Machine Operator  
13.49  
16220 - Tailor  
14.27  
16250 - Washer, Machine  
11.11  
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  
15.29  
21030 - Material Coordinator  
19.16  
21040 - Material Expediter  
19.16  
21050 - Material Handling Laborer  
12.36  
21071 - Order Filler  
11.57  
21080 - Production Line Worker (Food Processing)  
15.29  
21110 - Shipping Packer  
13.62  
21130 - Shipping/Receiving Clerk  
13.62  
21140 - Store Worker I  
12.03  
21150 - Stock Clerk  
16.43  
21210 - Tools And Parts Attendant  
15.29  
21410 - Warehouse Specialist  
15.29  
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  
20.06  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
23.71  
II  
23110 - Appliance Mechanic  
18.66  
23120 - Bicycle Repairer  
17.23  
23125 - Cable Splicer  
29.32  
23130 - Carpenter, Maintenance  
16.96  
23140 - Carpet Layer  
18.38  
23160 - Electrician, Maintenance  
22.64  
23181 - Electronics Technician Maintenance I  
24.85  
23182 - Electronics Technician Maintenance II  
26.44  
23183 - Electronics Technician Maintenance III  
27.91  
23260 - Fabric Worker  
18.50  
23290 - Fire Alarm System Mechanic  
21.65  
23310 - Fire Extinguisher Repairer  
17.23  
23311 - Fuel Distribution System Mechanic  
21.30  
23312 - Fuel Distribution System Operator  
16.68

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23370 - General Maintenance Worker  
15.86  
23380 - Ground Support Equipment Mechanic  
23.71  
23381 - Ground Support Equipment Servicer  
18.72  
23382 - Ground Support Equipment Worker  
20.06  
23391 - Gunsmith I  
17.23  
23392 - Gunsmith II  
19.71  
23393 - Gunsmith III  
22.02  
23410 - Heating, Ventilation And Air-Conditioning  
21.96  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.08  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.60  
23440 - Heavy Equipment Operator  
19.70  
23460 - Instrument Mechanic  
22.02  
23465 - Laboratory/Shelter Mechanic  
20.87  
23470 - Laborer  
12.36  
23510 - Locksmith  
20.87  
23530 - Machinery Maintenance Mechanic  
25.34  
23550 - Machinist, Maintenance  
19.62  
23580 - Maintenance Trades Helper  
13.56  
23591 - Metrology Technician I  
22.02  
23592 - Metrology Technician II  
23.15  
23593 - Metrology Technician III  
24.27  
23640 - Millwright  
24.84  
23710 - Office Appliance Repairer  
20.87



23760 - Painter, Maintenance  
16.96  
23790 - Pipefitter, Maintenance  
20.43  
23810 - Plumber, Maintenance  
19.36  
23820 - Pneudraulic Systems Mechanic  
22.02  
23850 - Rigger  
22.02  
23870 - Scale Mechanic  
19.71  
23890 - Sheet-Metal Worker, Maintenance  
22.02  
23910 - Small Engine Mechanic  
16.92  
23931 - Telecommunications Mechanic I  
26.23  
23932 - Telecommunications Mechanic II  
27.57  
23950 - Telephone Lineman  
28.38  
23960 - Welder, Combination, Maintenance  
19.24  
23965 - Well Driller  
24.81  
23970 - Woodcraft Worker  
22.02  
23980 - Woodworker  
17.23  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.93  
24570 - Child Care Attendant  
8.95  
24580 - Child Care Center Clerk  
12.97  
24610 - Chore Aide  
8.94  
24620 - Family Readiness And Support Services  
14.37  
Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.87  
25040 - Sewage Plant Operator

17.29  
25070 - Stationary Engineer

22.87  
25190 - Ventilation Equipment Tender

16.40  
25210 - Water Treatment Plant Operator

17.29  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

15.49  
27007 - Baggage Inspector

14.06  
27008 - Corrections Officer

19.82  
27010 - Court Security Officer

19.36  
27030 - Detection Dog Handler

15.74  
27040 - Detention Officer

19.82  
27070 - Firefighter

20.08  
27101 - Guard I

14.06  
27102 - Guard II

15.74  
27131 - Police Officer I

23.04  
27132 - Police Officer II

25.57  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.03  
28042 - Carnival Equipment Repairer

13.00  
28043 - Carnival Worker

9.10  
28210 - Gate Attendant/Gate Tender

13.96  
28310 - Lifeguard

11.34  
28350 - Park Attendant (Aide)

15.62  
28510 - Recreation Aide/Health Facility Attendant

11.40  
28515 - Recreation Specialist

19.13  
28630 - Sports Official

12.43  
28690 - Swimming Pool Operator

14.87  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

21.18  
29020 - Hatch Tender

21.18  
29030 - Line Handler

21.18  
29041 - Stevedore I

19.90  
29042 - Stevedore II

22.42  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

41.64  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

28.72  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

31.63  
30021 - Archeological Technician I

17.06  
30022 - Archeological Technician II

19.09  
30023 - Archeological Technician III

23.65  
30030 - Cartographic Technician

23.65  
30040 - Civil Engineering Technician

21.39  
30051 - Cryogenic Technician I

26.18  
30052 - Cryogenic Technician II

28.92  
30061 - Drafter/CAD Operator I

17.06  
30062 - Drafter/CAD Operator II

19.09  
30063 - Drafter/CAD Operator III

21.27  
30064 - Drafter/CAD Operator IV

26.18  
30081 - Engineering Technician I

16.44  
30082 - Engineering Technician II

18.44  
30083 - Engineering Technician III

20.64  
30084 - Engineering Technician IV  
25.57  
30085 - Engineering Technician V  
31.28  
30086 - Engineering Technician VI  
37.84  
30090 - Environmental Technician  
21.53  
30095 - Evidence Control Specialist  
23.65  
30210 - Laboratory Technician  
25.54  
30221 - Latent Fingerprint Technician I  
26.18  
30222 - Latent Fingerprint Technician II  
28.92  
30240 - Mathematical Technician  
23.65  
30361 - Paralegal/Legal Assistant I  
18.72  
30362 - Paralegal/Legal Assistant II  
23.19  
30363 - Paralegal/Legal Assistant III  
28.36  
30364 - Paralegal/Legal Assistant IV  
34.31  
30375 - Petroleum Supply Specialist  
28.92  
30390 - Photo-Optics Technician  
23.65  
30395 - Radiation Control Technician  
28.92  
30461 - Technical Writer I  
23.65  
30462 - Technical Writer II  
28.92  
30463 - Technical Writer III  
34.99  
30491 - Unexploded Ordnance (UXO) Technician I  
26.47  
30492 - Unexploded Ordnance (UXO) Technician II  
32.02  
30493 - Unexploded Ordnance (UXO) Technician III  
38.38  
30494 - Unexploded (UXO) Safety Escort  
26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
   30501 - Weather Forecaster I  
 26.18  
   30502 - Weather Forecaster II  
 31.85  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 21.27  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 23.65  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 32.02  
   31020 - Bus Aide  
 12.36  
   31030 - Bus Driver  
 17.09  
   31043 - Driver Courier  
 12.19  
   31260 - Parking and Lot Attendant  
 11.14  
   31290 - Shuttle Bus Driver  
 13.18  
   31310 - Taxi Driver  
 12.71  
   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  
 15.61  
   99030 - Cashier  
 9.29  
   99050 - Desk Clerk  
 11.45  
   99095 - Embalmer  
 26.36  
   99130 - Flight Follower  
 26.47  
   99251 - Laboratory Animal Caretaker I  
 11.39  
   99252 - Laboratory Animal Caretaker II  
 12.33

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99260 - Marketing Analyst  
31.75  
99310 - Mortician  
26.36  
99410 - Pest Controller  
16.27  
99510 - Photofinishing Worker  
13.91  
99710 - Recycling Laborer  
19.20  
99711 - Recycling Specialist  
22.87  
99730 - Refuse Collector  
17.30  
99810 - Sales Clerk  
11.55  
99820 - School Crossing Guard  
11.46  
99830 - Survey Party Chief  
19.89  
99831 - Surveying Aide  
13.86  
99832 - Surveying Technician  
19.00  
99840 - Vending Machine Attendant  
16.78  
99841 - Vending Machine Repairer  
21.03  
99842 - Vending Machine Repairer Helper  
16.78

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5809  
Revision No.: 9  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Brown, Coke, Coleman, Concho, Kimble, McCulloch, Menard, Runnels, Schleicher, Sterling, Sutton

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.86	
01012 - Accounting Clerk II	
15.56	
01013 - Accounting Clerk III	
17.41	
01020 - Administrative Assistant	
21.69	

01035 - Court Reporter  
17.77  
01041 - Customer Service Representative I  
11.69  
01042 - Customer Service Representative II  
13.14  
01043 - Customer Service Representative III  
14.34  
01051 - Data Entry Operator I  
12.34  
01052 - Data Entry Operator II  
13.46  
01060 - Dispatcher, Motor Vehicle  
18.03  
01070 - Document Preparation Clerk  
13.18  
01090 - Duplicating Machine Operator  
13.18  
01111 - General Clerk I  
12.73  
01112 - General Clerk II  
16.25  
01113 - General Clerk III  
16.70  
01120 - Housing Referral Assistant  
19.21  
01141 - Messenger Courier  
12.06  
01191 - Order Clerk I  
14.53  
01192 - Order Clerk II  
16.04  
01261 - Personnel Assistant (Employment) I  
15.06  
01262 - Personnel Assistant (Employment) II  
17.32  
01263 - Personnel Assistant (Employment) III  
18.79  
01270 - Production Control Clerk  
19.27  
01290 - Rental Clerk  
13.93  
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  
21.69  
01420 - Survey Worker  
15.22  
01460 - Switchboard Operator/Receptionist  
13.03  
01531 - Travel Clerk I  
13.18  
01532 - Travel Clerk II  
14.00  
01533 - Travel Clerk III  
14.49  
01611 - Word Processor I  
13.27  
01612 - Word Processor II  
15.37  
01613 - Word Processor III  
17.77  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
19.85  
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  
14.14  
05400 - Transmission Repair Specialist  
21.40  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.36  
07041 - Cook I  
10.67  
07042 - Cook II  
12.37  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.97  
07210 - Meat Cutter  
15.01  
07260 - Waiter/Waitress  
9.05  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.62  
09040 - Furniture Handler  
12.04  
09080 - Furniture Refinisher  
19.62  
09090 - Furniture Refinisher Helper  
14.57  
09110 - Furniture Repairer, Minor  
17.07  
09130 - Upholsterer  
19.62  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
12.27  
11060 - Elevator Operator  
10.30  
11090 - Gardener  
16.26  
11122 - Housekeeping Aide  
11.51  
11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
12.37  
11240 - Maid or Houseman  
9.78

11260 - Pruner  
11.08  
11270 - Tractor Operator  
14.97  
11330 - Trail Maintenance Worker  
12.37  
11360 - Window Cleaner  
11.52  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.65  
12011 - Breath Alcohol Technician  
19.55  
12012 - Certified Occupational Therapist Assistant  
31.35  
12015 - Certified Physical Therapist Assistant  
29.37  
12020 - Dental Assistant  
16.37  
12025 - Dental Hygienist  
40.65  
12030 - EKG Technician  
25.38  
12035 - Electroneurodiagnostic Technologist  
25.38  
12040 - Emergency Medical Technician  
16.65  
12071 - Licensed Practical Nurse I  
17.48  
12072 - Licensed Practical Nurse II  
19.55  
12073 - Licensed Practical Nurse III  
21.80  
12100 - Medical Assistant  
13.85  
12130 - Medical Laboratory Technician  
20.44  
12160 - Medical Record Clerk  
14.65  
12190 - Medical Record Technician  
16.39  
12195 - Medical Transcriptionist  
17.32  
12210 - Nuclear Medicine Technologist  
42.97  
12221 - Nursing Assistant I  
11.61  
12222 - Nursing Assistant II

13.05  
12223 - Nursing Assistant III  
14.24  
12224 - Nursing Assistant IV  
15.99  
12235 - Optical Dispenser  
14.08  
12236 - Optical Technician  
17.01  
12250 - Pharmacy Technician  
17.23  
12280 - Phlebotomist  
17.49  
12305 - Radiologic Technologist  
26.41  
12311 - Registered Nurse I  
24.86  
12312 - Registered Nurse II  
30.41  
12313 - Registered Nurse II, Specialist  
30.41  
12314 - Registered Nurse III  
36.80  
12315 - Registered Nurse III, Anesthetist  
36.80  
12316 - Registered Nurse IV  
44.11  
12317 - Scheduler (Drug and Alcohol Testing)  
24.22  
12320 - Substance Abuse Treatment Counselor  
20.90  
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  
12.58

- 13054 - Library Information Technology Systems
- 22.11  
Administrator
- 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
- 14.87
- 13072 - Photographer II
- 17.19
- 13073 - Photographer III
- 20.61
- 13074 - Photographer IV
- 25.20
- 13075 - Photographer V
- 30.50
- 13090 - Technical Order Library Clerk
- 17.91
- 13110 - Video Teleconference Technician
- 15.96
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I
- 15.38
- 14042 - Computer Operator II
- 17.20
- 14043 - Computer Operator III
- 21.40
- 14044 - Computer Operator IV
- 23.78
- 14045 - Computer Operator V
- 26.33
- 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)

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14103 - Computer Systems Analyst III (see 1)  
14150 - Peripheral Equipment Operator  
15.38  
14160 - Personal Computer Support Technician  
23.78  
14170 - System Support Specialist  
22.88  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
30.78  
15020 - Aircrew Training Devices Instructor (Rated)  
38.85  
15030 - Air Crew Training Devices Instructor (Pilot)  
46.57  
15050 - Computer Based Training Specialist / Instructor  
30.78  
15060 - Educational Technologist  
29.08  
15070 - Flight Instructor (Pilot)  
46.57  
15080 - Graphic Artist  
19.83  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
46.57  
15086 - Maintenance Test Pilot, Rotary Wing  
46.57  
15088 - Non-Maintenance Test/Co-Pilot  
46.57  
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  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51

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16110 - Presser, Machine, Drycleaning  
9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.84  
19040 - Tool And Die Maker  
25.71  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.72  
21030 - Material Coordinator  
19.27  
21040 - Material Expediter  
19.27  
21050 - Material Handling Laborer  
13.21  
21071 - Order Filler  
11.91  
21080 - Production Line Worker (Food Processing)  
15.72  
21110 - Shipping Packer  
13.85  
21130 - Shipping/Receiving Clerk  
13.85  
21140 - Store Worker I  
11.40  
21150 - Stock Clerk  
15.89  
21210 - Tools And Parts Attendant  
15.72  
21410 - Warehouse Specialist  
15.72  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
25.13  
23019 - Aircraft Logs and Records Technician  
19.26  
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
- 22.14
  - 23060 - Aircraft Servicer
- 19.26
  - 23070 - Aircraft Survival Flight Equipment Technician
- 22.14
  - 23080 - Aircraft Worker
- 20.70
  - 23091 - Aircrew Life Support Equipment (ALSE) Mechanic
- 20.70
  - I
    - 23092 - Aircrew Life Support Equipment (ALSE) Mechanic
- 23.71
  - II
    - 23110 - Appliance Mechanic
- 20.25
  - 23120 - Bicycle Repairer
- 16.33
  - 23125 - Cable Splicer
- 28.48
  - 23130 - Carpenter, Maintenance
- 16.96
  - 23140 - Carpet Layer
- 18.94
  - 23160 - Electrician, Maintenance
- 24.70
  - 23181 - Electronics Technician Maintenance I
- 27.34
  - 23182 - Electronics Technician Maintenance II
- 29.27
  - 23183 - Electronics Technician Maintenance III
- 31.30
  - 23260 - Fabric Worker
- 17.62
  - 23290 - Fire Alarm System Mechanic
- 20.50
  - 23310 - Fire Extinguisher Repairer
- 16.33
  - 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  
19.26  
23382 - Ground Support Equipment Worker  
20.70  
23391 - Gunsmith I  
16.33  
23392 - Gunsmith II  
18.94  
23393 - Gunsmith III  
21.47  
23410 - Heating, Ventilation And Air-Conditioning  
18.31  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
19.41  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.28  
23440 - Heavy Equipment Operator  
19.24  
23460 - Instrument Mechanic  
21.47  
23465 - Laboratory/Shelter Mechanic  
20.25  
23470 - Laborer  
13.21  
23510 - Locksmith  
20.25  
23530 - Machinery Maintenance Mechanic  
23.91  
23550 - Machinist, Maintenance  
20.31  
23580 - Maintenance Trades Helper  
14.20  
23591 - Metrology Technician I  
21.47  
23592 - Metrology Technician II  
22.63  
23593 - Metrology Technician III  
23.80  
23640 - Millwright  
21.70  
23710 - Office Appliance Repairer



20.25  
23760 - Painter, Maintenance  
18.96  
23790 - Pipefitter, Maintenance  
24.35  
23810 - Plumber, Maintenance  
22.97  
23820 - Pneudraulic Systems Mechanic  
21.47  
23850 - Rigger  
21.47  
23870 - Scale Mechanic  
18.94  
23890 - Sheet-Metal Worker, Maintenance  
21.16  
23910 - Small Engine Mechanic  
17.42  
23931 - Telecommunications Mechanic I  
23.90  
23932 - Telecommunications Mechanic II  
25.19  
23950 - Telephone Lineman  
23.45  
23960 - Welder, Combination, Maintenance  
19.24  
23965 - Well Driller  
20.50  
23970 - Woodcraft Worker  
21.47  
23980 - Woodworker  
16.33  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.93  
24570 - Child Care Attendant  
9.46  
24580 - Child Care Center Clerk  
12.97  
24610 - Chore Aide  
9.15  
24620 - Family Readiness And Support Services  
12.16  
Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.87

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25040 - Sewage Plant Operator  
17.60  
25070 - Stationary Engineer  
22.87  
25190 - Ventilation Equipment Tender  
15.80  
25210 - Water Treatment Plant Operator  
17.60  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.41  
27007 - Baggage Inspector  
13.59  
27008 - Corrections Officer  
18.80  
27010 - Court Security Officer  
19.36  
27030 - Detection Dog Handler  
15.74  
27040 - Detention Officer  
18.80  
27070 - Firefighter  
20.08  
27101 - Guard I  
13.59  
27102 - Guard II  
15.74  
27131 - Police Officer I  
23.04  
27132 - Police Officer II  
25.60  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.74  
28042 - Carnival Equipment Repairer  
13.85  
28043 - Carnival Worker  
9.45  
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  
17.77

28630 - Sports Official  
 11.90  
 28690 - Swimming Pool Operator  
 16.05  
 29000 - Stevedoring/Longshoremen Occupational Services  
 29010 - Blocker And Bracer  
 23.64  
 29020 - Hatch Tender  
 23.64  
 29030 - Line Handler  
 23.64  
 29041 - Stevedore I  
 22.00  
 29042 - Stevedore II  
 25.28  
 30000 - Technical Occupations  
 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
 44.44  
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
 30.64  
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
 33.75  
 30021 - Archeological Technician I  
 17.95  
 30022 - Archeological Technician II  
 20.04  
 30023 - Archeological Technician III  
 24.87  
 30030 - Cartographic Technician  
 24.87  
 30040 - Civil Engineering Technician  
 21.39  
 30051 - Cryogenic Technician I  
 29.09  
 30052 - Cryogenic Technician II  
 32.13  
 30061 - Drafter/CAD Operator I  
 17.95  
 30062 - Drafter/CAD Operator II  
 20.04  
 30063 - Drafter/CAD Operator III  
 22.78  
 30064 - Drafter/CAD Operator IV  
 27.64  
 30081 - Engineering Technician I  
 16.58  
 30082 - Engineering Technician II  
 18.59

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30083 - Engineering Technician III  
20.80  
30084 - Engineering Technician IV  
25.93  
30085 - Engineering Technician V  
31.53  
30086 - Engineering Technician VI  
38.14  
30090 - Environmental Technician  
24.87  
30095 - Evidence Control Specialist  
26.27  
30210 - Laboratory Technician  
22.10  
30221 - Latent Fingerprint Technician I  
29.09  
30222 - Latent Fingerprint Technician II  
32.13  
30240 - Mathematical Technician  
24.87  
30361 - Paralegal/Legal Assistant I  
17.49  
30362 - Paralegal/Legal Assistant II  
21.66  
30363 - Paralegal/Legal Assistant III  
26.50  
30364 - Paralegal/Legal Assistant IV  
32.06  
30375 - Petroleum Supply Specialist  
32.13  
30390 - Photo-Optics Technician  
22.58  
30395 - Radiation Control Technician  
32.13  
30461 - Technical Writer I  
24.87  
30462 - Technical Writer II  
30.42  
30463 - Technical Writer III  
36.81  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24

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30495 - Unexploded (UX0) Sweep Personnel  
28.24  
30501 - Weather Forecaster I  
29.09  
30502 - Weather Forecaster II  
35.38  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
22.78  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.87  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
12.42  
31030 - Bus Driver  
17.62  
31043 - Driver Courier  
13.41  
31260 - Parking and Lot Attendant  
11.13  
31290 - Shuttle Bus Driver  
14.50  
31310 - Taxi Driver  
11.91  
31361 - Truckdriver, Light  
14.50  
31362 - Truckdriver, Medium  
15.94  
31363 - Truckdriver, Heavy  
19.70  
31364 - Truckdriver, Tractor-Trailer  
19.70  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.66  
99030 - Cashier  
9.90  
99050 - Desk Clerk  
11.45  
99095 - Embalmer  
30.45  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
11.39  
99252 - Laboratory Animal Caretaker II

- 12.33
  - 99260 - Marketing Analyst
- 32.35
  - 99310 - Mortician
- 30.45
  - 99410 - Pest Controller
- 21.22
  - 99510 - Photofinishing Worker
- 14.84
  - 99710 - Recycling Laborer
- 18.66
  - 99711 - Recycling Specialist
- 22.25
  - 99730 - Refuse Collector
- 16.84
  - 99810 - Sales Clerk
- 11.55
  - 99820 - School Crossing Guard
- 10.59
  - 99830 - Survey Party Chief
- 21.25
  - 99831 - Surveying Aide
- 14.78
  - 99832 - Surveying Technician
- 20.28
  - 99840 - Vending Machine Attendant
- 15.25
  - 99841 - Vending Machine Repairer
- 19.12
  - 99842 - Vending Machine Repairer Helper
- 15.25

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

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with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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

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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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5811  
Revision No.: 9  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Anderson

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.66	
01012 - Accounting Clerk II	
15.32	
01013 - Accounting Clerk III	
17.15	
01020 - Administrative Assistant	
22.59	
01035 - Court Reporter	

- 20.62
  - 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
- 13.42
  - 01052 - Data Entry Operator II
- 14.65
  - 01060 - Dispatcher, Motor Vehicle
- 18.85
  - 01070 - Document Preparation Clerk
- 13.45
  - 01090 - Duplicating Machine Operator
- 13.45
  - 01111 - General Clerk I
- 12.43
  - 01112 - General Clerk II
- 13.75
  - 01113 - General Clerk III
- 15.44
  - 01120 - Housing Referral Assistant
- 17.59
  - 01141 - Messenger Courier
- 12.44
  - 01191 - Order Clerk I
- 16.58
  - 01192 - Order Clerk II
- 18.09
  - 01261 - Personnel Assistant (Employment) I
- 15.10
  - 01262 - Personnel Assistant (Employment) II
- 16.90
  - 01263 - Personnel Assistant (Employment) III
- 18.83
  - 01270 - Production Control Clerk
- 19.16
  - 01290 - Rental Clerk
- 11.44
  - 01300 - Scheduler, Maintenance
- 14.10
  - 01311 - Secretary I
- 14.10
  - 01312 - Secretary II
- 15.78
  - 01313 - Secretary III

17.59  
01320 - Service Order Dispatcher  
16.84  
01410 - Supply Technician  
22.59  
01420 - Survey Worker  
14.17  
01460 - Switchboard Operator/Receptionist  
11.51  
01531 - Travel Clerk I  
12.77  
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  
21.25  
05010 - Automotive Electrician  
17.69  
05040 - Automotive Glass Installer  
16.71  
05070 - Automotive Worker  
16.71  
05110 - Mobile Equipment Servicer  
14.61  
05130 - Motor Equipment Metal Mechanic  
18.67  
05160 - Motor Equipment Metal Worker  
16.71  
05190 - Motor Vehicle Mechanic  
18.67  
05220 - Motor Vehicle Mechanic Helper  
13.34  
05250 - Motor Vehicle Upholstery Worker  
15.69  
05280 - Motor Vehicle Wrecker  
16.71  
05310 - Painter, Automotive  
17.69  
05340 - Radiator Repair Specialist  
16.71



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05370 - Tire Repairer  
13.33  
05400 - Transmission Repair Specialist  
18.67  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.59  
07041 - Cook I  
9.65  
07042 - Cook II  
11.04  
07070 - Dishwasher  
9.18  
07130 - Food Service Worker  
10.12  
07210 - Meat Cutter  
13.24  
07260 - Waiter/Waitress  
9.22  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
15.78  
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  
10.73  
11060 - Elevator Operator  
10.13  
11090 - Gardener  
15.79  
11122 - Housekeeping Aide  
10.13  
11150 - Janitor  
10.13  
11210 - Laborer, Grounds Maintenance  
12.34  
11240 - Maid or Houseman  
9.19  
11260 - Pruner

11.12  
11270 - Tractor Operator  
14.68  
11330 - Trail Maintenance Worker  
12.34  
11360 - Window Cleaner  
11.24  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.15  
12011 - Breath Alcohol Technician  
18.90  
12012 - Certified Occupational Therapist Assistant  
31.72  
12015 - Certified Physical Therapist Assistant  
34.22  
12020 - Dental Assistant  
15.27  
12025 - Dental Hygienist  
35.19  
12030 - EKG Technician  
26.30  
12035 - Electroneurodiagnostic Technologist  
26.30  
12040 - Emergency Medical Technician  
15.15  
12071 - Licensed Practical Nurse I  
16.88  
12072 - Licensed Practical Nurse II  
18.90  
12073 - Licensed Practical Nurse III  
21.06  
12100 - Medical Assistant  
13.62  
12130 - Medical Laboratory Technician  
22.54  
12160 - Medical Record Clerk  
13.47  
12190 - Medical Record Technician  
15.99  
12195 - Medical Transcriptionist  
15.31  
12210 - Nuclear Medicine Technologist  
41.51  
12221 - Nursing Assistant I  
11.37  
12222 - Nursing Assistant II  
12.78

- 12223 - Nursing Assistant III  
13.95
- 12224 - Nursing Assistant IV  
15.65
- 12235 - Optical Dispenser  
15.95
- 12236 - Optical Technician  
16.88
- 12250 - Pharmacy Technician  
15.97
- 12280 - Phlebotomist  
14.28
- 12305 - Radiologic Technologist  
26.20
- 12311 - Registered Nurse I  
24.42
- 12312 - Registered Nurse II  
29.87
- 12313 - Registered Nurse II, Specialist  
29.87
- 12314 - Registered Nurse III  
36.13
- 12315 - Registered Nurse III, Anesthetist  
36.13
- 12316 - Registered Nurse IV  
43.31
- 12317 - Scheduler (Drug and Alcohol Testing)  
23.41
- 12320 - Substance Abuse Treatment Counselor  
19.88
- 13000 - Information And Arts Occupations
- 13011 - Exhibits Specialist I  
17.42
- 13012 - Exhibits Specialist II  
21.59
- 13013 - Exhibits Specialist III  
26.40
- 13041 - Illustrator I  
17.42
- 13042 - Illustrator II  
21.59
- 13043 - Illustrator III  
26.40
- 13047 - Librarian  
23.91
- 13050 - Library Aide/Clerk  
11.97
- 13054 - Library Information Technology Systems

21.59  
 Administrator  
 13058 - Library Technician

15.66  
 13061 - Media Specialist I

15.69  
 13062 - Media Specialist II

17.55  
 13063 - Media Specialist III

19.56  
 13071 - Photographer I

15.58  
 13072 - Photographer II

17.42  
 13073 - Photographer III

21.59  
 13074 - Photographer IV

26.40  
 13075 - Photographer V

31.94  
 13090 - Technical Order Library Clerk

16.77  
 13110 - Video Teleconference Technician

17.26  
 14000 - Information Technology Occupations

14041 - Computer Operator I

15.94  
 14042 - Computer Operator II

17.84  
 14043 - Computer Operator III

19.88  
 14044 - Computer Operator IV

22.10  
 14045 - Computer Operator V

24.38  
 14071 - Computer Programmer I (see 1)

22.84  
 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  
15.94  
14160 - Personal Computer Support Technician  
22.10  
14170 - System Support Specialist  
26.31  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
29.92  
15020 - Aircrew Training Devices Instructor (Rated)  
35.77  
15030 - Air Crew Training Devices Instructor (Pilot)  
42.87  
15050 - Computer Based Training Specialist / Instructor  
29.92  
15060 - Educational Technologist  
32.16  
15070 - Flight Instructor (Pilot)  
42.87  
15080 - Graphic Artist  
17.62  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
43.80  
15086 - Maintenance Test Pilot, Rotary Wing  
43.80  
15088 - Non-Maintenance Test/Co-Pilot  
43.80  
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  
10.21  
16030 - Counter Attendant  
10.21  
16040 - Dry Cleaner  
12.87  
16070 - Finisher, Flatwork, Machine  
10.21  
16090 - Presser, Hand  
10.21  
16110 - Presser, Machine, Drycleaning

10.21  
16130 - Presser, Machine, Shirts  
10.21  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.21  
16190 - Sewing Machine Operator  
13.49  
16220 - Tailor  
14.27  
16250 - Washer, Machine  
11.11  
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  
15.29  
21030 - Material Coordinator  
19.16  
21040 - Material Expediter  
19.16  
21050 - Material Handling Laborer  
12.36  
21071 - Order Filler  
11.57  
21080 - Production Line Worker (Food Processing)  
15.29  
21110 - Shipping Packer  
13.77  
21130 - Shipping/Receiving Clerk  
13.77  
21140 - Store Worker I  
12.03  
21150 - Stock Clerk  
16.43  
21210 - Tools And Parts Attendant  
15.29  
21410 - Warehouse Specialist  
15.29  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
22.97  
23019 - Aircraft Logs and Records Technician  
18.36  
23021 - Aircraft Mechanic I  
21.85

23022 - Aircraft Mechanic II  
22.97  
23023 - Aircraft Mechanic III  
24.08  
23040 - Aircraft Mechanic Helper  
15.82  
23050 - Aircraft, Painter  
20.71  
23060 - Aircraft Servicer  
18.36  
23070 - Aircraft Survival Flight Equipment Technician  
20.71  
23080 - Aircraft Worker  
19.55  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
19.55  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
21.85  
II  
23110 - Appliance Mechanic  
16.90  
23120 - Bicycle Repairer  
16.85  
23125 - Cable Splicer  
28.52  
23130 - Carpenter, Maintenance  
16.37  
23140 - Carpet Layer  
18.38  
23160 - Electrician, Maintenance  
19.86  
23181 - Electronics Technician Maintenance I  
24.05  
23182 - Electronics Technician Maintenance II  
25.46  
23183 - Electronics Technician Maintenance III  
27.06  
23260 - Fabric Worker  
18.50  
23290 - Fire Alarm System Mechanic  
21.65  
23310 - Fire Extinguisher Repairer  
17.23  
23311 - Fuel Distribution System Mechanic  
21.30  
23312 - Fuel Distribution System Operator  
16.68

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23370 - General Maintenance Worker  
17.03  
23380 - Ground Support Equipment Mechanic  
21.85  
23381 - Ground Support Equipment Servicer  
18.36  
23382 - Ground Support Equipment Worker  
19.55  
23391 - Gunsmith I  
17.23  
23392 - Gunsmith II  
19.71  
23393 - Gunsmith III  
22.02  
23410 - Heating, Ventilation And Air-Conditioning  
21.96  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.08  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.60  
23440 - Heavy Equipment Operator  
19.70  
23460 - Instrument Mechanic  
22.02  
23465 - Laboratory/Shelter Mechanic  
20.87  
23470 - Laborer  
12.36  
23510 - Locksmith  
20.87  
23530 - Machinery Maintenance Mechanic  
25.34  
23550 - Machinist, Maintenance  
19.34  
23580 - Maintenance Trades Helper  
13.56  
23591 - Metrology Technician I  
22.02  
23592 - Metrology Technician II  
23.15  
23593 - Metrology Technician III  
24.27  
23640 - Millwright  
24.84  
23710 - Office Appliance Repairer  
20.87



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23760 - Painter, Maintenance  
17.15  
23790 - Pipefitter, Maintenance  
22.18  
23810 - Plumber, Maintenance  
20.99  
23820 - Pneudraulic Systems Mechanic  
22.02  
23850 - Rigger  
22.02  
23870 - Scale Mechanic  
19.71  
23890 - Sheet-Metal Worker, Maintenance  
21.90  
23910 - Small Engine Mechanic  
16.92  
23931 - Telecommunications Mechanic I  
27.50  
23932 - Telecommunications Mechanic II  
32.26  
23950 - Telephone Lineman  
28.51  
23960 - Welder, Combination, Maintenance  
17.98  
23965 - Well Driller  
22.96  
23970 - Woodcraft Worker  
22.02  
23980 - Woodworker  
17.23  
24000 - Personal Needs Occupations  
24550 - Case Manager  
14.81  
24570 - Child Care Attendant  
9.49  
24580 - Child Care Center Clerk  
11.84  
24610 - Chore Aide  
8.94  
24620 - Family Readiness And Support Services  
14.81  
Coordinator  
24630 - Homemaker  
14.81  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.96  
25040 - Sewage Plant Operator

16.93  
25070 - Stationary Engineer

22.96  
25190 - Ventilation Equipment Tender

16.40  
25210 - Water Treatment Plant Operator

16.93  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

15.49  
27007 - Baggage Inspector

14.06  
27008 - Corrections Officer

19.82  
27010 - Court Security Officer

18.99  
27030 - Detection Dog Handler

15.74  
27040 - Detention Officer

19.82  
27070 - Firefighter

17.11  
27101 - Guard I

14.06  
27102 - Guard II

15.74  
27131 - Police Officer I

20.50  
27132 - Police Officer II

22.78  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.62  
28042 - Carnival Equipment Repairer

13.61  
28043 - Carnival Worker

9.10  
28210 - Gate Attendant/Gate Tender

13.96  
28310 - Lifeguard

11.34  
28350 - Park Attendant (Aide)

15.62  
28510 - Recreation Aide/Health Facility Attendant

11.35  
28515 - Recreation Specialist

19.27  
28630 - Sports Official

- 12.43
  - 28690 - Swimming Pool Operator
- 14.87
- 29000 - Stevedoring/Longshoremen Occupational Services
  - 29010 - Blocker And Bracer
- 20.21
  - 29020 - Hatch Tender
- 20.21
  - 29030 - Line Handler
- 20.21
  - 29041 - Stevedore I
- 18.87
  - 29042 - Stevedore II
- 21.39
- 30000 - Technical Occupations
  - 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
- 41.64
  - 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
- 28.72
  - 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
- 31.63
  - 30021 - Archeological Technician I
- 17.06
  - 30022 - Archeological Technician II
- 19.09
  - 30023 - Archeological Technician III
- 23.65
  - 30030 - Cartographic Technician
- 23.65
  - 30040 - Civil Engineering Technician
- 21.12
  - 30051 - Cryogenic Technician I
- 26.18
  - 30052 - Cryogenic Technician II
- 28.92
  - 30061 - Drafter/CAD Operator I
- 17.06
  - 30062 - Drafter/CAD Operator II
- 19.09
  - 30063 - Drafter/CAD Operator III
- 21.27
  - 30064 - Drafter/CAD Operator IV
- 26.18
  - 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  
23.65  
30210 - Laboratory Technician  
25.58  
30221 - Latent Fingerprint Technician I  
26.18  
30222 - Latent Fingerprint Technician II  
28.92  
30240 - Mathematical Technician  
23.65  
30361 - Paralegal/Legal Assistant I  
18.10  
30362 - Paralegal/Legal Assistant II  
22.85  
30363 - Paralegal/Legal Assistant III  
27.42  
30364 - Paralegal/Legal Assistant IV  
33.13  
30375 - Petroleum Supply Specialist  
28.92  
30390 - Photo-Optics Technician  
24.19  
30395 - Radiation Control Technician  
28.92  
30461 - Technical Writer I  
23.65  
30462 - Technical Writer II  
28.92  
30463 - Technical Writer III  
34.99  
30491 - Unexploded Ordnance (UXO) Technician I  
26.47  
30492 - Unexploded Ordnance (UXO) Technician II  
32.02  
30493 - Unexploded Ordnance (UXO) Technician III  
38.38  
30494 - Unexploded (UXO) Safety Escort  
26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
   30501 - Weather Forecaster I  
 26.18  
   30502 - Weather Forecaster II  
 31.85  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 21.27  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 23.65  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 32.02  
   31020 - Bus Aide  
 12.36  
   31030 - Bus Driver  
 17.09  
   31043 - Driver Courier  
 11.85  
   31260 - Parking and Lot Attendant  
 11.14  
   31290 - Shuttle Bus Driver  
 13.59  
   31310 - Taxi Driver  
 12.71  
   31361 - Truckdriver, Light  
 12.77  
   31362 - Truckdriver, Medium  
 16.13  
   31363 - Truckdriver, Heavy  
 18.20  
   31364 - Truckdriver, Tractor-Trailer  
 18.20  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 15.61  
   99030 - Cashier  
 9.29  
   99050 - Desk Clerk  
 9.49  
   99095 - Embalmer  
 26.36  
   99130 - Flight Follower  
 26.47  
   99251 - Laboratory Animal Caretaker I  
 11.45  
   99252 - Laboratory Animal Caretaker II  
 11.61

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99260 - Marketing Analyst  
31.08  
99310 - Mortician  
26.36  
99410 - Pest Controller  
16.27  
99510 - Photofinishing Worker  
13.91  
99710 - Recycling Laborer  
16.82  
99711 - Recycling Specialist  
20.39  
99730 - Refuse Collector  
15.58  
99810 - Sales Clerk  
10.88  
99820 - School Crossing Guard  
11.70  
99830 - Survey Party Chief  
22.83  
99831 - Surveying Aide  
14.25  
99832 - Surveying Technician  
19.50  
99840 - Vending Machine Attendant  
17.85  
99841 - Vending Machine Repairer  
22.06  
99842 - Vending Machine Repairer Helper  
17.85

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5841  
Revision No.: 9  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://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 RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.21	
01012 - Accounting Clerk II	
15.95	
01013 - Accounting Clerk III	
17.85	
01020 - Administrative Assistant	
21.95	
01035 - Court Reporter	

- 17.77
  - 01041 - Customer Service Representative I
- 12.35
  - 01042 - Customer Service Representative II
- 13.88
  - 01043 - Customer Service Representative III
- 15.14
  - 01051 - Data Entry Operator I
- 14.78
  - 01052 - Data Entry Operator II
- 16.12
  - 01060 - Dispatcher, Motor Vehicle
- 21.81
  - 01070 - Document Preparation Clerk
- 14.47
  - 01090 - Duplicating Machine Operator
- 14.47
  - 01111 - General Clerk I
- 12.53
  - 01112 - General Clerk II
- 16.25
  - 01113 - General Clerk III
- 16.70
  - 01120 - Housing Referral Assistant
- 19.21
  - 01141 - Messenger Courier
- 10.96
  - 01191 - Order Clerk I
- 14.89
  - 01192 - Order Clerk II
- 16.42
  - 01261 - Personnel Assistant (Employment) I
- 15.90
  - 01262 - Personnel Assistant (Employment) II
- 17.79
  - 01263 - Personnel Assistant (Employment) III
- 19.84
  - 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  
19.47  
01410 - Supply Technician  
21.95  
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  
15.37  
01613 - Word Processor III  
17.77  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
21.36  
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  
13.48  
05400 - Transmission Repair Specialist  
21.40  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.61  
07041 - Cook I  
10.10  
07042 - Cook II  
11.72  
07070 - Dishwasher  
9.24  
07130 - Food Service Worker  
9.84  
07210 - Meat Cutter  
12.96  
07260 - Waiter/Waitress  
8.85  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.02  
09040 - Furniture Handler  
12.75  
09080 - Furniture Refinisher  
20.82  
09090 - Furniture Refinisher Helper  
15.59  
09110 - Furniture Repairer, Minor  
18.06  
09130 - Upholsterer  
19.02  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.21  
11060 - Elevator Operator  
11.21  
11090 - Gardener  
15.69  
11122 - Housekeeping Aide  
11.51  
11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
11.93  
11240 - Maid or Houseman  
9.78  
11260 - Pruner

10.78  
11270 - Tractor Operator  
14.42  
11330 - Trail Maintenance Worker  
11.93  
11360 - Window Cleaner  
12.46  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.37  
12011 - Breath Alcohol Technician  
18.13  
12012 - Certified Occupational Therapist Assistant  
26.48  
12015 - Certified Physical Therapist Assistant  
32.23  
12020 - Dental Assistant  
15.01  
12025 - Dental Hygienist  
35.39  
12030 - EKG Technician  
25.04  
12035 - Electroneurodiagnostic Technologist  
25.04  
12040 - Emergency Medical Technician  
16.37  
12071 - Licensed Practical Nurse I  
16.20  
12072 - Licensed Practical Nurse II  
18.13  
12073 - Licensed Practical Nurse III  
20.20  
12100 - Medical Assistant  
13.23  
12130 - Medical Laboratory Technician  
23.91  
12160 - Medical Record Clerk  
13.09  
12190 - Medical Record Technician  
14.89  
12195 - Medical Transcriptionist  
17.16  
12210 - Nuclear Medicine Technologist  
39.82  
12221 - Nursing Assistant I  
11.85  
12222 - Nursing Assistant II  
13.32

12223 - Nursing Assistant III  
14.53  
12224 - Nursing Assistant IV  
16.32  
12235 - Optical Dispenser  
14.89  
12236 - Optical Technician  
16.20  
12250 - Pharmacy Technician  
16.92  
12280 - Phlebotomist  
13.20  
12305 - Radiologic Technologist  
25.12  
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)  
22.45  
12320 - Substance Abuse Treatment Counselor  
22.78  
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  
11.28  
13054 - Library Information Technology Systems

- 22.12  
Administrator
- 13058 - Library Technician
- 15.46
- 13061 - Media Specialist I
- 15.96
- 13062 - Media Specialist II
- 17.86
- 13063 - Media Specialist III
- 19.90
- 13071 - Photographer I
- 14.94
- 13072 - Photographer II
- 17.19
- 13073 - Photographer III
- 20.70
- 13074 - Photographer IV
- 25.33
- 13075 - Photographer V
- 30.64
- 13090 - Technical Order Library Clerk
- 14.17
- 13110 - Video Teleconference Technician
- 19.32
- 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  
26.60  
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  
30.91  
15070 - Flight Instructor (Pilot)  
40.60  
15080 - Graphic Artist  
19.64  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
36.55  
15086 - Maintenance Test Pilot, Rotary Wing  
36.55  
15088 - Non-Maintenance Test/Co-Pilot  
36.55  
15090 - Technical Instructor  
24.18  
15095 - Technical Instructor/Course Developer  
29.59  
15110 - Test Proctor  
21.08  
15120 - Tutor  
21.08  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.65  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.40  
16220 - Tailor  
12.14  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.82  
19040 - Tool And Die Maker  
26.35  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
17.18  
21030 - Material Coordinator  
17.75  
21040 - Material Expediter  
17.75  
21050 - Material Handling Laborer  
13.11  
21071 - Order Filler  
11.97  
21080 - Production Line Worker (Food Processing)  
17.18  
21110 - Shipping Packer  
17.97  
21130 - Shipping/Receiving Clerk  
17.97  
21140 - Store Worker I  
11.27  
21150 - Stock Clerk  
15.01  
21210 - Tools And Parts Attendant  
17.18  
21410 - Warehouse Specialist  
17.18  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
27.42  
23019 - Aircraft Logs and Records Technician  
21.03  
23021 - Aircraft Mechanic I  
25.92

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23022 - Aircraft Mechanic II  
27.42  
23023 - Aircraft Mechanic III  
28.90  
23040 - Aircraft Mechanic Helper  
18.30  
23050 - Aircraft, Painter  
24.24  
23060 - Aircraft Servicer  
21.03  
23070 - Aircraft Survival Flight Equipment Technician  
24.24  
23080 - Aircraft Worker  
22.07  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.07  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
25.92  
II  
23110 - Appliance Mechanic  
20.96  
23120 - Bicycle Repairer  
16.88  
23125 - Cable Splicer  
27.09  
23130 - Carpenter, Maintenance  
20.96  
23140 - Carpet Layer  
19.58  
23160 - Electrician, Maintenance  
24.41  
23181 - Electronics Technician Maintenance I  
25.86  
23182 - Electronics Technician Maintenance II  
27.69  
23183 - Electronics Technician Maintenance III  
29.60  
23260 - Fabric Worker  
18.18  
23290 - Fire Alarm System Mechanic  
22.41  
23310 - Fire Extinguisher Repairer  
16.88  
23311 - Fuel Distribution System Mechanic  
22.99  
23312 - Fuel Distribution System Operator  
17.39

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23370 - General Maintenance Worker  
16.35  
23380 - Ground Support Equipment Mechanic  
25.92  
23381 - Ground Support Equipment Servicer  
21.03  
23382 - Ground Support Equipment Worker  
22.07  
23391 - Gunsmith I  
16.88  
23392 - Gunsmith II  
19.58  
23393 - Gunsmith III  
22.41  
23410 - Heating, Ventilation And Air-Conditioning  
22.15  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.49  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
22.61  
23440 - Heavy Equipment Operator  
20.85  
23460 - Instrument Mechanic  
22.41  
23465 - Laboratory/Shelter Mechanic  
20.96  
23470 - Laborer  
13.63  
23510 - Locksmith  
20.96  
23530 - Machinery Maintenance Mechanic  
25.79  
23550 - Machinist, Maintenance  
21.29  
23580 - Maintenance Trades Helper  
14.92  
23591 - Metrology Technician I  
22.41  
23592 - Metrology Technician II  
23.83  
23593 - Metrology Technician III  
25.20  
23640 - Millwright  
22.09  
23710 - Office Appliance Repairer  
20.96



23760 - Painter, Maintenance  
 16.96  
 23790 - Pipefitter, Maintenance  
 23.69  
 23810 - Plumber, Maintenance  
 22.25  
 23820 - Pneudraulic Systems Mechanic  
 22.41  
 23850 - Rigger  
 27.98  
 23870 - Scale Mechanic  
 19.58  
 23890 - Sheet-Metal Worker, Maintenance  
 23.73  
 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  
 22.41  
 23980 - Woodworker  
 16.88  
 24000 - Personal Needs Occupations  
 24550 - Case Manager  
 14.06  
 24570 - Child Care Attendant  
 9.02  
 24580 - Child Care Center Clerk  
 12.97  
 24610 - Chore Aide  
 10.60  
 24620 - Family Readiness And Support Services  
 14.06  
 Coordinator  
 24630 - Homemaker  
 15.93  
 25000 - Plant And System Operations Occupations  
 25010 - Boiler Tender  
 21.21  
 25040 - Sewage Plant Operator

20.43  
25070 - Stationary Engineer  
21.21  
25190 - Ventilation Equipment Tender  
15.59  
25210 - Water Treatment Plant Operator  
20.43  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.52  
27007 - Baggage Inspector  
12.58  
27008 - Corrections Officer  
19.31  
27010 - Court Security Officer  
20.03  
27030 - Detection Dog Handler  
15.74  
27040 - Detention Officer  
19.31  
27070 - Firefighter  
20.75  
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  
12.66  
28042 - Carnival Equipment Repairer  
13.77  
28043 - Carnival Worker  
9.46  
28210 - Gate Attendant/Gate Tender  
16.06  
28310 - Lifeguard  
11.34  
28350 - Park Attendant (Aide)  
17.97  
28510 - Recreation Aide/Health Facility Attendant  
13.12  
28515 - Recreation Specialist  
21.19  
28630 - Sports Official

14.31  
28690 - Swimming Pool Operator  
15.97  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
26.93  
29020 - Hatch Tender  
26.93  
29030 - Line Handler  
26.93  
29041 - Stevedore I  
25.00  
29042 - Stevedore II  
28.83  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
29.45  
30021 - Archeological Technician I  
19.84  
30022 - Archeological Technician II  
22.20  
30023 - Archeological Technician III  
27.50  
30030 - Cartographic Technician  
27.50  
30040 - Civil Engineering Technician  
21.39  
30051 - Cryogenic Technician I  
30.46  
30052 - Cryogenic Technician II  
33.64  
30061 - Drafter/CAD Operator I  
19.84  
30062 - Drafter/CAD Operator II  
22.20  
30063 - Drafter/CAD Operator III  
24.74  
30064 - Drafter/CAD Operator IV  
30.46  
30081 - Engineering Technician I  
15.28  
30082 - Engineering Technician II  
17.15  
30083 - Engineering Technician III

19.19  
30084 - Engineering Technician IV  
23.77  
30085 - Engineering Technician V  
29.07  
30086 - Engineering Technician VI  
35.18  
30090 - Environmental Technician  
26.05  
30095 - Evidence Control Specialist  
27.50  
30210 - Laboratory Technician  
26.82  
30221 - Latent Fingerprint Technician I  
30.46  
30222 - Latent Fingerprint Technician II  
33.64  
30240 - Mathematical Technician  
27.50  
30361 - Paralegal/Legal Assistant I  
19.44  
30362 - Paralegal/Legal Assistant II  
24.08  
30363 - Paralegal/Legal Assistant III  
29.45  
30364 - Paralegal/Legal Assistant IV  
35.63  
30375 - Petroleum Supply Specialist  
33.64  
30390 - Photo-Optics Technician  
27.32  
30395 - Radiation Control Technician  
33.64  
30461 - Technical Writer I  
27.50  
30462 - Technical Writer II  
33.64  
30463 - Technical Writer III  
40.70  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I  
30.46  
30502 - Weather Forecaster II  
37.04  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
24.74  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
27.50  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
12.81  
31030 - Bus Driver  
18.18  
31043 - Driver Courier  
13.08  
31260 - Parking and Lot Attendant  
11.83  
31290 - Shuttle Bus Driver  
14.23  
31310 - Taxi Driver  
11.54  
31361 - Truckdriver, Light  
14.23  
31362 - Truckdriver, Medium  
15.45  
31363 - Truckdriver, Heavy  
20.21  
31364 - Truckdriver, Tractor-Trailer  
20.21  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
9.58  
99050 - Desk Clerk  
11.45  
99095 - Embalmer  
26.55  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
13.87  
99252 - Laboratory Animal Caretaker II  
15.02

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99260 - Marketing Analyst  
32.61  
99310 - Mortician  
26.55  
99410 - Pest Controller  
19.43  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
17.22  
99711 - Recycling Specialist  
20.94  
99730 - Refuse Collector  
15.40  
99810 - Sales Clerk  
11.55  
99820 - School Crossing Guard  
11.63  
99830 - Survey Party Chief  
21.25  
99831 - Surveying Aide  
14.78  
99832 - Surveying Technician  
20.28  
99840 - Vending Machine Attendant  
16.42  
99841 - Vending Machine Repairer  
20.72  
99842 - Vending Machine Repairer Helper  
16.42

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5843  
Revision No.: 9  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://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 RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.85	
01012 - Accounting Clerk II	
16.67	
01013 - Accounting Clerk III	
18.65	
01020 - Administrative Assistant	
26.46	
01035 - Court Reporter	

- 23.01
  - 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
- 13.42
  - 01052 - Data Entry Operator II
- 14.65
  - 01060 - Dispatcher, Motor Vehicle
- 21.36
  - 01070 - Document Preparation Clerk
- 14.24
  - 01090 - Duplicating Machine Operator
- 14.24
  - 01111 - General Clerk I
- 12.65
  - 01112 - General Clerk II
- 13.80
  - 01113 - General Clerk III
- 15.78
  - 01120 - Housing Referral Assistant
- 21.60
  - 01141 - Messenger Courier
- 13.05
  - 01191 - Order Clerk I
- 16.58
  - 01192 - Order Clerk II
- 18.09
  - 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  
21.25  
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



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05370 - Tire Repairer  
13.33  
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  
9.18  
07130 - Food Service Worker  
10.14  
07210 - Meat Cutter  
14.20  
07260 - Waiter/Waitress  
9.22  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
15.78  
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  
11.86  
11090 - Gardener  
15.86  
11122 - Housekeeping Aide  
10.13  
11150 - Janitor  
10.13  
11210 - Laborer, Grounds Maintenance  
12.34  
11240 - Maid or Houseman  
9.19  
11260 - Pruner

11.58  
11270 - Tractor Operator  
14.68  
11330 - Trail Maintenance Worker  
12.34  
11360 - Window Cleaner  
11.24  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.87  
12011 - Breath Alcohol Technician  
19.80  
12012 - Certified Occupational Therapist Assistant  
38.09  
12015 - Certified Physical Therapist Assistant  
36.11  
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  
23.64  
12160 - Medical Record Clerk  
15.45  
12190 - Medical Record Technician  
17.26  
12195 - Medical Transcriptionist  
17.87  
12210 - Nuclear Medicine Technologist  
41.51  
12221 - Nursing Assistant I  
11.37  
12222 - Nursing Assistant II  
12.78

12223 - Nursing Assistant III  
13.95  
12224 - Nursing Assistant IV  
15.65  
12235 - Optical Dispenser  
17.03  
12236 - Optical Technician  
16.88  
12250 - Pharmacy Technician  
15.97  
12280 - Phlebotomist  
14.36  
12305 - Radiologic Technologist  
26.26  
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  
19.88  
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

27.42  
 Administrator  
 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

14.30  
 13110 - Video Teleconference Technician

23.75  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I

15.94  
 14042 - Computer Operator II

17.84  
 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  
15.94  
14160 - Personal Computer Support Technician  
24.67  
14170 - System Support Specialist  
26.31  
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  
32.83  
15070 - Flight Instructor (Pilot)  
46.09  
15080 - Graphic Artist  
22.70  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
43.80  
15086 - Maintenance Test Pilot, Rotary Wing  
43.80  
15088 - Non-Maintenance Test/Co-Pilot  
43.80  
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  
10.21  
16030 - Counter Attendant  
10.21  
16040 - Dry Cleaner  
12.87  
16070 - Finisher, Flatwork, Machine  
10.21  
16090 - Presser, Hand  
10.21  
16110 - Presser, Machine, Drycleaning

10.21  
16130 - Presser, Machine, Shirts  
10.21  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.21  
16190 - Sewing Machine Operator  
13.49  
16220 - Tailor  
14.27  
16250 - Washer, Machine  
11.11  
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  
15.29  
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)  
15.29  
21110 - Shipping Packer  
13.77  
21130 - Shipping/Receiving Clerk  
13.77  
21140 - Store Worker I  
12.03  
21150 - Stock Clerk  
16.43  
21210 - Tools And Parts Attendant  
15.29  
21410 - Warehouse Specialist  
15.29  
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

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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  
23.90  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.07  
II  
23110 - Appliance Mechanic  
17.18  
23120 - Bicycle Repairer  
17.23  
23125 - Cable Splicer  
28.70  
23130 - Carpenter, Maintenance  
17.25  
23140 - Carpet Layer  
18.73  
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  
18.50  
23290 - Fire Alarm System Mechanic  
21.65  
23310 - Fire Extinguisher Repairer  
17.23  
23311 - Fuel Distribution System Mechanic  
21.30  
23312 - Fuel Distribution System Operator  
16.68

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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  
17.23  
23392 - Gunsmith II  
19.71  
23393 - Gunsmith III  
22.02  
23410 - Heating, Ventilation And Air-Conditioning  
21.96  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.08  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.60  
23440 - Heavy Equipment Operator  
19.70  
23460 - Instrument Mechanic  
22.51  
23465 - Laboratory/Shelter Mechanic  
20.87  
23470 - Laborer  
12.36  
23510 - Locksmith  
20.87  
23530 - Machinery Maintenance Mechanic  
25.85  
23550 - Machinist, Maintenance  
19.62  
23580 - Maintenance Trades Helper  
13.56  
23591 - Metrology Technician I  
22.51  
23592 - Metrology Technician II  
23.61  
23593 - Metrology Technician III  
24.69  
23640 - Millwright  
26.96  
23710 - Office Appliance Repairer  
20.87



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23760 - Painter, Maintenance  
16.85  
23790 - Pipefitter, Maintenance  
22.46  
23810 - Plumber, Maintenance  
21.38  
23820 - Pneudraulic Systems Mechanic  
22.02  
23850 - Rigger  
22.02  
23870 - Scale Mechanic  
19.71  
23890 - Sheet-Metal Worker, Maintenance  
22.02  
23910 - Small Engine Mechanic  
17.03  
23931 - Telecommunications Mechanic I  
26.23  
23932 - Telecommunications Mechanic II  
27.57  
23950 - Telephone Lineman  
31.33  
23960 - Welder, Combination, Maintenance  
17.98  
23965 - Well Driller  
26.72  
23970 - Woodcraft Worker  
22.02  
23980 - Woodworker  
17.23  
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  
8.94  
24620 - Family Readiness And Support Services  
14.83  
Coordinator  
24630 - Homemaker  
17.11  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.97  
25040 - Sewage Plant Operator

17.52  
25070 - Stationary Engineer  
22.97  
25190 - Ventilation Equipment Tender  
16.63  
25210 - Water Treatment Plant Operator  
17.52  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.51  
27007 - Baggage Inspector  
14.10  
27008 - Corrections Officer  
19.82  
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  
19.34  
28630 - Sports Official

12.63  
28690 - Swimming Pool Operator

21.99  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

21.18  
29020 - Hatch Tender

21.18  
29030 - Line Handler

21.18  
29041 - Stevedore I

19.90  
29042 - Stevedore II

22.42  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

41.64  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

28.72  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

31.63  
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

26.18  
30052 - Cryogenic Technician II

28.92  
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

24.73  
30210 - Laboratory Technician

25.75  
30221 - Latent Fingerprint Technician I

26.18  
30222 - Latent Fingerprint Technician II

28.92  
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

28.92  
30390 - Photo-Optics Technician

27.75  
30395 - Radiation Control Technician

28.92  
30461 - Technical Writer I

25.09  
30462 - Technical Writer II

30.68  
30463 - Technical Writer III

37.13  
30491 - Unexploded Ordnance (UXO) Technician I

26.47  
30492 - Unexploded Ordnance (UXO) Technician II

32.02  
30493 - Unexploded Ordnance (UXO) Technician III

38.38  
30494 - Unexploded (UXO) Safety Escort

26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
30501 - Weather Forecaster I  
26.29  
30502 - Weather Forecaster II  
31.85  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
24.97  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
25.93  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
32.02  
31020 - Bus Aide  
12.36  
31030 - Bus Driver  
17.09  
31043 - Driver Courier  
16.55  
31260 - Parking and Lot Attendant  
11.14  
31290 - Shuttle Bus Driver  
18.09  
31310 - Taxi Driver  
12.71  
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  
15.61  
99030 - Cashier  
9.76  
99050 - Desk Clerk  
9.75  
99095 - Embalmer  
26.36  
99130 - Flight Follower  
26.47  
99251 - Laboratory Animal Caretaker I  
13.15  
99252 - Laboratory Animal Caretaker II  
14.37

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99260 - Marketing Analyst  
28.74  
99310 - Mortician  
26.36  
99410 - Pest Controller  
18.98  
99510 - Photofinishing Worker  
14.89  
99710 - Recycling Laborer  
19.20  
99711 - Recycling Specialist  
22.87  
99730 - Refuse Collector  
17.30  
99810 - Sales Clerk  
13.65  
99820 - School Crossing Guard  
11.46  
99830 - Survey Party Chief  
27.28  
99831 - Surveying Aide  
16.34  
99832 - Surveying Technician  
20.94  
99840 - Vending Machine Attendant  
17.85  
99841 - Vending Machine Repairer  
22.06  
99842 - Vending Machine Repairer Helper  
17.85

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5845  
Revision No.: 8  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Jack, Montague

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.85	
01012 - Accounting Clerk II	
16.67	
01013 - Accounting Clerk III	
18.65	
01020 - Administrative Assistant	
26.46	
01035 - Court Reporter	

- 23.01
  - 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
- 13.42
  - 01052 - Data Entry Operator II
- 14.65
  - 01060 - Dispatcher, Motor Vehicle
- 23.32
  - 01070 - Document Preparation Clerk
- 14.24
  - 01090 - Duplicating Machine Operator
- 14.24
  - 01111 - General Clerk I
- 12.65
  - 01112 - General Clerk II
- 13.80
  - 01113 - General Clerk III
- 15.78
  - 01120 - Housing Referral Assistant
- 21.60
  - 01141 - Messenger Courier
- 12.44
  - 01191 - Order Clerk I
- 16.58
  - 01192 - Order Clerk II
- 18.09
  - 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  
12.93  
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



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05370 - Tire Repairer  
13.33  
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  
9.18  
07130 - Food Service Worker  
10.14  
07210 - Meat Cutter  
13.63  
07260 - Waiter/Waitress  
9.22  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
15.78  
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  
10.82  
11090 - Gardener  
15.86  
11122 - Housekeeping Aide  
10.13  
11150 - Janitor  
10.13  
11210 - Laborer, Grounds Maintenance  
12.34  
11240 - Maid or Houseman  
9.19  
11260 - Pruner

11.58  
11270 - Tractor Operator  
14.68  
11330 - Trail Maintenance Worker  
12.34  
11360 - Window Cleaner  
11.24  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.96  
12011 - Breath Alcohol Technician  
19.80  
12012 - Certified Occupational Therapist Assistant  
34.63  
12015 - Certified Physical Therapist Assistant  
36.11  
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  
23.64  
12160 - Medical Record Clerk  
15.45  
12190 - Medical Record Technician  
17.26  
12195 - Medical Transcriptionist  
17.87  
12210 - Nuclear Medicine Technologist  
41.51  
12221 - Nursing Assistant I  
11.37  
12222 - Nursing Assistant II  
12.78

12223 - Nursing Assistant III  
13.95  
12224 - Nursing Assistant IV  
15.65  
12235 - Optical Dispenser  
17.03  
12236 - Optical Technician  
16.88  
12250 - Pharmacy Technician  
15.97  
12280 - Phlebotomist  
14.56  
12305 - Radiologic Technologist  
26.26  
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  
19.88  
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

27.42  
 Administrator  
 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

14.55  
 13110 - Video Teleconference Technician

23.75  
 14000 - Information Technology Occupations

14041 - Computer Operator I

15.94  
 14042 - Computer Operator II

17.84  
 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  
15.94  
14160 - Personal Computer Support Technician  
24.67  
14170 - System Support Specialist  
26.31  
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  
32.83  
15070 - Flight Instructor (Pilot)  
50.81  
15080 - Graphic Artist  
22.70  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
43.80  
15086 - Maintenance Test Pilot, Rotary Wing  
43.80  
15088 - Non-Maintenance Test/Co-Pilot  
43.80  
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  
10.21  
16030 - Counter Attendant  
10.21  
16040 - Dry Cleaner  
12.87  
16070 - Finisher, Flatwork, Machine  
10.21  
16090 - Presser, Hand  
10.21  
16110 - Presser, Machine, Drycleaning

10.21  
16130 - Presser, Machine, Shirts  
10.21  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.21  
16190 - Sewing Machine Operator  
13.49  
16220 - Tailor  
14.27  
16250 - Washer, Machine  
11.11  
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  
15.29  
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)  
15.29  
21110 - Shipping Packer  
13.52  
21130 - Shipping/Receiving Clerk  
13.52  
21140 - Store Worker I  
12.03  
21150 - Stock Clerk  
16.43  
21210 - Tools And Parts Attendant  
15.29  
21410 - Warehouse Specialist  
15.29  
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

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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  
23.52  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.07  
II  
23110 - Appliance Mechanic  
18.71  
23120 - Bicycle Repairer  
17.23  
23125 - Cable Splicer  
29.05  
23130 - Carpenter, Maintenance  
17.25  
23140 - Carpet Layer  
18.56  
23160 - Electrician, Maintenance  
22.64  
23181 - Electronics Technician Maintenance I  
25.82  
23182 - Electronics Technician Maintenance II  
27.21  
23183 - Electronics Technician Maintenance III  
28.68  
23260 - Fabric Worker  
18.50  
23290 - Fire Alarm System Mechanic  
21.65  
23310 - Fire Extinguisher Repairer  
17.23  
23311 - Fuel Distribution System Mechanic  
21.30  
23312 - Fuel Distribution System Operator  
17.02

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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  
17.23  
23392 - Gunsmith II  
19.71  
23393 - Gunsmith III  
22.02  
23410 - Heating, Ventilation And Air-Conditioning  
21.96  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.08  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.60  
23440 - Heavy Equipment Operator  
19.70  
23460 - Instrument Mechanic  
22.51  
23465 - Laboratory/Shelter Mechanic  
20.87  
23470 - Laborer  
12.36  
23510 - Locksmith  
20.87  
23530 - Machinery Maintenance Mechanic  
25.85  
23550 - Machinist, Maintenance  
19.62  
23580 - Maintenance Trades Helper  
13.56  
23591 - Metrology Technician I  
22.51  
23592 - Metrology Technician II  
23.70  
23593 - Metrology Technician III  
24.94  
23640 - Millwright  
26.96  
23710 - Office Appliance Repairer  
20.87



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23760 - Painter, Maintenance  
16.23  
23790 - Pipefitter, Maintenance  
22.46  
23810 - Plumber, Maintenance  
21.38  
23820 - Pneudraulic Systems Mechanic  
22.02  
23850 - Rigger  
24.07  
23870 - Scale Mechanic  
19.71  
23890 - Sheet-Metal Worker, Maintenance  
22.02  
23910 - Small Engine Mechanic  
17.03  
23931 - Telecommunications Mechanic I  
26.23  
23932 - Telecommunications Mechanic II  
27.57  
23950 - Telephone Lineman  
28.48  
23960 - Welder, Combination, Maintenance  
17.98  
23965 - Well Driller  
24.29  
23970 - Woodcraft Worker  
22.02  
23980 - Woodworker  
17.23  
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  
8.94  
24620 - Family Readiness And Support Services  
14.81  
Coordinator  
24630 - Homemaker  
17.73  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.97  
25040 - Sewage Plant Operator

17.52  
25070 - Stationary Engineer

22.97  
25190 - Ventilation Equipment Tender

16.63  
25210 - Water Treatment Plant Operator

17.52  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

17.51  
27007 - Baggage Inspector

14.10  
27008 - Corrections Officer

19.82  
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

19.34  
28630 - Sports Official

12.63  
     28690 - Swimming Pool Operator  
 18.88  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 21.18  
     29020 - Hatch Tender  
 21.18  
     29030 - Line Handler  
 21.18  
     29041 - Stevedore I  
 19.90  
     29042 - Stevedore II  
 22.42  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
 41.64  
     30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
 28.72  
     30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
 31.63  
     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

23.65  
30210 - Laboratory Technician

25.54  
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

28.92  
30390 - Photo-Optics Technician

27.75  
30395 - Radiation Control Technician

28.92  
30461 - Technical Writer I

25.09  
30462 - Technical Writer II

30.68  
30463 - Technical Writer III

37.13  
30491 - Unexploded Ordnance (UXO) Technician I

26.47  
30492 - Unexploded Ordnance (UXO) Technician II

32.02  
30493 - Unexploded Ordnance (UXO) Technician III

38.38  
30494 - Unexploded (UXO) Safety Escort

26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
30501 - Weather Forecaster I  
30.73  
30502 - Weather Forecaster II  
37.40  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
24.97  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
25.23  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
32.02  
31020 - Bus Aide  
12.36  
31030 - Bus Driver  
17.09  
31043 - Driver Courier  
16.55  
31260 - Parking and Lot Attendant  
11.14  
31290 - Shuttle Bus Driver  
18.09  
31310 - Taxi Driver  
12.71  
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  
15.61  
99030 - Cashier  
9.76  
99050 - Desk Clerk  
9.75  
99095 - Embalmer  
26.36  
99130 - Flight Follower  
26.47  
99251 - Laboratory Animal Caretaker I  
13.15  
99252 - Laboratory Animal Caretaker II  
14.37

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99260 - Marketing Analyst  
31.75  
99310 - Mortician  
26.36  
99410 - Pest Controller  
17.39  
99510 - Photofinishing Worker  
13.91  
99710 - Recycling Laborer  
19.20  
99711 - Recycling Specialist  
22.87  
99730 - Refuse Collector  
17.30  
99810 - Sales Clerk  
13.65  
99820 - School Crossing Guard  
11.46  
99830 - Survey Party Chief  
28.69  
99831 - Surveying Aide  
16.64  
99832 - Surveying Technician  
20.94  
99840 - Vending Machine Attendant  
17.85  
99841 - Vending Machine Repairer  
22.06  
99842 - Vending Machine Repairer Helper  
17.85

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5847  
Revision No.: 8  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of San Jacinto

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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
- 14.75
  - 01090 - Duplicating Machine Operator
- 14.75
  - 01111 - General Clerk I
- 13.60
  - 01112 - General Clerk II
- 14.84
  - 01113 - General Clerk III
- 16.66
  - 01120 - Housing Referral Assistant
- 20.69
  - 01141 - Messenger Courier
- 14.21
  - 01191 - Order Clerk I
- 15.05
  - 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
- 23.11
  - 01290 - Rental Clerk
- 15.28
  - 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  
18.57  
01460 - Switchboard Operator/Receptionist  
12.59  
01531 - Travel Clerk I  
14.69  
01532 - Travel Clerk II  
15.80  
01533 - Travel Clerk III  
17.64  
01611 - Word Processor I  
14.71  
01612 - Word Processor II  
16.59  
01613 - Word Processor III  
18.57  
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  
15.35  
05400 - Transmission Repair Specialist  
25.76  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.07  
07041 - Cook I  
10.47  
07042 - Cook II  
12.06  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.39  
07210 - Meat Cutter  
13.76  
07260 - Waiter/Waitress  
9.07  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
24.39  
09040 - Furniture Handler  
14.07  
09080 - Furniture Refinisher  
23.56  
09090 - Furniture Refinisher Helper  
17.23  
09110 - Furniture Repairer, Minor  
20.44  
09130 - Upholsterer  
22.81  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.67  
11060 - Elevator Operator  
10.55  
11090 - Gardener  
17.11  
11122 - Housekeeping Aide  
10.55  
11150 - Janitor  
10.55  
11210 - Laborer, Grounds Maintenance  
12.76  
11240 - Maid or Houseman  
9.67  
11260 - Pruner

11.34  
11270 - Tractor Operator  
15.63  
11330 - Trail Maintenance Worker  
12.76  
11360 - Window Cleaner  
11.83  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.90  
12011 - Breath Alcohol Technician  
19.21  
12012 - Certified Occupational Therapist Assistant  
38.16  
12015 - Certified Physical Therapist Assistant  
39.49  
12020 - Dental Assistant  
17.22  
12025 - Dental Hygienist  
36.69  
12030 - EKG Technician  
28.51  
12035 - Electroneurodiagnostic Technologist  
28.51  
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  
13.89  
12130 - Medical Laboratory Technician  
23.85  
12160 - Medical Record Clerk  
15.98  
12190 - Medical Record Technician  
17.91  
12195 - Medical Transcriptionist  
17.17  
12210 - Nuclear Medicine Technologist  
42.20  
12221 - Nursing Assistant I  
11.12  
12222 - Nursing Assistant II  
12.50

- 12223 - Nursing Assistant III  
13.64
- 12224 - Nursing Assistant IV  
15.31
- 12235 - Optical Dispenser  
16.79
- 12236 - Optical Technician  
17.17
- 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)  
24.04
- 12320 - Substance Abuse Treatment Counselor  
24.71
- 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  
12.77
- 13054 - Library Information Technology Systems

- 24.60  
Administrator
- 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
- 16.95
- 13072 - Photographer II
- 18.97
- 13073 - Photographer III
- 23.50
- 13074 - Photographer IV
- 28.74
- 13075 - Photographer V
- 34.78
- 13090 - Technical Order Library Clerk
- 16.04
- 13110 - Video Teleconference Technician
- 16.95
- 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  
31.08  
15070 - Flight Instructor (Pilot)  
47.98  
15080 - Graphic Artist  
29.39  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
47.54  
15086 - Maintenance Test Pilot, Rotary Wing  
47.54  
15088 - Non-Maintenance Test/Co-Pilot  
47.54  
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  
10.33  
16030 - Counter Attendant  
10.33  
16040 - Dry Cleaner  
13.25  
16070 - Finisher, Flatwork, Machine  
10.33  
16090 - Presser, Hand  
10.33  
16110 - Presser, Machine, Drycleaning

10.33  
16130 - Presser, Machine, Shirts  
10.33  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.33  
16190 - Sewing Machine Operator  
14.01  
16220 - Tailor  
15.08  
16250 - Washer, Machine  
11.32  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.74  
19040 - Tool And Die Maker  
24.78  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.10  
21030 - Material Coordinator  
23.52  
21040 - Material Expediter  
23.52  
21050 - Material Handling Laborer  
12.26  
21071 - Order Filler  
11.47  
21080 - Production Line Worker (Food Processing)  
14.10  
21110 - Shipping Packer  
15.00  
21130 - Shipping/Receiving Clerk  
15.00  
21140 - Store Worker I  
12.49  
21150 - Stock Clerk  
17.80  
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

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23022 - Aircraft Mechanic II  
31.26  
23023 - Aircraft Mechanic III  
32.60  
23040 - Aircraft Mechanic Helper  
21.98  
23050 - Aircraft, Painter  
28.40  
23060 - Aircraft Servicer  
24.66  
23070 - Aircraft Survival Flight Equipment Technician  
28.40  
23080 - Aircraft Worker  
26.49  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
26.49  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.95  
II  
23110 - Appliance Mechanic  
20.74  
23120 - Bicycle Repairer  
16.60  
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  
27.92  
23182 - Electronics Technician Maintenance II  
29.93  
23183 - Electronics Technician Maintenance III  
31.56  
23260 - Fabric Worker  
17.99  
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

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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  
21.84  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.80  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.79  
23440 - Heavy Equipment Operator  
19.26  
23460 - Instrument Mechanic  
25.87  
23465 - Laboratory/Shelter Mechanic  
21.21  
23470 - Laborer  
11.89  
23510 - Locksmith  
20.74  
23530 - Machinery Maintenance Mechanic  
24.33  
23550 - Machinist, Maintenance  
21.51  
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  
23.39  
23710 - Office Appliance Repairer  
20.12



23760 - Painter, Maintenance  
18.99  
23790 - Pipefitter, Maintenance  
29.70  
23810 - Plumber, Maintenance  
28.17  
23820 - Pneudraulic Systems Mechanic  
22.42  
23850 - Rigger  
22.83  
23870 - Scale Mechanic  
19.83  
23890 - Sheet-Metal Worker, Maintenance  
21.95  
23910 - Small Engine Mechanic  
18.76  
23931 - Telecommunications Mechanic I  
28.03  
23932 - Telecommunications Mechanic II  
29.26  
23950 - Telephone Lineman  
31.21  
23960 - Welder, Combination, Maintenance  
20.65  
23965 - Well Driller  
22.76  
23970 - Woodcraft Worker  
22.42  
23980 - Woodworker  
16.60  
24000 - Personal Needs Occupations  
24550 - Case Manager  
16.34  
24570 - Child Care Attendant  
10.65  
24580 - Child Care Center Clerk  
13.48  
24610 - Chore Aide  
9.00  
24620 - Family Readiness And Support Services  
16.34  
Coordinator  
24630 - Homemaker  
16.84  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
23.95  
25040 - Sewage Plant Operator

18.70  
25070 - Stationary Engineer  
23.95  
25190 - Ventilation Equipment Tender  
16.29  
25210 - Water Treatment Plant Operator  
18.32  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
16.50  
27007 - Baggage Inspector  
11.98  
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  
11.98  
27102 - Guard II  
17.90  
27131 - Police Officer I  
24.19  
27132 - Police Officer II  
26.88  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.69  
28042 - Carnival Equipment Repairer  
13.89  
28043 - Carnival Worker  
8.85  
28210 - Gate Attendant/Gate Tender  
14.27  
28310 - Lifeguard  
12.71  
28350 - Park Attendant (Aide)  
15.96  
28510 - Recreation Aide/Health Facility Attendant  
11.65  
28515 - Recreation Specialist  
19.61  
28630 - Sports Official

12.71  
28690 - Swimming Pool Operator

17.44  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

27.63  
29020 - Hatch Tender

27.63  
29030 - Line Handler

27.63  
29041 - Stevedore I

25.69  
29042 - Stevedore II

29.62  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

44.44  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

30.64  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

33.75  
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

28.72  
30052 - Cryogenic Technician II

31.72  
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

24.51  
30210 - Laboratory Technician

25.92  
30221 - Latent Fingerprint Technician I

27.15  
30222 - Latent Fingerprint Technician II

29.98  
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

29.98  
30390 - Photo-Optics Technician

30.62  
30395 - Radiation Control Technician

29.98  
30461 - Technical Writer I

24.51  
30462 - Technical Writer II

29.98  
30463 - Technical Writer III

36.27  
30491 - Unexploded Ordnance (UXO) Technician I

28.24  
30492 - Unexploded Ordnance (UXO) Technician II

34.17  
30493 - Unexploded Ordnance (UXO) Technician III

40.96  
30494 - Unexploded (UXO) Safety Escort

28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
30501 - Weather Forecaster I  
32.59  
30502 - Weather Forecaster II  
34.94  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
27.56  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
30.48  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
13.07  
31030 - Bus Driver  
18.77  
31043 - Driver Courier  
14.03  
31260 - Parking and Lot Attendant  
11.10  
31290 - Shuttle Bus Driver  
15.28  
31310 - Taxi Driver  
13.64  
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  
16.66  
99030 - Cashier  
10.01  
99050 - Desk Clerk  
11.72  
99095 - Embalmer  
29.08  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
15.83  
99252 - Laboratory Animal Caretaker II  
17.26

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99260 - Marketing Analyst  
28.96  
99310 - Mortician  
29.08  
99410 - Pest Controller  
19.12  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
16.81  
99711 - Recycling Specialist  
20.66  
99730 - Refuse Collector  
15.00  
99810 - Sales Clerk  
12.66  
99820 - School Crossing Guard  
14.22  
99830 - Survey Party Chief  
22.05  
99831 - Surveying Aide  
15.09  
99832 - Surveying Technician  
19.07  
99840 - Vending Machine Attendant  
15.04  
99841 - Vending Machine Repairer  
19.18  
99842 - Vending Machine Repairer Helper  
15.04

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5849  
Revision No.: 9  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Mason

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.86	
01012 - Accounting Clerk II	
15.56	
01013 - Accounting Clerk III	
17.41	
01020 - Administrative Assistant	
21.80	
01035 - Court Reporter	

- 20.08
  - 01041 - Customer Service Representative I
- 11.69
  - 01042 - Customer Service Representative II
- 13.14
  - 01043 - Customer Service Representative III
- 14.34
  - 01051 - Data Entry Operator I
- 12.99
  - 01052 - Data Entry Operator II
- 14.59
  - 01060 - Dispatcher, Motor Vehicle
- 20.44
  - 01070 - Document Preparation Clerk
- 13.27
  - 01090 - Duplicating Machine Operator
- 13.27
  - 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
- 13.23
  - 01191 - Order Clerk I
- 15.48
  - 01192 - Order Clerk II
- 16.89
  - 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
- 19.27
  - 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  
13.03  
01531 - Travel Clerk I  
13.18  
01532 - Travel Clerk II  
14.00  
01533 - Travel Clerk III  
14.49  
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  
19.28  
05040 - Automotive Glass Installer  
18.03  
05070 - Automotive Worker  
18.03  
05110 - Mobile Equipment Servicer  
15.55  
05130 - Motor Equipment Metal Mechanic  
20.44  
05160 - Motor Equipment Metal Worker  
18.03  
05190 - Motor Vehicle Mechanic  
20.44  
05220 - Motor Vehicle Mechanic Helper  
14.31  
05250 - Motor Vehicle Upholstery Worker  
16.78  
05280 - Motor Vehicle Wrecker  
18.03  
05310 - Painter, Automotive  
19.28  
05340 - Radiator Repair Specialist  
18.03



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05370 - Tire Repairer  
13.86  
05400 - Transmission Repair Specialist  
20.44  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.50  
07041 - Cook I  
10.67  
07042 - Cook II  
12.37  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.97  
07210 - Meat Cutter  
15.01  
07260 - Waiter/Waitress  
9.05  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.62  
09040 - Furniture Handler  
12.04  
09080 - Furniture Refinisher  
19.62  
09090 - Furniture Refinisher Helper  
14.57  
09110 - Furniture Repairer, Minor  
17.07  
09130 - Upholsterer  
19.62  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.08  
11060 - Elevator Operator  
12.08  
11090 - Gardener  
16.26  
11122 - Housekeeping Aide  
10.34  
11150 - Janitor  
10.34  
11210 - Laborer, Grounds Maintenance  
12.37  
11240 - Maid or Houseman  
9.78  
11260 - Pruner

11.08  
11270 - Tractor Operator  
14.97  
11330 - Trail Maintenance Worker  
12.37  
11360 - Window Cleaner  
11.50  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.28  
12011 - Breath Alcohol Technician  
19.55  
12012 - Certified Occupational Therapist Assistant  
31.35  
12015 - Certified Physical Therapist Assistant  
29.13  
12020 - Dental Assistant  
17.34  
12025 - Dental Hygienist  
41.16  
12030 - EKG Technician  
27.71  
12035 - Electroneurodiagnostic Technologist  
27.71  
12040 - Emergency Medical Technician  
17.28  
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  
21.99  
12160 - Medical Record Clerk  
14.65  
12190 - Medical Record Technician  
16.39  
12195 - Medical Transcriptionist  
17.32  
12210 - Nuclear Medicine Technologist  
42.97  
12221 - Nursing Assistant I  
11.61  
12222 - Nursing Assistant II  
13.05

- 12223 - Nursing Assistant III  
14.24
- 12224 - Nursing Assistant IV  
15.99
- 12235 - Optical Dispenser  
14.08
- 12236 - Optical Technician  
17.48
- 12250 - Pharmacy Technician  
17.23
- 12280 - Phlebotomist  
17.49
- 12305 - Radiologic Technologist  
26.41
- 12311 - Registered Nurse I  
24.86
- 12312 - Registered Nurse II  
30.41
- 12313 - Registered Nurse II, Specialist  
30.41
- 12314 - Registered Nurse III  
36.80
- 12315 - Registered Nurse III, Anesthetist  
36.80
- 12316 - Registered Nurse IV  
44.11
- 12317 - Scheduler (Drug and Alcohol Testing)  
24.22
- 12320 - Substance Abuse Treatment Counselor  
20.90
- 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

22.38  
 Administrator  
 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

15.80  
 13110 - Video Teleconference Technician

16.06  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I

16.59  
 14042 - Computer Operator II

18.56  
 14043 - Computer Operator III

21.11  
 14044 - Computer Operator IV

23.45  
 14045 - Computer Operator V

25.97  
 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  
16.59  
14160 - Personal Computer Support Technician  
23.45  
14170 - System Support Specialist  
22.88  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
32.11  
15020 - Aircrew Training Devices Instructor (Rated)  
38.85  
15030 - Air Crew Training Devices Instructor (Pilot)  
46.57  
15050 - Computer Based Training Specialist / Instructor  
32.11  
15060 - Educational Technologist  
33.26  
15070 - Flight Instructor (Pilot)  
46.57  
15080 - Graphic Artist  
22.13  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
46.29  
15086 - Maintenance Test Pilot, Rotary Wing  
46.29  
15088 - Non-Maintenance Test/Co-Pilot  
46.29  
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  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51  
16110 - Presser, Machine, Drycleaning

9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.84  
19040 - Tool And Die Maker  
25.71  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.63  
21030 - Material Coordinator  
19.27  
21040 - Material Expediter  
19.27  
21050 - Material Handling Laborer  
13.21  
21071 - Order Filler  
11.91  
21080 - Production Line Worker (Food Processing)  
15.63  
21110 - Shipping Packer  
15.27  
21130 - Shipping/Receiving Clerk  
15.27  
21140 - Store Worker I  
11.40  
21150 - Stock Clerk  
15.89  
21210 - Tools And Parts Attendant  
15.63  
21410 - Warehouse Specialist  
15.63  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
24.73  
23019 - Aircraft Logs and Records Technician  
19.26  
23021 - Aircraft Mechanic I  
23.47

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23022 - Aircraft Mechanic II  
24.73  
23023 - Aircraft Mechanic III  
26.02  
23040 - Aircraft Mechanic Helper  
16.50  
23050 - Aircraft, Painter  
22.14  
23060 - Aircraft Servicer  
19.26  
23070 - Aircraft Survival Flight Equipment Technician  
22.14  
23080 - Aircraft Worker  
20.70  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
20.70  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
23.47  
II  
23110 - Appliance Mechanic  
20.25  
23120 - Bicycle Repairer  
16.33  
23125 - Cable Splicer  
28.48  
23130 - Carpenter, Maintenance  
18.84  
23140 - Carpet Layer  
18.94  
23160 - Electrician, Maintenance  
24.70  
23181 - Electronics Technician Maintenance I  
27.85  
23182 - Electronics Technician Maintenance II  
32.37  
23183 - Electronics Technician Maintenance III  
34.12  
23260 - Fabric Worker  
17.62  
23290 - Fire Alarm System Mechanic  
20.50  
23310 - Fire Extinguisher Repairer  
16.33  
23311 - Fuel Distribution System Mechanic  
20.49  
23312 - Fuel Distribution System Operator  
15.88

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23370 - General Maintenance Worker  
15.31  
23380 - Ground Support Equipment Mechanic  
23.47  
23381 - Ground Support Equipment Servicer  
19.26  
23382 - Ground Support Equipment Worker  
20.70  
23391 - Gunsmith I  
16.33  
23392 - Gunsmith II  
18.94  
23393 - Gunsmith III  
21.47  
23410 - Heating, Ventilation And Air-Conditioning  
19.55  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.27  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.25  
23440 - Heavy Equipment Operator  
18.92  
23460 - Instrument Mechanic  
21.47  
23465 - Laboratory/Shelter Mechanic  
20.25  
23470 - Laborer  
13.21  
23510 - Locksmith  
20.25  
23530 - Machinery Maintenance Mechanic  
27.49  
23550 - Machinist, Maintenance  
20.31  
23580 - Maintenance Trades Helper  
13.96  
23591 - Metrology Technician I  
21.47  
23592 - Metrology Technician II  
22.63  
23593 - Metrology Technician III  
23.80  
23640 - Millwright  
21.70  
23710 - Office Appliance Repairer  
20.25



23760 - Painter, Maintenance  
18.66  
23790 - Pipefitter, Maintenance  
24.61  
23810 - Plumber, Maintenance  
23.21  
23820 - Pneudraulic Systems Mechanic  
21.47  
23850 - Rigger  
21.47  
23870 - Scale Mechanic  
18.94  
23890 - Sheet-Metal Worker, Maintenance  
21.08  
23910 - Small Engine Mechanic  
16.54  
23931 - Telecommunications Mechanic I  
24.08  
23932 - Telecommunications Mechanic II  
25.29  
23950 - Telephone Lineman  
24.75  
23960 - Welder, Combination, Maintenance  
18.48  
23965 - Well Driller  
20.37  
23970 - Woodcraft Worker  
21.47  
23980 - Woodworker  
16.33  
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  
9.37  
24620 - Family Readiness And Support Services  
13.57  
Coordinator  
24630 - Homemaker  
16.64  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
24.15  
25040 - Sewage Plant Operator

17.60  
25070 - Stationary Engineer  
24.15  
25190 - Ventilation Equipment Tender  
17.46  
25210 - Water Treatment Plant Operator  
17.60  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.43  
27007 - Baggage Inspector  
13.59  
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  
13.59  
27102 - Guard II  
16.19  
27131 - Police Officer I  
22.26  
27132 - Police Officer II  
24.73  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.74  
28042 - Carnival Equipment Repairer  
13.85  
28043 - Carnival Worker  
9.45  
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  
17.77  
28630 - Sports Official

11.59  
     28690 - Swimming Pool Operator  
 16.05  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 23.64  
     29020 - Hatch Tender  
 23.64  
     29030 - Line Handler  
 23.64  
     29041 - Stevedore I  
 22.00  
     29042 - Stevedore II  
 25.28  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
 44.44  
     30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
 30.64  
     30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
 33.75  
     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  
 29.09  
     30052 - Cryogenic Technician II  
 32.13  
     30061 - Drafter/CAD Operator I  
 18.95  
     30062 - Drafter/CAD Operator II  
 21.20  
     30063 - Drafter/CAD Operator III  
 23.64  
     30064 - Drafter/CAD Operator IV  
 29.09  
     30081 - Engineering Technician I  
 16.57  
     30082 - Engineering Technician II  
 18.59  
     30083 - Engineering Technician III

20.80  
30084 - Engineering Technician IV  
25.77  
30085 - Engineering Technician V  
31.53  
30086 - Engineering Technician VI  
38.15  
30090 - Environmental Technician  
24.87  
30095 - Evidence Control Specialist  
24.87  
30210 - Laboratory Technician  
24.08  
30221 - Latent Fingerprint Technician I  
29.09  
30222 - Latent Fingerprint Technician II  
32.13  
30240 - Mathematical Technician  
26.27  
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  
30.42  
30390 - Photo-Optics Technician  
26.21  
30395 - Radiation Control Technician  
30.42  
30461 - Technical Writer I  
25.37  
30462 - Technical Writer II  
31.03  
30463 - Technical Writer III  
37.54  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
30501 - Weather Forecaster I  
29.09  
30502 - Weather Forecaster II  
35.38  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
23.64  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
26.27  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
12.42  
31030 - Bus Driver  
17.20  
31043 - Driver Courier  
13.60  
31260 - Parking and Lot Attendant  
11.13  
31290 - Shuttle Bus Driver  
14.77  
31310 - Taxi Driver  
13.26  
31361 - Truckdriver, Light  
14.77  
31362 - Truckdriver, Medium  
15.94  
31363 - Truckdriver, Heavy  
18.94  
31364 - Truckdriver, Tractor-Trailer  
18.94  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.66  
99030 - Cashier  
9.98  
99050 - Desk Clerk  
9.93  
99095 - Embalmer  
30.45  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
12.28  
99252 - Laboratory Animal Caretaker II  
13.34

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99260 - Marketing Analyst  
30.09  
99310 - Mortician  
30.45  
99410 - Pest Controller  
21.22  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
18.66  
99711 - Recycling Specialist  
22.25  
99730 - Refuse Collector  
16.84  
99810 - Sales Clerk  
11.50  
99820 - School Crossing Guard  
12.17  
99830 - Survey Party Chief  
24.06  
99831 - Surveying Aide  
16.53  
99832 - Surveying Technician  
21.16  
99840 - Vending Machine Attendant  
17.02  
99841 - Vending Machine Repairer  
20.76  
99842 - Vending Machine Repairer Helper  
17.02

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5851  
Revision No.: 9  
Date Of Last Revision: 06/04/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Newton

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.00	
01012 - Accounting Clerk II	
16.84	
01013 - Accounting Clerk III	
24.22	
01020 - Administrative Assistant	
23.98	
01035 - Court Reporter	

- 27.82
  - 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
- 13.48
  - 01052 - Data Entry Operator II
- 15.44
  - 01060 - Dispatcher, Motor Vehicle
- 19.43
  - 01070 - Document Preparation Clerk
- 13.51
  - 01090 - Duplicating Machine Operator
- 13.51
  - 01111 - General Clerk I
- 13.14
  - 01112 - General Clerk II
- 14.33
  - 01113 - General Clerk III
- 16.09
  - 01120 - Housing Referral Assistant
- 18.73
  - 01141 - Messenger Courier
- 12.57
  - 01191 - Order Clerk I
- 14.93
  - 01192 - Order Clerk II
- 16.31
  - 01261 - Personnel Assistant (Employment) I
- 14.89
  - 01262 - Personnel Assistant (Employment) II
- 17.18
  - 01263 - Personnel Assistant (Employment) III
- 20.01
  - 01270 - Production Control Clerk
- 25.74
  - 01290 - Rental Clerk
- 13.70
  - 01300 - Scheduler, Maintenance
- 15.01
  - 01311 - Secretary I
- 15.01
  - 01312 - Secretary II
- 16.79
  - 01313 - Secretary III

18.73  
01320 - Service Order Dispatcher  
16.68  
01410 - Supply Technician  
23.98  
01420 - Survey Worker  
14.73  
01460 - Switchboard Operator/Receptionist  
12.08  
01531 - Travel Clerk I  
14.00  
01532 - Travel Clerk II  
15.12  
01533 - Travel Clerk III  
16.16  
01611 - Word Processor I  
13.37  
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  
22.71  
05220 - Motor Vehicle Mechanic Helper  
16.86  
05250 - Motor Vehicle Upholstery Worker  
20.51  
05280 - Motor Vehicle Wrecker  
20.84  
05310 - Painter, Automotive  
21.60  
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  
11.26  
07041 - Cook I  
9.79  
07042 - Cook II  
11.45  
07070 - Dishwasher  
9.38  
07130 - Food Service Worker  
9.85  
07210 - Meat Cutter  
14.45  
07260 - Waiter/Waitress  
9.02  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
21.18  
09040 - Furniture Handler  
13.33  
09080 - Furniture Refinisher  
21.18  
09090 - Furniture Refinisher Helper  
16.34  
09110 - Furniture Repairer, Minor  
19.23  
09130 - Upholsterer  
21.18  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.04  
11060 - Elevator Operator  
11.04  
11090 - Gardener  
15.66  
11122 - Housekeeping Aide  
11.40  
11150 - Janitor  
11.40  
11210 - Laborer, Grounds Maintenance  
11.54  
11240 - Maid or Houseman  
9.33  
11260 - Pruner

10.28  
11270 - Tractor Operator  
14.24  
11330 - Trail Maintenance Worker  
11.54  
11360 - Window Cleaner  
12.79  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.65  
12011 - Breath Alcohol Technician  
17.74  
12012 - Certified Occupational Therapist Assistant  
28.66  
12015 - Certified Physical Therapist Assistant  
34.41  
12020 - Dental Assistant  
16.83  
12025 - Dental Hygienist  
32.88  
12030 - EKG Technician  
26.27  
12035 - Electroneurodiagnostic Technologist  
26.27  
12040 - Emergency Medical Technician  
17.65  
12071 - Licensed Practical Nurse I  
15.86  
12072 - Licensed Practical Nurse II  
17.74  
12073 - Licensed Practical Nurse III  
19.78  
12100 - Medical Assistant  
14.86  
12130 - Medical Laboratory Technician  
22.51  
12160 - Medical Record Clerk  
14.67  
12190 - Medical Record Technician  
16.42  
12195 - Medical Transcriptionist  
17.45  
12210 - Nuclear Medicine Technologist  
38.98  
12221 - Nursing Assistant I  
11.07  
12222 - Nursing Assistant II  
12.44

12223 - Nursing Assistant III  
13.57  
12224 - Nursing Assistant IV  
15.24  
12235 - Optical Dispenser  
15.35  
12236 - Optical Technician  
14.93  
12250 - Pharmacy Technician  
16.62  
12280 - Phlebotomist  
15.02  
12305 - Radiologic Technologist  
24.52  
12311 - Registered Nurse I  
22.81  
12312 - Registered Nurse II  
27.91  
12313 - Registered Nurse II, Specialist  
27.91  
12314 - Registered Nurse III  
33.76  
12315 - Registered Nurse III, Anesthetist  
33.76  
12316 - Registered Nurse IV  
40.46  
12317 - Scheduler (Drug and Alcohol Testing)  
21.98  
12320 - Substance Abuse Treatment Counselor  
18.06  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.41  
13012 - Exhibits Specialist II  
24.06  
13013 - Exhibits Specialist III  
28.56  
13041 - Illustrator I  
20.41  
13042 - Illustrator II  
24.06  
13043 - Illustrator III  
28.56  
13047 - Librarian  
25.85  
13050 - Library Aide/Clerk  
10.69  
13054 - Library Information Technology Systems

23.34  
 Administrator  
 13058 - Library Technician

14.44  
 13061 - Media Specialist I

16.85  
 13062 - Media Specialist II

18.85  
 13063 - Media Specialist III

21.00  
 13071 - Photographer I

16.85  
 13072 - Photographer II

18.85  
 13073 - Photographer III

23.34  
 13074 - Photographer IV

28.56  
 13075 - Photographer V

34.54  
 13090 - Technical Order Library Clerk

13.06  
 13110 - Video Teleconference Technician

16.85  
 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  
29.11  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
30.97  
15020 - Aircrew Training Devices Instructor (Rated)  
37.47  
15030 - Air Crew Training Devices Instructor (Pilot)  
44.91  
15050 - Computer Based Training Specialist / Instructor  
30.97  
15060 - Educational Technologist  
32.76  
15070 - Flight Instructor (Pilot)  
44.91  
15080 - Graphic Artist  
19.41  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
44.91  
15086 - Maintenance Test Pilot, Rotary Wing  
44.91  
15088 - Non-Maintenance Test/Co-Pilot  
44.91  
15090 - Technical Instructor  
25.41  
15095 - Technical Instructor/Course Developer  
31.08  
15110 - Test Proctor  
20.51  
15120 - Tutor  
20.51  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.33  
16030 - Counter Attendant  
10.33  
16040 - Dry Cleaner  
13.25  
16070 - Finisher, Flatwork, Machine  
10.33  
16090 - Presser, Hand  
10.33  
16110 - Presser, Machine, Drycleaning

10.33  
16130 - Presser, Machine, Shirts  
10.33  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.33  
16190 - Sewing Machine Operator  
14.01  
16220 - Tailor  
15.08  
16250 - Washer, Machine  
11.32  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
26.20  
19040 - Tool And Die Maker  
31.22  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
16.83  
21030 - Material Coordinator  
25.74  
21040 - Material Expediter  
25.74  
21050 - Material Handling Laborer  
13.58  
21071 - Order Filler  
12.55  
21080 - Production Line Worker (Food Processing)  
16.83  
21110 - Shipping Packer  
15.41  
21130 - Shipping/Receiving Clerk  
15.41  
21140 - Store Worker I  
12.22  
21150 - Stock Clerk  
17.54  
21210 - Tools And Parts Attendant  
16.83  
21410 - Warehouse Specialist  
16.83  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
28.74  
23019 - Aircraft Logs and Records Technician  
22.63  
23021 - Aircraft Mechanic I  
27.20

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23022 - Aircraft Mechanic II  
28.74  
23023 - Aircraft Mechanic III  
29.58  
23040 - Aircraft Mechanic Helper  
18.94  
23050 - Aircraft, Painter  
25.87  
23060 - Aircraft Servicer  
22.63  
23070 - Aircraft Survival Flight Equipment Technician  
25.87  
23080 - Aircraft Worker  
24.36  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.36  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
27.20  
II  
23110 - Appliance Mechanic  
25.87  
23120 - Bicycle Repairer  
20.83  
23125 - Cable Splicer  
32.47  
23130 - Carpenter, Maintenance  
23.36  
23140 - Carpet Layer  
24.36  
23160 - Electrician, Maintenance  
28.26  
23181 - Electronics Technician Maintenance I  
30.59  
23182 - Electronics Technician Maintenance II  
34.02  
23183 - Electronics Technician Maintenance III  
35.77  
23260 - Fabric Worker  
22.63  
23290 - Fire Alarm System Mechanic  
24.40  
23310 - Fire Extinguisher Repairer  
20.83  
23311 - Fuel Distribution System Mechanic  
29.52  
23312 - Fuel Distribution System Operator  
23.78

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23370 - General Maintenance Worker  
18.40  
23380 - Ground Support Equipment Mechanic  
27.20  
23381 - Ground Support Equipment Servicer  
22.63  
23382 - Ground Support Equipment Worker  
24.36  
23391 - Gunsmith I  
20.56  
23392 - Gunsmith II  
24.06  
23393 - Gunsmith III  
27.20  
23410 - Heating, Ventilation And Air-Conditioning  
25.10  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
26.19  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.50  
23440 - Heavy Equipment Operator  
25.29  
23460 - Instrument Mechanic  
27.20  
23465 - Laboratory/Shelter Mechanic  
25.87  
23470 - Laborer  
13.58  
23510 - Locksmith  
25.87  
23530 - Machinery Maintenance Mechanic  
31.99  
23550 - Machinist, Maintenance  
26.58  
23580 - Maintenance Trades Helper  
15.06  
23591 - Metrology Technician I  
27.20  
23592 - Metrology Technician II  
28.38  
23593 - Metrology Technician III  
29.58  
23640 - Millwright  
23.10  
23710 - Office Appliance Repairer  
19.25



- 23760 - Painter, Maintenance
- 19.25
- 23790 - Pipefitter, Maintenance
- 28.72
- 23810 - Plumber, Maintenance
- 27.31
- 23820 - Pneudraulic Systems Mechanic
- 27.20
- 23850 - Rigger
- 29.88
- 23870 - Scale Mechanic
- 24.36
- 23890 - Sheet-Metal Worker, Maintenance
- 27.80
- 23910 - Small Engine Mechanic
- 19.04
- 23931 - Telecommunications Mechanic I
- 31.20
- 23932 - Telecommunications Mechanic II
- 32.55
- 23950 - Telephone Lineman
- 30.64
- 23960 - Welder, Combination, Maintenance
- 26.05
- 23965 - Well Driller
- 26.84
- 23970 - Woodcraft Worker
- 27.20
- 23980 - Woodworker
- 20.83
- 24000 - Personal Needs Occupations
- 24550 - Case Manager
- 15.52
- 24570 - Child Care Attendant
- 10.35
- 24580 - Child Care Center Clerk
- 12.93
- 24610 - Chore Aide
- 8.95
- 24620 - Family Readiness And Support Services
- 15.52
- Coordinator
- 24630 - Homemaker
- 15.52
- 25000 - Plant And System Operations Occupations
- 25010 - Boiler Tender
- 27.14
- 25040 - Sewage Plant Operator

19.96  
25070 - Stationary Engineer  
27.14  
25190 - Ventilation Equipment Tender  
18.70  
25210 - Water Treatment Plant Operator  
19.96  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
19.36  
27007 - Baggage Inspector  
12.19  
27008 - Corrections Officer  
21.12  
27010 - Court Security Officer  
25.10  
27030 - Detection Dog Handler  
13.94  
27040 - Detention Officer  
21.12  
27070 - Firefighter  
27.52  
27101 - Guard I  
12.19  
27102 - Guard II  
13.94  
27131 - Police Officer I  
28.36  
27132 - Police Officer II  
31.52  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.59  
28042 - Carnival Equipment Repairer  
13.84  
28043 - Carnival Worker  
9.06  
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  
19.10  
28630 - Sports Official

15.14  
28690 - Swimming Pool Operator

16.40  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

27.21  
29020 - Hatch Tender

27.21  
29030 - Line Handler

27.21  
29041 - Stevedore I

25.28  
29042 - Stevedore II

29.26  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

29.45  
30021 - Archeological Technician I

20.65  
30022 - Archeological Technician II

23.11  
30023 - Archeological Technician III

28.62  
30030 - Cartographic Technician

28.62  
30040 - Civil Engineering Technician

24.06  
30051 - Cryogenic Technician I

31.70  
30052 - Cryogenic Technician II

35.01  
30061 - Drafter/CAD Operator I

20.65  
30062 - Drafter/CAD Operator II

23.11  
30063 - Drafter/CAD Operator III

25.76  
30064 - Drafter/CAD Operator IV

31.70  
30081 - Engineering Technician I

16.06  
30082 - Engineering Technician II

18.03  
30083 - Engineering Technician III

20.60  
30084 - Engineering Technician IV  
25.52  
30085 - Engineering Technician V  
30.94  
30086 - Engineering Technician VI  
36.98  
30090 - Environmental Technician  
28.62  
30095 - Evidence Control Specialist  
27.62  
30210 - Laboratory Technician  
34.03  
30221 - Latent Fingerprint Technician I  
31.70  
30222 - Latent Fingerprint Technician II  
35.01  
30240 - Mathematical Technician  
28.62  
30361 - Paralegal/Legal Assistant I  
19.26  
30362 - Paralegal/Legal Assistant II  
23.85  
30363 - Paralegal/Legal Assistant III  
29.18  
30364 - Paralegal/Legal Assistant IV  
35.30  
30375 - Petroleum Supply Specialist  
35.01  
30390 - Photo-Optics Technician  
28.62  
30395 - Radiation Control Technician  
35.01  
30461 - Technical Writer I  
28.62  
30462 - Technical Writer II  
35.01  
30463 - Technical Writer III  
42.36  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
30501 - Weather Forecaster I  
31.70  
30502 - Weather Forecaster II  
38.56  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
25.76  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
28.62  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
12.71  
31030 - Bus Driver  
18.80  
31043 - Driver Courier  
11.74  
31260 - Parking and Lot Attendant  
11.20  
31290 - Shuttle Bus Driver  
12.75  
31310 - Taxi Driver  
11.69  
31361 - Truckdriver, Light  
12.75  
31362 - Truckdriver, Medium  
13.85  
31363 - Truckdriver, Heavy  
20.24  
31364 - Truckdriver, Tractor-Trailer  
20.24  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
9.89  
99050 - Desk Clerk  
9.86  
99095 - Embalmer  
27.04  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
16.19  
99252 - Laboratory Animal Caretaker II  
17.81

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99260 - Marketing Analyst  
30.07  
99310 - Mortician  
27.04  
99410 - Pest Controller  
16.50  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
19.42  
99711 - Recycling Specialist  
23.97  
99730 - Refuse Collector  
17.31  
99810 - Sales Clerk  
11.61  
99820 - School Crossing Guard  
10.91  
99830 - Survey Party Chief  
24.61  
99831 - Surveying Aide  
14.00  
99832 - Surveying Technician  
18.36  
99840 - Vending Machine Attendant  
14.81  
99841 - Vending Machine Repairer  
19.05  
99842 - Vending Machine Repairer Helper  
14.81

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5211  
Revision No.: 11  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Callahan, Jones, Taylor

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.01	
01012 - Accounting Clerk II	
15.72	
01013 - Accounting Clerk III	
17.59	
01020 - Administrative Assistant	
23.69	
01035 - Court Reporter	

- 16.93
  - 01041 - Customer Service Representative I
- 11.41
  - 01042 - Customer Service Representative II
- 12.84
  - 01043 - Customer Service Representative III
- 14.01
  - 01051 - Data Entry Operator I
- 12.25
  - 01052 - Data Entry Operator II
- 13.36
  - 01060 - Dispatcher, Motor Vehicle
- 19.35
  - 01070 - Document Preparation Clerk
- 13.02
  - 01090 - Duplicating Machine Operator
- 13.02
  - 01111 - General Clerk I
- 12.72
  - 01112 - General Clerk II
- 16.25
  - 01113 - General Clerk III
- 16.70
  - 01120 - Housing Referral Assistant
- 19.21
  - 01141 - Messenger Courier
- 10.62
  - 01191 - Order Clerk I
- 14.12
  - 01192 - Order Clerk II
- 15.59
  - 01261 - Personnel Assistant (Employment) I
- 15.58
  - 01262 - Personnel Assistant (Employment) II
- 17.43
  - 01263 - Personnel Assistant (Employment) III
- 19.44
  - 01270 - Production Control Clerk
- 23.63
  - 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

17.29  
01410 - Supply Technician

23.69  
01420 - Survey Worker

16.47  
01460 - Switchboard Operator/Receptionist

12.50  
01531 - Travel Clerk I

11.39  
01532 - Travel Clerk II

12.33  
01533 - Travel Clerk III

13.36  
01611 - Word Processor I

13.02  
01612 - Word Processor II

14.62  
01613 - Word Processor III

16.36  
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

21.22  
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  
14.19  
05400 - Transmission Repair Specialist  
21.22  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.75  
07041 - Cook I  
11.19  
07042 - Cook II  
12.98  
07070 - Dishwasher  
9.64  
07130 - Food Service Worker  
9.17  
07210 - Meat Cutter  
14.26  
07260 - Waiter/Waitress  
9.18  
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  
12.27  
11060 - Elevator Operator  
11.51  
11090 - Gardener  
14.24  
11122 - Housekeeping Aide  
11.51  
11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
10.83  
11240 - Maid or Houseman  
9.49  
11260 - Pruner

9.67  
11270 - Tractor Operator  
13.15  
11330 - Trail Maintenance Worker  
10.83  
11360 - Window Cleaner  
11.87  
12000 - Health Occupations  
12010 - Ambulance Driver  
14.27  
12011 - Breath Alcohol Technician  
17.41  
12012 - Certified Occupational Therapist Assistant  
24.04  
12015 - Certified Physical Therapist Assistant  
27.64  
12020 - Dental Assistant  
16.83  
12025 - Dental Hygienist  
38.25  
12030 - EKG Technician  
26.38  
12035 - Electroneurodiagnostic Technologist  
26.38  
12040 - Emergency Medical Technician  
14.27  
12071 - Licensed Practical Nurse I  
15.56  
12072 - Licensed Practical Nurse II  
17.41  
12073 - Licensed Practical Nurse III  
19.40  
12100 - Medical Assistant  
13.91  
12130 - Medical Laboratory Technician  
18.92  
12160 - Medical Record Clerk  
17.22  
12190 - Medical Record Technician  
19.27  
12195 - Medical Transcriptionist  
18.35  
12210 - Nuclear Medicine Technologist  
38.24  
12221 - Nursing Assistant I  
11.31  
12222 - Nursing Assistant II  
12.73

12223 - Nursing Assistant III  
13.88  
12224 - Nursing Assistant IV  
15.58  
12235 - Optical Dispenser  
16.58  
12236 - Optical Technician  
15.56  
12250 - Pharmacy Technician  
15.87  
12280 - Phlebotomist  
15.56  
12305 - Radiologic Technologist  
27.05  
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)  
21.56  
12320 - Substance Abuse Treatment Counselor  
22.00  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
16.88  
13012 - Exhibits Specialist II  
20.91  
13013 - Exhibits Specialist III  
25.58  
13041 - Illustrator I  
16.88  
13042 - Illustrator II  
20.91  
13043 - Illustrator III  
25.58  
13047 - Librarian  
23.16  
13050 - Library Aide/Clerk  
11.36  
13054 - Library Information Technology Systems

- 20.91  
Administrator
- 13058 - Library Technician
- 14.76
- 13061 - Media Specialist I
- 15.09
- 13062 - Media Specialist II
- 16.88
- 13063 - Media Specialist III
- 18.82
- 13071 - Photographer I
- 15.09
- 13072 - Photographer II
- 16.88
- 13073 - Photographer III
- 20.91
- 13074 - Photographer IV
- 25.58
- 13075 - Photographer V
- 30.95
- 13090 - Technical Order Library Clerk
- 15.74
- 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 (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)

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14150 - Peripheral Equipment Operator  
13.98  
14160 - Personal Computer Support Technician  
21.63  
14170 - System Support Specialist  
24.96  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
28.90  
15020 - Aircrew Training Devices Instructor (Rated)  
34.97  
15030 - Air Crew Training Devices Instructor (Pilot)  
41.92  
15050 - Computer Based Training Specialist / Instructor  
28.90  
15060 - Educational Technologist  
31.99  
15070 - Flight Instructor (Pilot)  
41.92  
15080 - Graphic Artist  
23.76  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.92  
15086 - Maintenance Test Pilot, Rotary Wing  
41.92  
15088 - Non-Maintenance Test/Co-Pilot  
41.92  
15090 - Technical Instructor  
19.96  
15095 - Technical Instructor/Course Developer  
24.43  
15110 - Test Proctor  
17.77  
15120 - Tutor  
17.77  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.36  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

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9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
10.87  
16220 - Tailor  
11.29  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.94  
19040 - Tool And Die Maker  
25.24  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.88  
21030 - Material Coordinator  
23.63  
21040 - Material Expediter  
23.63  
21050 - Material Handling Laborer  
11.53  
21071 - Order Filler  
11.78  
21080 - Production Line Worker (Food Processing)  
14.88  
21110 - Shipping Packer  
15.21  
21130 - Shipping/Receiving Clerk  
15.21  
21140 - Store Worker I  
10.24  
21150 - Stock Clerk  
14.42  
21210 - Tools And Parts Attendant  
14.88  
21410 - Warehouse Specialist  
14.88  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
27.64  
23019 - Aircraft Logs and Records Technician  
20.59  
23021 - Aircraft Mechanic I  
26.08

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23022 - Aircraft Mechanic II  
27.64  
23023 - Aircraft Mechanic III  
29.18  
23040 - Aircraft Mechanic Helper  
18.38  
23050 - Aircraft, Painter  
23.74  
23060 - Aircraft Servicer  
20.59  
23070 - Aircraft Survival Flight Equipment Technician  
23.74  
23080 - Aircraft Worker  
22.07  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.07  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
26.08  
II  
23110 - Appliance Mechanic  
19.94  
23120 - Bicycle Repairer  
16.06  
23125 - Cable Splicer  
27.54  
23130 - Carpenter, Maintenance  
16.96  
23140 - Carpet Layer  
18.63  
23160 - Electrician, Maintenance  
22.79  
23181 - Electronics Technician Maintenance I  
20.54  
23182 - Electronics Technician Maintenance II  
21.99  
23183 - Electronics Technician Maintenance III  
23.51  
23260 - Fabric Worker  
17.30  
23290 - Fire Alarm System Mechanic  
21.32  
23310 - Fire Extinguisher Repairer  
16.06  
23311 - Fuel Distribution System Mechanic  
19.05  
23312 - Fuel Distribution System Operator  
15.05

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23370 - General Maintenance Worker  
15.84  
23380 - Ground Support Equipment Mechanic  
26.08  
23381 - Ground Support Equipment Servicer  
20.59  
23382 - Ground Support Equipment Worker  
22.07  
23391 - Gunsmith I  
16.06  
23392 - Gunsmith II  
18.63  
23393 - Gunsmith III  
21.32  
23410 - Heating, Ventilation And Air-Conditioning  
21.54  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.90  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.28  
23440 - Heavy Equipment Operator  
19.24  
23460 - Instrument Mechanic  
21.32  
23465 - Laboratory/Shelter Mechanic  
19.94  
23470 - Laborer  
11.53  
23510 - Locksmith  
19.94  
23530 - Machinery Maintenance Mechanic  
21.32  
23550 - Machinist, Maintenance  
22.25  
23580 - Maintenance Trades Helper  
13.56  
23591 - Metrology Technician I  
21.32  
23592 - Metrology Technician II  
22.67  
23593 - Metrology Technician III  
23.97  
23640 - Millwright  
21.32  
23710 - Office Appliance Repairer  
19.94



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23760 - Painter, Maintenance  
17.78  
23790 - Pipefitter, Maintenance  
23.04  
23810 - Plumber, Maintenance  
21.55  
23820 - Pneudraulic Systems Mechanic  
21.32  
23850 - Rigger  
21.32  
23870 - Scale Mechanic  
18.63  
23890 - Sheet-Metal Worker, Maintenance  
19.82  
23910 - Small Engine Mechanic  
18.63  
23931 - Telecommunications Mechanic I  
21.03  
23932 - Telecommunications Mechanic II  
22.36  
23950 - Telephone Lineman  
23.45  
23960 - Welder, Combination, Maintenance  
20.29  
23965 - Well Driller  
21.32  
23970 - Woodcraft Worker  
21.32  
23980 - Woodworker  
16.06  
24000 - Personal Needs Occupations  
24550 - Case Manager  
13.06  
24570 - Child Care Attendant  
9.13  
24580 - Child Care Center Clerk  
12.97  
24610 - Chore Aide  
9.48  
24620 - Family Readiness And Support Services  
13.06  
Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
21.32  
25040 - Sewage Plant Operator

17.29  
25070 - Stationary Engineer

21.32  
25190 - Ventilation Equipment Tender

14.83  
25210 - Water Treatment Plant Operator

17.29  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

16.41  
27007 - Baggage Inspector

12.76  
27008 - Corrections Officer

20.49  
27010 - Court Security Officer

19.83  
27030 - Detection Dog Handler

15.74  
27040 - Detention Officer

20.49  
27070 - Firefighter

20.49  
27101 - Guard I

12.76  
27102 - Guard II

15.74  
27131 - Police Officer I

28.79  
27132 - Police Officer II

31.99  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

13.95  
28042 - Carnival Equipment Repairer

15.10  
28043 - Carnival Worker

10.26  
28210 - Gate Attendant/Gate Tender

13.35  
28310 - Lifeguard

11.38  
28350 - Park Attendant (Aide)

14.94  
28510 - Recreation Aide/Health Facility Attendant

10.90  
28515 - Recreation Specialist

17.70  
28630 - Sports Official

11.90  
     28690 - Swimming Pool Operator  
 17.52  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 26.09  
     29020 - Hatch Tender  
 26.09  
     29030 - Line Handler  
 26.09  
     29041 - Stevedore I  
 24.23  
     29042 - Stevedore II  
 27.93  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
 38.78  
     30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
 26.74  
     30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
 29.45  
     30021 - Archeological Technician I  
 17.30  
     30022 - Archeological Technician II  
 19.36  
     30023 - Archeological Technician III  
 23.97  
     30030 - Cartographic Technician  
 23.97  
     30040 - Civil Engineering Technician  
 23.97  
     30051 - Cryogenic Technician I  
 26.56  
     30052 - Cryogenic Technician II  
 29.33  
     30061 - Drafter/CAD Operator I  
 17.30  
     30062 - Drafter/CAD Operator II  
 19.36  
     30063 - Drafter/CAD Operator III  
 21.57  
     30064 - Drafter/CAD Operator IV  
 26.56  
     30081 - Engineering Technician I  
 15.17  
     30082 - Engineering Technician II  
 17.03  
     30083 - Engineering Technician III

19.05  
30084 - Engineering Technician IV  
23.59  
30085 - Engineering Technician V  
28.87  
30086 - Engineering Technician VI  
34.92  
30090 - Environmental Technician  
23.97  
30095 - Evidence Control Specialist  
23.97  
30210 - Laboratory Technician  
21.57  
30221 - Latent Fingerprint Technician I  
26.56  
30222 - Latent Fingerprint Technician II  
29.33  
30240 - Mathematical Technician  
23.97  
30361 - Paralegal/Legal Assistant I  
16.90  
30362 - Paralegal/Legal Assistant II  
19.95  
30363 - Paralegal/Legal Assistant III  
24.94  
30364 - Paralegal/Legal Assistant IV  
29.73  
30375 - Petroleum Supply Specialist  
29.33  
30390 - Photo-Optics Technician  
22.58  
30395 - Radiation Control Technician  
29.33  
30461 - Technical Writer I  
23.97  
30462 - Technical Writer II  
29.33  
30463 - Technical Writer III  
35.48  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 26.56  
   30502 - Weather Forecaster II  
 32.29  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 21.57  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 23.97  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 14.53  
   31030 - Bus Driver  
 20.58  
   31043 - Driver Courier  
 14.94  
   31260 - Parking and Lot Attendant  
 12.98  
   31290 - Shuttle Bus Driver  
 16.18  
   31310 - Taxi Driver  
 10.97  
   31361 - Truckdriver, Light  
 16.18  
   31362 - Truckdriver, Medium  
 17.49  
   31363 - Truckdriver, Heavy  
 22.70  
   31364 - Truckdriver, Tractor-Trailer  
 22.70  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 9.64  
   99050 - Desk Clerk  
 11.45  
   99095 - Embalmer  
 26.48  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 12.53  
   99252 - Laboratory Animal Caretaker II  
 13.56

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99260 - Marketing Analyst  
24.11  
99310 - Mortician  
26.48  
99410 - Pest Controller  
18.44  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
17.22  
99711 - Recycling Specialist  
20.94  
99730 - Refuse Collector  
15.40  
99810 - Sales Clerk  
11.55  
99820 - School Crossing Guard  
11.63  
99830 - Survey Party Chief  
16.48  
99831 - Surveying Aide  
11.47  
99832 - Surveying Technician  
15.74  
99840 - Vending Machine Attendant  
15.81  
99841 - Vending Machine Repairer  
19.86  
99842 - Vending Machine Repairer Helper  
15.81

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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.

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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5215  
Revision No.: 12  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://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 RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
16.20	
01012 - Accounting Clerk II	
18.18	
01013 - Accounting Clerk III	
20.35	
01020 - Administrative Assistant	
27.71	
01035 - Court Reporter	

- 28.83
  - 01041 - Customer Service Representative I
- 12.81
  - 01042 - Customer Service Representative II
- 14.40
  - 01043 - Customer Service Representative III
- 15.71
  - 01051 - Data Entry Operator I
- 13.46
  - 01052 - Data Entry Operator II
- 14.69
  - 01060 - Dispatcher, Motor Vehicle
- 19.24
  - 01070 - Document Preparation Clerk
- 16.01
  - 01090 - Duplicating Machine Operator
- 16.01
  - 01111 - General Clerk I
- 14.89
  - 01112 - General Clerk II
- 16.26
  - 01113 - General Clerk III
- 18.25
  - 01120 - Housing Referral Assistant
- 22.35
  - 01141 - Messenger Courier
- 13.45
  - 01191 - Order Clerk I
- 16.70
  - 01192 - Order Clerk II
- 18.23
  - 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
- 22.61
  - 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  
17.19  
01410 - Supply Technician  
27.71  
01420 - Survey Worker  
16.01  
01460 - Switchboard Operator/Receptionist  
13.57  
01531 - Travel Clerk I  
13.92  
01532 - Travel Clerk II  
15.03  
01533 - Travel Clerk III  
15.93  
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  
22.59  
05010 - Automotive Electrician  
22.65  
05040 - Automotive Glass Installer  
21.33  
05070 - Automotive Worker  
21.33  
05110 - Mobile Equipment Servicer  
18.56  
05130 - Motor Equipment Metal Mechanic  
23.95  
05160 - Motor Equipment Metal Worker  
21.33  
05190 - Motor Vehicle Mechanic  
23.95  
05220 - Motor Vehicle Mechanic Helper  
17.20  
05250 - Motor Vehicle Upholstery Worker  
19.88  
05280 - Motor Vehicle Wrecker  
21.33  
05310 - Painter, Automotive  
22.65  
05340 - Radiator Repair Specialist  
21.33



05370 - Tire Repairer  
13.17  
05400 - Transmission Repair Specialist  
23.95  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
13.14  
07041 - Cook I  
11.73  
07042 - Cook II  
13.48  
07070 - Dishwasher  
11.16  
07130 - Food Service Worker  
12.43  
07210 - Meat Cutter  
16.63  
07260 - Waiter/Waitress  
10.01  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
15.43  
09040 - Furniture Handler  
10.21  
09080 - Furniture Refinisher  
15.27  
09090 - Furniture Refinisher Helper  
12.00  
09110 - Furniture Repairer, Minor  
13.83  
09130 - Upholsterer  
17.75  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.95  
11060 - Elevator Operator  
11.95  
11090 - Gardener  
18.00  
11122 - Housekeeping Aide  
12.12  
11150 - Janitor  
12.12  
11210 - Laborer, Grounds Maintenance  
14.06  
11240 - Maid or Houseman  
10.48  
11260 - Pruner

12.77  
11270 - Tractor Operator  
16.67  
11330 - Trail Maintenance Worker  
14.06  
11360 - Window Cleaner  
13.30  
12000 - Health Occupations  
12010 - Ambulance Driver  
20.78  
12011 - Breath Alcohol Technician  
20.33  
12012 - Certified Occupational Therapist Assistant  
34.85  
12015 - Certified Physical Therapist Assistant  
32.04  
12020 - Dental Assistant  
19.73  
12025 - Dental Hygienist  
41.16  
12030 - EKG Technician  
31.32  
12035 - Electroneurodiagnostic Technologist  
31.32  
12040 - Emergency Medical Technician  
20.78  
12071 - Licensed Practical Nurse I  
18.17  
12072 - Licensed Practical Nurse II  
20.33  
12073 - Licensed Practical Nurse III  
22.66  
12100 - Medical Assistant  
15.76  
12130 - Medical Laboratory Technician  
23.20  
12160 - Medical Record Clerk  
15.75  
12190 - Medical Record Technician  
17.62  
12195 - Medical Transcriptionist  
18.37  
12210 - Nuclear Medicine Technologist  
37.01  
12221 - Nursing Assistant I  
11.12  
12222 - Nursing Assistant II  
12.50

12223 - Nursing Assistant III  
13.64  
12224 - Nursing Assistant IV  
15.31  
12235 - Optical Dispenser  
16.91  
12236 - Optical Technician  
14.38  
12250 - Pharmacy Technician  
16.50  
12280 - Phlebotomist  
17.15  
12305 - Radiologic Technologist  
29.36  
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)  
25.18  
12320 - Substance Abuse Treatment Counselor  
20.71  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.55  
13012 - Exhibits Specialist II  
25.78  
13013 - Exhibits Specialist III  
27.62  
13041 - Illustrator I  
19.55  
13042 - Illustrator II  
25.78  
13043 - Illustrator III  
27.60  
13047 - Librarian  
30.96  
13050 - Library Aide/Clerk  
14.43  
13054 - Library Information Technology Systems

27.95  
 Administrator  
 13058 - Library Technician

18.57  
 13061 - Media Specialist I

20.17  
 13062 - Media Specialist II

22.57  
 13063 - Media Specialist III

25.15  
 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

18.13  
 13110 - Video Teleconference Technician

21.33  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I

16.39  
 14042 - Computer Operator II

18.34  
 14043 - Computer Operator III

20.44  
 14044 - Computer Operator IV

22.72  
 14045 - Computer Operator V

25.16  
 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)

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14150 - Peripheral Equipment Operator  
16.39  
14160 - Personal Computer Support Technician  
22.72  
14170 - System Support Specialist  
29.15  
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  
26.05  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.07  
15086 - Maintenance Test Pilot, Rotary Wing  
41.07  
15088 - Non-Maintenance Test/Co-Pilot  
41.07  
15090 - Technical Instructor  
23.08  
15095 - Technical Instructor/Course Developer  
28.22  
15110 - Test Proctor  
18.63  
15120 - Tutor  
18.63  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
11.04  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.74  
16220 - Tailor  
12.51  
16250 - Washer, Machine  
9.59  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
18.48  
19040 - Tool And Die Maker  
26.88  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.53  
21030 - Material Coordinator  
22.37  
21040 - Material Expediter  
22.37  
21050 - Material Handling Laborer  
12.32  
21071 - Order Filler  
13.15  
21080 - Production Line Worker (Food Processing)  
15.53  
21110 - Shipping Packer  
14.76  
21130 - Shipping/Receiving Clerk  
14.76  
21140 - Store Worker I  
11.84  
21150 - Stock Clerk  
15.81  
21210 - Tools And Parts Attendant  
15.53  
21410 - Warehouse Specialist  
15.53  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
34.40  
23019 - Aircraft Logs and Records Technician  
27.46  
23021 - Aircraft Mechanic I  
33.08

23022 - Aircraft Mechanic II  
34.95  
23023 - Aircraft Mechanic III  
36.95  
23040 - Aircraft Mechanic Helper  
23.75  
23050 - Aircraft, Painter  
31.29  
23060 - Aircraft Servicer  
27.46  
23070 - Aircraft Survival Flight Equipment Technician  
31.29  
23080 - Aircraft Worker  
29.46  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.46  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
33.08  
II  
23110 - Appliance Mechanic  
21.74  
23120 - Bicycle Repairer  
17.11  
23125 - Cable Splicer  
29.68  
23130 - Carpenter, Maintenance  
18.84  
23140 - Carpet Layer  
20.84  
23160 - Electrician, Maintenance  
25.06  
23181 - Electronics Technician Maintenance I  
22.71  
23182 - Electronics Technician Maintenance II  
24.12  
23183 - Electronics Technician Maintenance III  
25.50  
23260 - Fabric Worker  
19.42  
23290 - Fire Alarm System Mechanic  
22.36  
23310 - Fire Extinguisher Repairer  
18.14  
23311 - Fuel Distribution System Mechanic  
22.54  
23312 - Fuel Distribution System Operator  
17.47

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23370 - General Maintenance Worker  
17.44  
23380 - Ground Support Equipment Mechanic  
33.08  
23381 - Ground Support Equipment Servicer  
27.46  
23382 - Ground Support Equipment Worker  
29.46  
23391 - Gunsmith I  
18.14  
23392 - Gunsmith II  
20.84  
23393 - Gunsmith III  
23.40  
23410 - Heating, Ventilation And Air-Conditioning  
20.86  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.04  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.28  
23440 - Heavy Equipment Operator  
18.38  
23460 - Instrument Mechanic  
25.27  
23465 - Laboratory/Shelter Mechanic  
22.13  
23470 - Laborer  
12.32  
23510 - Locksmith  
21.01  
23530 - Machinery Maintenance Mechanic  
23.60  
23550 - Machinist, Maintenance  
21.70  
23580 - Maintenance Trades Helper  
13.97  
23591 - Metrology Technician I  
25.27  
23592 - Metrology Technician II  
26.70  
23593 - Metrology Technician III  
28.23  
23640 - Millwright  
23.40  
23710 - Office Appliance Repairer  
17.77



23760 - Painter, Maintenance  
16.43  
23790 - Pipefitter, Maintenance  
25.15  
23810 - Plumber, Maintenance  
23.79  
23820 - Pneudraulic Systems Mechanic  
23.40  
23850 - Rigger  
22.81  
23870 - Scale Mechanic  
20.84  
23890 - Sheet-Metal Worker, Maintenance  
24.68  
23910 - Small Engine Mechanic  
17.47  
23931 - Telecommunications Mechanic I  
24.08  
23932 - Telecommunications Mechanic II  
25.29  
23950 - Telephone Lineman  
25.07  
23960 - Welder, Combination, Maintenance  
19.36  
23965 - Well Driller  
22.81  
23970 - Woodcraft Worker  
23.40  
23980 - Woodworker  
17.70  
24000 - Personal Needs Occupations  
24550 - Case Manager  
17.06  
24570 - Child Care Attendant  
11.23  
24580 - Child Care Center Clerk  
14.01  
24610 - Chore Aide  
9.67  
24620 - Family Readiness And Support Services  
17.06  
Coordinator  
24630 - Homemaker  
17.06  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
23.40  
25040 - Sewage Plant Operator

21.56  
25070 - Stationary Engineer

23.40  
25190 - Ventilation Equipment Tender

16.80  
25210 - Water Treatment Plant Operator

21.56  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

19.79  
27007 - Baggage Inspector

14.25  
27008 - Corrections Officer

21.02  
27010 - Court Security Officer

25.03  
27030 - Detection Dog Handler

16.19  
27040 - Detention Officer

21.02  
27070 - Firefighter

29.03  
27101 - Guard I

14.25  
27102 - Guard II

16.19  
27131 - Police Officer I

29.63  
27132 - Police Officer II

32.91  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.49  
28042 - Carnival Equipment Repairer

13.48  
28043 - Carnival Worker

9.57  
28210 - Gate Attendant/Gate Tender

15.40  
28310 - Lifeguard

11.01  
28350 - Park Attendant (Aide)

17.23  
28510 - Recreation Aide/Health Facility Attendant

12.42  
28515 - Recreation Specialist

21.07  
28630 - Sports Official

13.72  
     28690 - Swimming Pool Operator  
 15.96  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 22.87  
     29020 - Hatch Tender  
 22.87  
     29030 - Line Handler  
 22.87  
     29041 - Stevedore I  
 21.48  
     29042 - Stevedore II  
 24.30  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
 39.39  
     30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
 27.15  
     30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
 29.90  
     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  
 28.36  
     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

22.81  
30210 - Laboratory Technician

21.89  
30221 - Latent Fingerprint Technician I

22.14  
30222 - Latent Fingerprint Technician II

24.46  
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

27.90  
30390 - Photo-Optics Technician

26.21  
30395 - Radiation Control Technician

27.90  
30461 - Technical Writer I

23.06  
30462 - Technical Writer II

28.21  
30463 - Technical Writer III

34.13  
30491 - Unexploded Ordnance (UXO) Technician I

25.03  
30492 - Unexploded Ordnance (UXO) Technician II

30.28  
30493 - Unexploded Ordnance (UXO) Technician III

36.30  
30494 - Unexploded (UXO) Safety Escort

25.03  
30495 - Unexploded (UXO) Sweep Personnel

25.03  
   30501 - Weather Forecaster I  
 25.82  
   30502 - Weather Forecaster II  
 30.72  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 23.60  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 26.21  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 30.28  
   31020 - Bus Aide  
 14.52  
   31030 - Bus Driver  
 19.91  
   31043 - Driver Courier  
 16.72  
   31260 - Parking and Lot Attendant  
 11.01  
   31290 - Shuttle Bus Driver  
 18.05  
   31310 - Taxi Driver  
 12.05  
   31361 - Truckdriver, Light  
 18.05  
   31362 - Truckdriver, Medium  
 19.33  
   31363 - Truckdriver, Heavy  
 18.09  
   31364 - Truckdriver, Tractor-Trailer  
 18.09  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.76  
   99030 - Cashier  
 11.03  
   99050 - Desk Clerk  
 11.21  
   99095 - Embalmer  
 27.05  
   99130 - Flight Follower  
 25.03  
   99251 - Laboratory Animal Caretaker I  
 11.93  
   99252 - Laboratory Animal Caretaker II  
 12.88

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99260 - Marketing Analyst  
37.41  
99310 - Mortician  
27.05  
99410 - Pest Controller  
17.98  
99510 - Photofinishing Worker  
14.92  
99710 - Recycling Laborer  
20.64  
99711 - Recycling Specialist  
24.47  
99730 - Refuse Collector  
18.75  
99810 - Sales Clerk  
11.50  
99820 - School Crossing Guard  
11.06  
99830 - Survey Party Chief  
22.76  
99831 - Surveying Aide  
15.64  
99832 - Surveying Technician  
20.02  
99840 - Vending Machine Attendant  
11.69  
99841 - Vending Machine Repairer  
14.17  
99842 - Vending Machine Repairer Helper  
11.69

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5217  
Revision No.: 11  
Date Of Last Revision: 06/04/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Hardin, Jefferson, Orange

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.00	
01012 - Accounting Clerk II	
16.84	
01013 - Accounting Clerk III	
24.22	
01020 - Administrative Assistant	
23.98	
01035 - Court Reporter	

27.82  
01041 - Customer Service Representative I  
11.25  
01042 - Customer Service Representative II  
12.64  
01043 - Customer Service Representative III  
13.79  
01051 - Data Entry Operator I  
13.48  
01052 - Data Entry Operator II  
15.44  
01060 - Dispatcher, Motor Vehicle  
19.43  
01070 - Document Preparation Clerk  
13.51  
01090 - Duplicating Machine Operator  
13.51  
01111 - General Clerk I  
13.14  
01112 - General Clerk II  
14.33  
01113 - General Clerk III  
16.09  
01120 - Housing Referral Assistant  
18.73  
01141 - Messenger Courier  
12.24  
01191 - Order Clerk I  
14.93  
01192 - Order Clerk II  
16.29  
01261 - Personnel Assistant (Employment) I  
14.89  
01262 - Personnel Assistant (Employment) II  
17.18  
01263 - Personnel Assistant (Employment) III  
20.01  
01270 - Production Control Clerk  
25.74  
01290 - Rental Clerk  
13.70  
01300 - Scheduler, Maintenance  
15.01  
01311 - Secretary I  
15.01  
01312 - Secretary II  
16.79  
01313 - Secretary III

18.73  
01320 - Service Order Dispatcher  
16.68  
01410 - Supply Technician  
23.98  
01420 - Survey Worker  
14.73  
01460 - Switchboard Operator/Receptionist  
12.08  
01531 - Travel Clerk I  
14.00  
01532 - Travel Clerk II  
15.12  
01533 - Travel Clerk III  
16.16  
01611 - Word Processor I  
13.37  
01612 - Word Processor II  
15.01  
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  
22.71  
05220 - Motor Vehicle Mechanic Helper  
16.86  
05250 - Motor Vehicle Upholstery Worker  
20.51  
05280 - Motor Vehicle Wrecker  
20.84  
05310 - Painter, Automotive  
21.60  
05340 - Radiator Repair Specialist  
20.84



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05370 - Tire Repairer  
16.09  
05400 - Transmission Repair Specialist  
22.83  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.26  
07041 - Cook I  
9.95  
07042 - Cook II  
11.64  
07070 - Dishwasher  
9.38  
07130 - Food Service Worker  
9.85  
07210 - Meat Cutter  
14.45  
07260 - Waiter/Waitress  
9.02  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
21.18  
09040 - Furniture Handler  
13.33  
09080 - Furniture Refinisher  
21.18  
09090 - Furniture Refinisher Helper  
16.34  
09110 - Furniture Repairer, Minor  
19.23  
09130 - Upholsterer  
21.18  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.04  
11060 - Elevator Operator  
11.04  
11090 - Gardener  
15.66  
11122 - Housekeeping Aide  
11.40  
11150 - Janitor  
11.40  
11210 - Laborer, Grounds Maintenance  
11.54  
11240 - Maid or Houseman  
9.33  
11260 - Pruner

10.28  
11270 - Tractor Operator  
14.24  
11330 - Trail Maintenance Worker  
11.54  
11360 - Window Cleaner  
12.79  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.65  
12011 - Breath Alcohol Technician  
17.74  
12012 - Certified Occupational Therapist Assistant  
28.66  
12015 - Certified Physical Therapist Assistant  
34.41  
12020 - Dental Assistant  
16.83  
12025 - Dental Hygienist  
32.92  
12030 - EKG Technician  
26.27  
12035 - Electroneurodiagnostic Technologist  
26.27  
12040 - Emergency Medical Technician  
17.65  
12071 - Licensed Practical Nurse I  
15.86  
12072 - Licensed Practical Nurse II  
17.74  
12073 - Licensed Practical Nurse III  
19.78  
12100 - Medical Assistant  
14.86  
12130 - Medical Laboratory Technician  
22.51  
12160 - Medical Record Clerk  
14.67  
12190 - Medical Record Technician  
16.42  
12195 - Medical Transcriptionist  
17.45  
12210 - Nuclear Medicine Technologist  
38.98  
12221 - Nursing Assistant I  
11.07  
12222 - Nursing Assistant II  
12.44

12223 - Nursing Assistant III  
13.57  
12224 - Nursing Assistant IV  
15.24  
12235 - Optical Dispenser  
15.35  
12236 - Optical Technician  
14.93  
12250 - Pharmacy Technician  
16.62  
12280 - Phlebotomist  
15.02  
12305 - Radiologic Technologist  
24.52  
12311 - Registered Nurse I  
22.81  
12312 - Registered Nurse II  
27.91  
12313 - Registered Nurse II, Specialist  
27.91  
12314 - Registered Nurse III  
33.76  
12315 - Registered Nurse III, Anesthetist  
33.76  
12316 - Registered Nurse IV  
40.46  
12317 - Scheduler (Drug and Alcohol Testing)  
21.98  
12320 - Substance Abuse Treatment Counselor  
18.06  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.41  
13012 - Exhibits Specialist II  
24.06  
13013 - Exhibits Specialist III  
28.56  
13041 - Illustrator I  
20.41  
13042 - Illustrator II  
24.06  
13043 - Illustrator III  
28.56  
13047 - Librarian  
25.85  
13050 - Library Aide/Clerk  
11.04  
13054 - Library Information Technology Systems

23.34  
 Administrator  
 13058 - Library Technician

14.44  
 13061 - Media Specialist I

16.85  
 13062 - Media Specialist II

18.85  
 13063 - Media Specialist III

21.00  
 13071 - Photographer I

16.85  
 13072 - Photographer II

18.85  
 13073 - Photographer III

23.34  
 13074 - Photographer IV

28.56  
 13075 - Photographer V

34.54  
 13090 - Technical Order Library Clerk

15.26  
 13110 - Video Teleconference Technician

16.85  
 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)

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14150 - Peripheral Equipment Operator  
15.48  
14160 - Personal Computer Support Technician  
25.50  
14170 - System Support Specialist  
29.11  
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)  
44.91  
15050 - Computer Based Training Specialist / Instructor  
31.22  
15060 - Educational Technologist  
32.76  
15070 - Flight Instructor (Pilot)  
44.91  
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  
25.41  
15095 - Technical Instructor/Course Developer  
31.08  
15110 - Test Proctor  
20.51  
15120 - Tutor  
20.51  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.33  
16030 - Counter Attendant  
10.33  
16040 - Dry Cleaner  
13.25  
16070 - Finisher, Flatwork, Machine  
10.33  
16090 - Presser, Hand  
10.33  
16110 - Presser, Machine, Drycleaning

10.33  
16130 - Presser, Machine, Shirts  
10.33  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.33  
16190 - Sewing Machine Operator  
14.01  
16220 - Tailor  
15.08  
16250 - Washer, Machine  
11.32  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
26.20  
19040 - Tool And Die Maker  
31.22  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
16.83  
21030 - Material Coordinator  
25.74  
21040 - Material Expediter  
25.74  
21050 - Material Handling Laborer  
13.58  
21071 - Order Filler  
12.55  
21080 - Production Line Worker (Food Processing)  
16.83  
21110 - Shipping Packer  
15.41  
21130 - Shipping/Receiving Clerk  
15.41  
21140 - Store Worker I  
12.22  
21150 - Stock Clerk  
17.54  
21210 - Tools And Parts Attendant  
16.83  
21410 - Warehouse Specialist  
16.83  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
28.74  
23019 - Aircraft Logs and Records Technician  
22.63  
23021 - Aircraft Mechanic I  
27.55

23022 - Aircraft Mechanic II  
28.74  
23023 - Aircraft Mechanic III  
29.96  
23040 - Aircraft Mechanic Helper  
18.94  
23050 - Aircraft, Painter  
26.20  
23060 - Aircraft Servicer  
22.63  
23070 - Aircraft Survival Flight Equipment Technician  
26.20  
23080 - Aircraft Worker  
24.36  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.36  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
27.55  
II  
23110 - Appliance Mechanic  
26.20  
23120 - Bicycle Repairer  
20.83  
23125 - Cable Splicer  
32.47  
23130 - Carpenter, Maintenance  
23.36  
23140 - Carpet Layer  
24.36  
23160 - Electrician, Maintenance  
28.26  
23181 - Electronics Technician Maintenance I  
30.59  
23182 - Electronics Technician Maintenance II  
34.02  
23183 - Electronics Technician Maintenance III  
35.77  
23260 - Fabric Worker  
22.63  
23290 - Fire Alarm System Mechanic  
24.40  
23310 - Fire Extinguisher Repairer  
20.83  
23311 - Fuel Distribution System Mechanic  
32.47  
23312 - Fuel Distribution System Operator  
24.58

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23370 - General Maintenance Worker  
18.40  
23380 - Ground Support Equipment Mechanic  
27.55  
23381 - Ground Support Equipment Servicer  
22.63  
23382 - Ground Support Equipment Worker  
24.36  
23391 - Gunsmith I  
20.83  
23392 - Gunsmith II  
24.36  
23393 - Gunsmith III  
27.55  
23410 - Heating, Ventilation And Air-Conditioning  
25.10  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
26.19  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.50  
23440 - Heavy Equipment Operator  
25.29  
23460 - Instrument Mechanic  
27.55  
23465 - Laboratory/Shelter Mechanic  
26.20  
23470 - Laborer  
13.58  
23510 - Locksmith  
26.20  
23530 - Machinery Maintenance Mechanic  
31.99  
23550 - Machinist, Maintenance  
26.58  
23580 - Maintenance Trades Helper  
15.06  
23591 - Metrology Technician I  
27.55  
23592 - Metrology Technician II  
28.74  
23593 - Metrology Technician III  
29.96  
23640 - Millwright  
24.90  
23710 - Office Appliance Repairer  
19.25



23760 - Painter, Maintenance  
19.25  
23790 - Pipefitter, Maintenance  
28.72  
23810 - Plumber, Maintenance  
27.31  
23820 - Pneudraulic Systems Mechanic  
27.55  
23850 - Rigger  
29.88  
23870 - Scale Mechanic  
24.36  
23890 - Sheet-Metal Worker, Maintenance  
27.80  
23910 - Small Engine Mechanic  
19.04  
23931 - Telecommunications Mechanic I  
31.20  
23932 - Telecommunications Mechanic II  
32.55  
23950 - Telephone Lineman  
30.64  
23960 - Welder, Combination, Maintenance  
26.05  
23965 - Well Driller  
26.84  
23970 - Woodcraft Worker  
27.55  
23980 - Woodworker  
20.83  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.52  
24570 - Child Care Attendant  
10.35  
24580 - Child Care Center Clerk  
12.93  
24610 - Chore Aide  
8.95  
24620 - Family Readiness And Support Services  
15.52  
Coordinator  
24630 - Homemaker  
15.52  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
27.14  
25040 - Sewage Plant Operator

19.96  
25070 - Stationary Engineer  
27.14  
25190 - Ventilation Equipment Tender  
18.70  
25210 - Water Treatment Plant Operator  
19.96  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
19.36  
27007 - Baggage Inspector  
12.19  
27008 - Corrections Officer  
21.12  
27010 - Court Security Officer  
25.10  
27030 - Detection Dog Handler  
13.94  
27040 - Detention Officer  
21.12  
27070 - Firefighter  
29.15  
27101 - Guard I  
12.19  
27102 - Guard II  
13.94  
27131 - Police Officer I  
28.36  
27132 - Police Officer II  
31.52  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.59  
28042 - Carnival Equipment Repairer  
13.84  
28043 - Carnival Worker  
9.06  
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  
20.21  
28630 - Sports Official

15.14  
28690 - Swimming Pool Operator

16.40  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

27.21  
29020 - Hatch Tender

27.21  
29030 - Line Handler

27.21  
29041 - Stevedore I

25.28  
29042 - Stevedore II

29.26  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

29.45  
30021 - Archeological Technician I

20.65  
30022 - Archeological Technician II

23.11  
30023 - Archeological Technician III

28.62  
30030 - Cartographic Technician

28.62  
30040 - Civil Engineering Technician

24.06  
30051 - Cryogenic Technician I

31.70  
30052 - Cryogenic Technician II

35.01  
30061 - Drafter/CAD Operator I

20.65  
30062 - Drafter/CAD Operator II

23.11  
30063 - Drafter/CAD Operator III

25.76  
30064 - Drafter/CAD Operator IV

31.70  
30081 - Engineering Technician I

16.06  
30082 - Engineering Technician II

18.03  
30083 - Engineering Technician III

20.60  
30084 - Engineering Technician IV  
25.52  
30085 - Engineering Technician V  
30.94  
30086 - Engineering Technician VI  
36.98  
30090 - Environmental Technician  
28.16  
30095 - Evidence Control Specialist  
28.62  
30210 - Laboratory Technician  
34.03  
30221 - Latent Fingerprint Technician I  
31.70  
30222 - Latent Fingerprint Technician II  
35.01  
30240 - Mathematical Technician  
28.62  
30361 - Paralegal/Legal Assistant I  
19.26  
30362 - Paralegal/Legal Assistant II  
23.85  
30363 - Paralegal/Legal Assistant III  
29.18  
30364 - Paralegal/Legal Assistant IV  
35.30  
30375 - Petroleum Supply Specialist  
35.01  
30390 - Photo-Optics Technician  
28.62  
30395 - Radiation Control Technician  
35.01  
30461 - Technical Writer I  
28.62  
30462 - Technical Writer II  
35.01  
30463 - Technical Writer III  
42.36  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
     30501 - Weather Forecaster I  
 31.70  
     30502 - Weather Forecaster II  
 38.56  
     30620 - Weather Observer, Combined Upper Air Or                    (see 2)  
 25.76  
     Surface Programs  
     30621 - Weather Observer, Senior                                       (see 2)  
 28.62  
 31000 - Transportation/Mobile Equipment Operation Occupations  
     31010 - Airplane Pilot  
 29.82  
     31020 - Bus Aide  
 12.71  
     31030 - Bus Driver  
 18.80  
     31043 - Driver Courier  
 11.60  
     31260 - Parking and Lot Attendant  
 11.20  
     31290 - Shuttle Bus Driver  
 12.75  
     31310 - Taxi Driver  
 11.69  
     31361 - Truckdriver, Light  
 12.75  
     31362 - Truckdriver, Medium  
 13.85  
     31363 - Truckdriver, Heavy  
 20.24  
     31364 - Truckdriver, Tractor-Trailer  
 20.24  
 99000 - Miscellaneous Occupations  
     99020 - Cabin Safety Specialist  
 14.54  
     99030 - Cashier  
 9.89  
     99050 - Desk Clerk  
 9.86  
     99095 - Embalmer  
 27.04  
     99130 - Flight Follower  
 24.65  
     99251 - Laboratory Animal Caretaker I  
 16.19  
     99252 - Laboratory Animal Caretaker II  
 17.81

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99260 - Marketing Analyst  
30.07  
99310 - Mortician  
27.04  
99410 - Pest Controller  
17.63  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
19.42  
99711 - Recycling Specialist  
23.97  
99730 - Refuse Collector  
17.31  
99810 - Sales Clerk  
11.61  
99820 - School Crossing Guard  
10.91  
99830 - Survey Party Chief  
24.60  
99831 - Surveying Aide  
14.00  
99832 - Surveying Technician  
18.36  
99840 - Vending Machine Attendant  
14.81  
99841 - Vending Machine Repairer  
19.05  
99842 - Vending Machine Repairer Helper  
14.81

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5221  
Revision No.: 11  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Burleson

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.20	
01012 - Accounting Clerk II	
15.94	
01013 - Accounting Clerk III	
17.84	
01020 - Administrative Assistant	
25.50	
01035 - Court Reporter	

- 19.69
  - 01041 - Customer Service Representative I
- 10.78
  - 01042 - Customer Service Representative II
- 12.13
  - 01043 - Customer Service Representative III
- 13.23
  - 01051 - Data Entry Operator I
- 13.14
  - 01052 - Data Entry Operator II
- 14.59
  - 01060 - Dispatcher, Motor Vehicle
- 18.58
  - 01070 - Document Preparation Clerk
- 13.88
  - 01090 - Duplicating Machine Operator
- 13.88
  - 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
- 13.45
  - 01191 - Order Clerk I
- 15.14
  - 01192 - Order Clerk II
- 16.52
  - 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
- 21.37
  - 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  
15.57  
01410 - Supply Technician  
25.50  
01420 - Survey Worker  
16.01  
01460 - Switchboard Operator/Receptionist  
13.32  
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  
19.57  
05040 - Automotive Glass Installer  
18.31  
05070 - Automotive Worker  
18.31  
05110 - Mobile Equipment Servicer  
15.77  
05130 - Motor Equipment Metal Mechanic  
20.74  
05160 - Motor Equipment Metal Worker  
18.31  
05190 - Motor Vehicle Mechanic  
20.74  
05220 - Motor Vehicle Mechanic Helper  
14.50  
05250 - Motor Vehicle Upholstery Worker  
17.03  
05280 - Motor Vehicle Wrecker  
18.31  
05310 - Painter, Automotive  
19.57  
05340 - Radiator Repair Specialist  
18.31



05370 - Tire Repairer  
14.36  
05400 - Transmission Repair Specialist  
20.74  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.65  
07041 - Cook I  
12.58  
07042 - Cook II  
14.22  
07070 - Dishwasher  
9.50  
07130 - Food Service Worker  
10.17  
07210 - Meat Cutter  
13.66  
07260 - Waiter/Waitress  
9.00  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
16.80  
09040 - Furniture Handler  
11.23  
09080 - Furniture Refinisher  
16.80  
09090 - Furniture Refinisher Helper  
13.20  
09110 - Furniture Repairer, Minor  
15.21  
09130 - Upholsterer  
16.80  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.85  
11060 - Elevator Operator  
10.85  
11090 - Gardener  
17.09  
11122 - Housekeeping Aide  
11.47  
11150 - Janitor  
11.47  
11210 - Laborer, Grounds Maintenance  
12.96  
11240 - Maid or Houseman  
10.57  
11260 - Pruner

11.49  
11270 - Tractor Operator  
15.71  
11330 - Trail Maintenance Worker  
12.96  
11360 - Window Cleaner  
12.86  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.60  
12011 - Breath Alcohol Technician  
19.59  
12012 - Certified Occupational Therapist Assistant  
26.88  
12015 - Certified Physical Therapist Assistant  
29.90  
12020 - Dental Assistant  
16.40  
12025 - Dental Hygienist  
41.16  
12030 - EKG Technician  
28.75  
12035 - Electroneurodiagnostic Technologist  
28.75  
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  
14.24  
12130 - Medical Laboratory Technician  
19.99  
12160 - Medical Record Clerk  
14.85  
12190 - Medical Record Technician  
15.53  
12195 - Medical Transcriptionist  
17.51  
12210 - Nuclear Medicine Technologist  
43.03  
12221 - Nursing Assistant I  
11.41  
12222 - Nursing Assistant II  
12.83

12223 - Nursing Assistant III  
14.00  
12224 - Nursing Assistant IV  
15.72  
12235 - Optical Dispenser  
16.29  
12236 - Optical Technician  
17.51  
12250 - Pharmacy Technician  
16.88  
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)  
24.26  
12320 - Substance Abuse Treatment Counselor  
25.88  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.55  
13012 - Exhibits Specialist II  
25.78  
13013 - Exhibits Specialist III  
28.43  
13041 - Illustrator I  
19.55  
13042 - Illustrator II  
25.78  
13043 - Illustrator III  
28.43  
13047 - Librarian  
25.74  
13050 - Library Aide/Clerk  
13.01  
13054 - Library Information Technology Systems

23.24  
 Administrator  
 13058 - Library Technician

16.88  
 13061 - Media Specialist I

16.77  
 13062 - Media Specialist II

18.76  
 13063 - Media Specialist III

20.91  
 13071 - Photographer I

16.77  
 13072 - Photographer II

18.76  
 13073 - Photographer III

23.24  
 13074 - Photographer IV

28.43  
 13075 - Photographer V

34.39  
 13090 - Technical Order Library Clerk

16.33  
 13110 - Video Teleconference Technician

19.88  
 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)

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14150 - Peripheral Equipment Operator  
15.08  
14160 - Personal Computer Support Technician  
22.53  
14170 - System Support Specialist  
24.66  
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  
22.46  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
40.23  
15086 - Maintenance Test Pilot, Rotary Wing  
40.23  
15088 - Non-Maintenance Test/Co-Pilot  
40.23  
15090 - Technical Instructor  
26.44  
15095 - Technical Instructor/Course Developer  
32.34  
15110 - Test Proctor  
21.34  
15120 - Tutor  
21.60  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
11.04  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.74  
16220 - Tailor  
12.51  
16250 - Washer, Machine  
9.59  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.51  
19040 - Tool And Die Maker  
24.79  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.64  
21030 - Material Coordinator  
21.37  
21040 - Material Expediter  
21.37  
21050 - Material Handling Laborer  
13.12  
21071 - Order Filler  
12.24  
21080 - Production Line Worker (Food Processing)  
15.64  
21110 - Shipping Packer  
14.73  
21130 - Shipping/Receiving Clerk  
14.73  
21140 - Store Worker I  
10.87  
21150 - Stock Clerk  
14.49  
21210 - Tools And Parts Attendant  
15.64  
21410 - Warehouse Specialist  
15.64  
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

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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  
20.44  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.95  
II  
23110 - Appliance Mechanic  
19.53  
23120 - Bicycle Repairer  
15.72  
23125 - Cable Splicer  
25.98  
23130 - Carpenter, Maintenance  
18.84  
23140 - Carpet Layer  
18.35  
23160 - Electrician, Maintenance  
20.58  
23181 - Electronics Technician Maintenance I  
20.56  
23182 - Electronics Technician Maintenance II  
22.11  
23183 - Electronics Technician Maintenance III  
23.41  
23260 - Fabric Worker  
16.98  
23290 - Fire Alarm System Mechanic  
20.78  
23310 - Fire Extinguisher Repairer  
15.72  
23311 - Fuel Distribution System Mechanic  
22.32  
23312 - Fuel Distribution System Operator  
16.88

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23370 - General Maintenance Worker  
16.68  
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  
20.10  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.37  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
20.93  
23440 - Heavy Equipment Operator  
18.00  
23460 - Instrument Mechanic  
20.79  
23465 - Laboratory/Shelter Mechanic  
19.53  
23470 - Laborer  
13.12  
23510 - Locksmith  
19.51  
23530 - Machinery Maintenance Mechanic  
24.94  
23550 - Machinist, Maintenance  
22.02  
23580 - Maintenance Trades Helper  
12.69  
23591 - Metrology Technician I  
20.79  
23592 - Metrology Technician II  
22.09  
23593 - Metrology Technician III  
23.44  
23640 - Millwright  
20.78  
23710 - Office Appliance Repairer  
17.77



23760 - Painter, Maintenance  
 16.43  
 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  
 24.71  
 23910 - Small Engine Mechanic  
 18.25  
 23931 - Telecommunications Mechanic I  
 24.08  
 23932 - Telecommunications Mechanic II  
 25.29  
 23950 - Telephone Lineman  
 25.07  
 23960 - Welder, Combination, Maintenance  
 19.76  
 23965 - Well Driller  
 20.37  
 23970 - Woodcraft Worker  
 20.79  
 23980 - Woodworker  
 15.72  
 24000 - Personal Needs Occupations  
 24550 - Case Manager  
 14.52  
 24570 - Child Care Attendant  
 9.71  
 24580 - Child Care Center Clerk  
 12.11  
 24610 - Chore Aide  
 10.43  
 24620 - Family Readiness And Support Services  
 14.52  
 Coordinator  
 24630 - Homemaker  
 16.64  
 25000 - Plant And System Operations Occupations  
 25010 - Boiler Tender  
 23.73  
 25040 - Sewage Plant Operator

18.57  
25070 - Stationary Engineer

23.73  
25190 - Ventilation Equipment Tender

16.50  
25210 - Water Treatment Plant Operator

18.57  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

18.20  
27007 - Baggage Inspector

11.86  
27008 - Corrections Officer

21.12  
27010 - Court Security Officer

22.97  
27030 - Detection Dog Handler

16.19  
27040 - Detention Officer

21.12  
27070 - Firefighter

24.82  
27101 - Guard I

11.86  
27102 - Guard II

16.19  
27131 - Police Officer I

26.08  
27132 - Police Officer II

28.99  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.46  
28042 - Carnival Equipment Repairer

13.46  
28043 - Carnival Worker

9.17  
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

16.12  
28630 - Sports Official

11.34  
28690 - Swimming Pool Operator  
19.32  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
19.88  
29020 - Hatch Tender  
19.88  
29030 - Line Handler  
19.88  
29041 - Stevedore I  
18.48  
29042 - Stevedore II  
21.24  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
29.45  
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  
25.14  
30052 - Cryogenic Technician II  
27.77  
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  
15.37  
30082 - Engineering Technician II  
17.26  
30083 - Engineering Technician III

19.31  
30084 - Engineering Technician IV

23.92  
30085 - Engineering Technician V

29.26  
30086 - Engineering Technician VI

35.40  
30090 - Environmental Technician

22.39  
30095 - Evidence Control Specialist

22.69  
30210 - Laboratory Technician

21.89  
30221 - Latent Fingerprint Technician I

25.14  
30222 - Latent Fingerprint Technician II

27.77  
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

27.77  
30390 - Photo-Optics Technician

26.21  
30395 - Radiation Control Technician

27.77  
30461 - Technical Writer I

23.06  
30462 - Technical Writer II

28.21  
30463 - Technical Writer III

34.13  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 26.09  
   30502 - Weather Forecaster II  
 31.74  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 23.60  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 26.21  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 12.20  
   31030 - Bus Driver  
 17.37  
   31043 - Driver Courier  
 13.89  
   31260 - Parking and Lot Attendant  
 11.57  
   31290 - Shuttle Bus Driver  
 15.09  
   31310 - Taxi Driver  
 13.26  
   31361 - Truckdriver, Light  
 15.09  
   31362 - Truckdriver, Medium  
 16.31  
   31363 - Truckdriver, Heavy  
 18.67  
   31364 - Truckdriver, Tractor-Trailer  
 18.67  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 10.39  
   99050 - Desk Clerk  
 9.93  
   99095 - Embalmer  
 27.05  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 13.68  
   99252 - Laboratory Animal Caretaker II  
 15.17

99260 - Marketing Analyst  
26.49  
99310 - Mortician  
27.05  
99410 - Pest Controller  
18.78  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
18.65  
99711 - Recycling Specialist  
22.61  
99730 - Refuse Collector  
16.53  
99810 - Sales Clerk  
11.50  
99820 - School Crossing Guard  
11.37  
99830 - Survey Party Chief  
23.41  
99831 - Surveying Aide  
16.08  
99832 - Surveying Technician  
20.59  
99840 - Vending Machine Attendant  
15.88  
99841 - Vending Machine Repairer  
20.05  
99842 - Vending Machine Repairer Helper  
15.88

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5223  
Revision No.: 11  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Brazos, Robertson

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.20	
01012 - Accounting Clerk II	
15.94	
01013 - Accounting Clerk III	
17.84	
01020 - Administrative Assistant	
25.39	
01035 - Court Reporter	

- 17.29
  - 01041 - Customer Service Representative I
- 10.78
  - 01042 - Customer Service Representative II
- 12.13
  - 01043 - Customer Service Representative III
- 13.23
  - 01051 - Data Entry Operator I
- 13.14
  - 01052 - Data Entry Operator II
- 14.33
  - 01060 - Dispatcher, Motor Vehicle
- 17.20
  - 01070 - Document Preparation Clerk
- 13.88
  - 01090 - Duplicating Machine Operator
- 13.88
  - 01111 - General Clerk I
- 12.66
  - 01112 - General Clerk II
- 14.24
  - 01113 - General Clerk III
- 15.99
  - 01120 - Housing Referral Assistant
- 19.27
  - 01141 - Messenger Courier
- 12.65
  - 01191 - Order Clerk I
- 15.14
  - 01192 - Order Clerk II
- 16.52
  - 01261 - Personnel Assistant (Employment) I
- 15.52
  - 01262 - Personnel Assistant (Employment) II
- 17.37
  - 01263 - Personnel Assistant (Employment) III
- 19.36
  - 01270 - Production Control Clerk
- 20.63
  - 01290 - Rental Clerk
- 11.44
  - 01300 - Scheduler, Maintenance
- 15.45
  - 01311 - Secretary I
- 15.45
  - 01312 - Secretary II
- 17.29
  - 01313 - Secretary III

19.27  
01320 - Service Order Dispatcher

15.38  
01410 - Supply Technician

25.39  
01420 - Survey Worker

14.82  
01460 - Switchboard Operator/Receptionist

12.67  
01531 - Travel Clerk I

11.59  
01532 - Travel Clerk II

12.65  
01533 - Travel Clerk III

13.72  
01611 - Word Processor I

13.55  
01612 - Word Processor II

15.21  
01613 - Word Processor III

17.02  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass

19.95  
05010 - Automotive Electrician

19.47  
05040 - Automotive Glass Installer

18.23  
05070 - Automotive Worker

18.23  
05110 - Mobile Equipment Servicer

15.69  
05130 - Motor Equipment Metal Mechanic

20.74  
05160 - Motor Equipment Metal Worker

18.23  
05190 - Motor Vehicle Mechanic

20.74  
05220 - Motor Vehicle Mechanic Helper

14.43  
05250 - Motor Vehicle Upholstery Worker

16.94  
05280 - Motor Vehicle Wrecker

18.23  
05310 - Painter, Automotive

19.47  
05340 - Radiator Repair Specialist

18.23



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05370 - Tire Repairer  
14.36  
05400 - Transmission Repair Specialist  
20.74  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.51  
07041 - Cook I  
11.77  
07042 - Cook II  
13.67  
07070 - Dishwasher  
9.50  
07130 - Food Service Worker  
10.01  
07210 - Meat Cutter  
12.73  
07260 - Waiter/Waitress  
8.82  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
17.15  
09040 - Furniture Handler  
11.17  
09080 - Furniture Refinisher  
17.15  
09090 - Furniture Refinisher Helper  
13.19  
09110 - Furniture Repairer, Minor  
15.20  
09130 - Upholsterer  
17.15  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.85  
11060 - Elevator Operator  
10.85  
11090 - Gardener  
16.69  
11122 - Housekeeping Aide  
11.38  
11150 - Janitor  
11.38  
11210 - Laborer, Grounds Maintenance  
12.96  
11240 - Maid or Houseman  
10.57  
11260 - Pruner

11.49  
11270 - Tractor Operator  
15.71  
11330 - Trail Maintenance Worker  
12.96  
11360 - Window Cleaner  
12.84  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.30  
12011 - Breath Alcohol Technician  
19.59  
12012 - Certified Occupational Therapist Assistant  
26.88  
12015 - Certified Physical Therapist Assistant  
29.90  
12020 - Dental Assistant  
15.84  
12025 - Dental Hygienist  
37.08  
12030 - EKG Technician  
28.75  
12035 - Electroneurodiagnostic Technologist  
28.75  
12040 - Emergency Medical Technician  
16.30  
12071 - Licensed Practical Nurse I  
17.51  
12072 - Licensed Practical Nurse II  
19.59  
12073 - Licensed Practical Nurse III  
21.83  
12100 - Medical Assistant  
14.24  
12130 - Medical Laboratory Technician  
18.63  
12160 - Medical Record Clerk  
14.80  
12190 - Medical Record Technician  
16.61  
12195 - Medical Transcriptionist  
17.51  
12210 - Nuclear Medicine Technologist  
43.03  
12221 - Nursing Assistant I  
11.41  
12222 - Nursing Assistant II  
12.83

12223 - Nursing Assistant III  
14.00  
12224 - Nursing Assistant IV  
15.72  
12235 - Optical Dispenser  
14.85  
12236 - Optical Technician  
17.51  
12250 - Pharmacy Technician  
16.88  
12280 - Phlebotomist  
14.28  
12305 - Radiologic Technologist  
25.75  
12311 - Registered Nurse I  
22.12  
12312 - Registered Nurse II  
27.06  
12313 - Registered Nurse II, Specialist  
27.06  
12314 - Registered Nurse III  
32.74  
12315 - Registered Nurse III, Anesthetist  
32.74  
12316 - Registered Nurse IV  
39.24  
12317 - Scheduler (Drug and Alcohol Testing)  
24.26  
12320 - Substance Abuse Treatment Counselor  
25.88  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
17.74  
13012 - Exhibits Specialist II  
21.98  
13013 - Exhibits Specialist III  
27.18  
13041 - Illustrator I  
17.74  
13042 - Illustrator II  
21.98  
13043 - Illustrator III  
27.18  
13047 - Librarian  
24.34  
13050 - Library Aide/Clerk  
13.00  
13054 - Library Information Technology Systems

21.98  
 Administrator  
 13058 - Library Technician

15.74  
 13061 - Media Specialist I

15.86  
 13062 - Media Specialist II

17.74  
 13063 - Media Specialist III

19.79  
 13071 - Photographer I

15.86  
 13072 - Photographer II

17.74  
 13073 - Photographer III

21.98  
 13074 - Photographer IV

26.88  
 13075 - Photographer V

32.53  
 13090 - Technical Order Library Clerk

16.33  
 13110 - Video Teleconference Technician

19.88  
 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)

21.07  
 14072 - Computer Programmer II (see 1)

26.10  
 14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator  
14.59  
14160 - Personal Computer Support Technician  
22.02  
14170 - System Support Specialist  
24.66  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
27.74  
15020 - Aircrew Training Devices Instructor (Rated)  
33.56  
15030 - Air Crew Training Devices Instructor (Pilot)  
40.23  
15050 - Computer Based Training Specialist / Instructor  
27.74  
15060 - Educational Technologist  
29.21  
15070 - Flight Instructor (Pilot)  
40.23  
15080 - Graphic Artist  
22.46  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
40.23  
15086 - Maintenance Test Pilot, Rotary Wing  
40.23  
15088 - Non-Maintenance Test/Co-Pilot  
40.23  
15090 - Technical Instructor  
25.11  
15095 - Technical Instructor/Course Developer  
30.40  
15110 - Test Proctor  
21.31  
15120 - Tutor  
21.31  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
11.04  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.74  
16220 - Tailor  
12.51  
16250 - Washer, Machine  
9.59  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.53  
19040 - Tool And Die Maker  
24.78  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.64  
21030 - Material Coordinator  
20.63  
21040 - Material Expediter  
20.63  
21050 - Material Handling Laborer  
13.12  
21071 - Order Filler  
12.24  
21080 - Production Line Worker (Food Processing)  
15.64  
21110 - Shipping Packer  
14.73  
21130 - Shipping/Receiving Clerk  
14.73  
21140 - Store Worker I  
10.21  
21150 - Stock Clerk  
14.49  
21210 - Tools And Parts Attendant  
15.64  
21410 - Warehouse Specialist  
15.64  
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

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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  
18.27  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
20.79  
II  
23110 - Appliance Mechanic  
19.31  
23120 - Bicycle Repairer  
15.72  
23125 - Cable Splicer  
25.98  
23130 - Carpenter, Maintenance  
16.65  
23140 - Carpet Layer  
18.27  
23160 - Electrician, Maintenance  
20.38  
23181 - Electronics Technician Maintenance I  
20.56  
23182 - Electronics Technician Maintenance II  
21.98  
23183 - Electronics Technician Maintenance III  
23.41  
23260 - Fabric Worker  
16.99  
23290 - Fire Alarm System Mechanic  
20.78  
23310 - Fire Extinguisher Repairer  
15.72  
23311 - Fuel Distribution System Mechanic  
22.32  
23312 - Fuel Distribution System Operator  
16.88

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23370 - General Maintenance Worker  
16.68  
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  
20.09  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.35  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
20.92  
23440 - Heavy Equipment Operator  
18.00  
23460 - Instrument Mechanic  
20.79  
23465 - Laboratory/Shelter Mechanic  
19.53  
23470 - Laborer  
13.12  
23510 - Locksmith  
19.51  
23530 - Machinery Maintenance Mechanic  
24.94  
23550 - Machinist, Maintenance  
21.60  
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  
 23.13  
 23810 - Plumber, Maintenance  
 21.71  
 23820 - Pneudraulic Systems Mechanic  
 20.79  
 23850 - Rigger  
 20.79  
 23870 - Scale Mechanic  
 18.27  
 23890 - Sheet-Metal Worker, Maintenance  
 24.09  
 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  
 19.76  
 23965 - Well Driller  
 18.97  
 23970 - Woodcraft Worker  
 20.79  
 23980 - Woodworker  
 15.72  
 24000 - Personal Needs Occupations  
 24550 - Case Manager  
 14.52  
 24570 - Child Care Attendant  
 9.49  
 24580 - Child Care Center Clerk  
 11.84  
 24610 - Chore Aide  
 10.43  
 24620 - Family Readiness And Support Services  
 14.52  
 Coordinator  
 24630 - Homemaker  
 14.52  
 25000 - Plant And System Operations Occupations  
 25010 - Boiler Tender  
 22.87  
 25040 - Sewage Plant Operator

18.57  
25070 - Stationary Engineer

22.87  
25190 - Ventilation Equipment Tender

15.57  
25210 - Water Treatment Plant Operator

18.57  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

18.00  
27007 - Baggage Inspector

11.86  
27008 - Corrections Officer

21.12  
27010 - Court Security Officer

22.97  
27030 - Detection Dog Handler

14.19  
27040 - Detention Officer

21.12  
27070 - Firefighter

24.82  
27101 - Guard I

11.86  
27102 - Guard II

14.19  
27131 - Police Officer I

26.08  
27132 - Police Officer II

28.99  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.62  
28042 - Carnival Equipment Repairer

13.61  
28043 - Carnival Worker

9.17  
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

16.12  
28630 - Sports Official

11.34  
28690 - Swimming Pool Operator

19.03  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

19.88  
29020 - Hatch Tender

19.88  
29030 - Line Handler

19.88  
29041 - Stevedore I

18.48  
29042 - Stevedore II

21.24  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

29.45  
30021 - Archeological Technician I

16.38  
30022 - Archeological Technician II

19.07  
30023 - Archeological Technician III

22.69  
30030 - Cartographic Technician

23.36  
30040 - Civil Engineering Technician

21.12  
30051 - Cryogenic Technician I

25.14  
30052 - Cryogenic Technician II

27.77  
30061 - Drafter/CAD Operator I

16.38  
30062 - Drafter/CAD Operator II

19.07  
30063 - Drafter/CAD Operator III

20.51  
30064 - Drafter/CAD Operator IV

25.14  
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  
22.69  
30210 - Laboratory Technician  
21.14  
30221 - Latent Fingerprint Technician I  
25.14  
30222 - Latent Fingerprint Technician II  
27.77  
30240 - Mathematical Technician  
23.28  
30361 - Paralegal/Legal Assistant I  
16.52  
30362 - Paralegal/Legal Assistant II  
20.47  
30363 - Paralegal/Legal Assistant III  
25.03  
30364 - Paralegal/Legal Assistant IV  
30.29  
30375 - Petroleum Supply Specialist  
27.77  
30390 - Photo-Optics Technician  
24.19  
30395 - Radiation Control Technician  
27.77  
30461 - Technical Writer I  
22.69  
30462 - Technical Writer II  
27.77  
30463 - Technical Writer III  
33.59  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 25.14  
   30502 - Weather Forecaster II  
 30.58  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 20.51  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 22.69  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 12.20  
   31030 - Bus Driver  
 17.37  
   31043 - Driver Courier  
 13.04  
   31260 - Parking and Lot Attendant  
 11.57  
   31290 - Shuttle Bus Driver  
 13.59  
   31310 - Taxi Driver  
 11.96  
   31361 - Truckdriver, Light  
 13.59  
   31362 - Truckdriver, Medium  
 16.31  
   31363 - Truckdriver, Heavy  
 18.67  
   31364 - Truckdriver, Tractor-Trailer  
 18.67  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 10.39  
   99050 - Desk Clerk  
 9.75  
   99095 - Embalmer  
 24.65  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 13.86  
   99252 - Laboratory Animal Caretaker II  
 14.05

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99260 - Marketing Analyst  
26.49  
99310 - Mortician  
24.65  
99410 - Pest Controller  
18.66  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
16.82  
99711 - Recycling Specialist  
20.39  
99730 - Refuse Collector  
15.58  
99810 - Sales Clerk  
10.95  
99820 - School Crossing Guard  
11.37  
99830 - Survey Party Chief  
24.09  
99831 - Surveying Aide  
15.04  
99832 - Surveying Technician  
20.59  
99840 - Vending Machine Attendant  
15.88  
99841 - Vending Machine Repairer  
20.05  
99842 - Vending Machine Repairer Helper  
15.88

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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.

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5231  
Revision No.: 12  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://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 RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
16.06	
01012 - Accounting Clerk II	
18.03	
01013 - Accounting Clerk III	
20.16	
01020 - Administrative Assistant	
28.52	
01035 - Court Reporter	

- 20.92
  - 01041 - Customer Service Representative I
- 13.45
  - 01042 - Customer Service Representative II
- 15.12
  - 01043 - Customer Service Representative III
- 16.50
  - 01051 - Data Entry Operator I
- 13.54
  - 01052 - Data Entry Operator II
- 14.77
  - 01060 - Dispatcher, Motor Vehicle
- 21.20
  - 01070 - Document Preparation Clerk
- 15.33
  - 01090 - Duplicating Machine Operator
- 15.33
  - 01111 - General Clerk I
- 13.45
  - 01112 - General Clerk II
- 14.68
  - 01113 - General Clerk III
- 16.47
  - 01120 - Housing Referral Assistant
- 21.60
  - 01141 - Messenger Courier
- 15.56
  - 01191 - Order Clerk I
- 15.73
  - 01192 - Order Clerk II
- 17.16
  - 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
- 22.98
  - 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  
28.52  
01420 - Survey Worker  
17.74  
01460 - Switchboard Operator/Receptionist  
13.60  
01531 - Travel Clerk I  
14.38  
01532 - Travel Clerk II  
15.44  
01533 - Travel Clerk III  
16.57  
01611 - Word Processor I  
15.33  
01612 - Word Processor II  
17.20  
01613 - Word Processor III  
19.24  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
22.70  
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  
14.14  
05400 - Transmission Repair Specialist  
22.99  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.29  
07041 - Cook I  
12.69  
07042 - Cook II  
14.57  
07070 - Dishwasher  
10.05  
07130 - Food Service Worker  
10.80  
07210 - Meat Cutter  
13.63  
07260 - Waiter/Waitress  
9.21  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
17.79  
09040 - Furniture Handler  
11.79  
09080 - Furniture Refinisher  
14.91  
09090 - Furniture Refinisher Helper  
11.79  
09110 - Furniture Repairer, Minor  
13.18  
09130 - Upholsterer  
16.90  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.11  
11060 - Elevator Operator  
11.46  
11090 - Gardener  
17.82  
11122 - Housekeeping Aide  
11.63  
11150 - Janitor  
11.63  
11210 - Laborer, Grounds Maintenance  
13.26  
11240 - Maid or Houseman  
10.63  
11260 - Pruner

11.72  
11270 - Tractor Operator  
16.30  
11330 - Trail Maintenance Worker  
13.26  
11360 - Window Cleaner  
13.16  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.28  
12011 - Breath Alcohol Technician  
20.99  
12012 - Certified Occupational Therapist Assistant  
38.09  
12015 - Certified Physical Therapist Assistant  
33.92  
12020 - Dental Assistant  
19.08  
12025 - Dental Hygienist  
38.30  
12030 - EKG Technician  
29.97  
12035 - Electroneurodiagnostic Technologist  
29.97  
12040 - Emergency Medical Technician  
18.28  
12071 - Licensed Practical Nurse I  
18.75  
12072 - Licensed Practical Nurse II  
20.99  
12073 - Licensed Practical Nurse III  
23.39  
12100 - Medical Assistant  
16.14  
12130 - Medical Laboratory Technician  
23.25  
12160 - Medical Record Clerk  
17.46  
12190 - Medical Record Technician  
19.54  
12195 - Medical Transcriptionist  
20.16  
12210 - Nuclear Medicine Technologist  
42.21  
12221 - Nursing Assistant I  
12.72  
12222 - Nursing Assistant II  
14.30

12223 - Nursing Assistant III  
15.60  
12224 - Nursing Assistant IV  
17.51  
12235 - Optical Dispenser  
18.47  
12236 - Optical Technician  
16.21  
12250 - Pharmacy Technician  
15.66  
12280 - Phlebotomist  
16.07  
12305 - Radiologic Technologist  
29.62  
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)  
26.00  
12320 - Substance Abuse Treatment Counselor  
21.23  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.93  
13012 - Exhibits Specialist II  
25.93  
13013 - Exhibits Specialist III  
31.72  
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

27.42  
 Administrator  
 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

16.75  
 13110 - Video Teleconference Technician

21.59  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I

16.61  
 14042 - Computer Operator II

18.58  
 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)

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14150 - Peripheral Equipment Operator  
16.61  
14160 - Personal Computer Support Technician  
24.67  
14170 - System Support Specialist  
37.10  
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  
32.43  
15070 - Flight Instructor (Pilot)  
50.81  
15080 - Graphic Artist  
24.18  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
44.09  
15086 - Maintenance Test Pilot, Rotary Wing  
44.09  
15088 - Non-Maintenance Test/Co-Pilot  
44.09  
15090 - Technical Instructor  
25.23  
15095 - Technical Instructor/Course Developer  
30.87  
15110 - Test Proctor  
20.37  
15120 - Tutor  
20.37  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.37  
16030 - Counter Attendant  
10.37  
16040 - Dry Cleaner  
13.32  
16070 - Finisher, Flatwork, Machine  
10.37  
16090 - Presser, Hand  
10.37  
16110 - Presser, Machine, Drycleaning

10.37  
16130 - Presser, Machine, Shirts  
10.37  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.37  
16190 - Sewing Machine Operator  
14.13  
16220 - Tailor  
15.19  
16250 - Washer, Machine  
11.40  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
25.17  
19040 - Tool And Die Maker  
30.45  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.77  
21030 - Material Coordinator  
22.98  
21040 - Material Expediter  
22.98  
21050 - Material Handling Laborer  
13.91  
21071 - Order Filler  
13.57  
21080 - Production Line Worker (Food Processing)  
15.77  
21110 - Shipping Packer  
15.10  
21130 - Shipping/Receiving Clerk  
15.10  
21140 - Store Worker I  
12.14  
21150 - Stock Clerk  
17.60  
21210 - Tools And Parts Attendant  
15.77  
21410 - Warehouse Specialist  
15.77  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
34.36  
23019 - Aircraft Logs and Records Technician  
27.93  
23021 - Aircraft Mechanic I  
32.79

23022 - Aircraft Mechanic II  
34.36  
23023 - Aircraft Mechanic III  
35.97  
23040 - Aircraft Mechanic Helper  
23.51  
23050 - Aircraft, Painter  
31.11  
23060 - Aircraft Servicer  
27.93  
23070 - Aircraft Survival Flight Equipment Technician  
31.11  
23080 - Aircraft Worker  
29.51  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.51  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
32.79  
II  
23110 - Appliance Mechanic  
19.20  
23120 - Bicycle Repairer  
17.50  
23125 - Cable Splicer  
28.78  
23130 - Carpenter, Maintenance  
18.47  
23140 - Carpet Layer  
18.56  
23160 - Electrician, Maintenance  
22.21  
23181 - Electronics Technician Maintenance I  
25.82  
23182 - Electronics Technician Maintenance II  
27.21  
23183 - Electronics Technician Maintenance III  
28.68  
23260 - Fabric Worker  
21.14  
23290 - Fire Alarm System Mechanic  
21.71  
23310 - Fire Extinguisher Repairer  
17.69  
23311 - Fuel Distribution System Mechanic  
21.21  
23312 - Fuel Distribution System Operator  
17.02

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23370 - General Maintenance Worker  
18.92  
23380 - Ground Support Equipment Mechanic  
32.79  
23381 - Ground Support Equipment Servicer  
27.93  
23382 - Ground Support Equipment Worker  
29.51  
23391 - Gunsmith I  
17.69  
23392 - Gunsmith II  
20.31  
23393 - Gunsmith III  
22.56  
23410 - Heating, Ventilation And Air-Conditioning  
21.86  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.91  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.52  
23440 - Heavy Equipment Operator  
19.01  
23460 - Instrument Mechanic  
25.13  
23465 - Laboratory/Shelter Mechanic  
21.41  
23470 - Laborer  
13.31  
23510 - Locksmith  
21.23  
23530 - Machinery Maintenance Mechanic  
23.22  
23550 - Machinist, Maintenance  
19.83  
23580 - Maintenance Trades Helper  
15.40  
23591 - Metrology Technician I  
25.13  
23592 - Metrology Technician II  
26.34  
23593 - Metrology Technician III  
27.57  
23640 - Millwright  
26.43  
23710 - Office Appliance Repairer  
18.66



23760 - Painter, Maintenance  
16.52  
23790 - Pipefitter, Maintenance  
25.42  
23810 - Plumber, Maintenance  
24.13  
23820 - Pneudraulic Systems Mechanic  
22.56  
23850 - Rigger  
24.54  
23870 - Scale Mechanic  
20.31  
23890 - Sheet-Metal Worker, Maintenance  
18.28  
23910 - Small Engine Mechanic  
19.51  
23931 - Telecommunications Mechanic I  
24.85  
23932 - Telecommunications Mechanic II  
26.04  
23950 - Telephone Lineman  
30.45  
23960 - Welder, Combination, Maintenance  
18.51  
23965 - Well Driller  
20.65  
23970 - Woodcraft Worker  
22.56  
23980 - Woodworker  
17.69  
24000 - Personal Needs Occupations  
24550 - Case Manager  
17.05  
24570 - Child Care Attendant  
10.73  
24580 - Child Care Center Clerk  
13.39  
24610 - Chore Aide  
9.46  
24620 - Family Readiness And Support Services  
17.05  
Coordinator  
24630 - Homemaker  
17.73  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
30.15  
25040 - Sewage Plant Operator

19.67  
25070 - Stationary Engineer

30.15  
25190 - Ventilation Equipment Tender

21.29  
25210 - Water Treatment Plant Operator

19.67  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

20.26  
27007 - Baggage Inspector

14.10  
27008 - Corrections Officer

21.13  
27010 - Court Security Officer

25.11  
27030 - Detection Dog Handler

16.92  
27040 - Detention Officer

21.13  
27070 - Firefighter

30.69  
27101 - Guard I

14.10  
27102 - Guard II

16.92  
27131 - Police Officer I

30.96  
27132 - Police Officer II

34.40  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

13.66  
28042 - Carnival Equipment Repairer

14.94  
28043 - Carnival Worker

9.82  
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

26.45  
29020 - Hatch Tender

26.45  
29030 - Line Handler

26.45  
29041 - Stevedore I

24.12  
29042 - Stevedore II

26.88  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

41.64  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

28.72  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

31.63  
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

28.44  
30052 - Cryogenic Technician II

31.41  
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

25.68  
30210 - Laboratory Technician

23.35  
30221 - Latent Fingerprint Technician I

24.74  
30222 - Latent Fingerprint Technician II

27.32  
30240 - Mathematical Technician

27.75  
30361 - Paralegal/Legal Assistant I

20.25  
30362 - Paralegal/Legal Assistant II

25.08  
30363 - Paralegal/Legal Assistant III

30.68  
30364 - Paralegal/Legal Assistant IV

37.12  
30375 - Petroleum Supply Specialist

31.41  
30390 - Photo-Optics Technician

27.75  
30395 - Radiation Control Technician

31.41  
30461 - Technical Writer I

25.69  
30462 - Technical Writer II

31.42  
30463 - Technical Writer III

38.01  
30491 - Unexploded Ordnance (UXO) Technician I

26.47  
30492 - Unexploded Ordnance (UXO) Technician II

32.02  
30493 - Unexploded Ordnance (UXO) Technician III

38.38  
30494 - Unexploded (UXO) Safety Escort

26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
   30501 - Weather Forecaster I  
 28.44  
   30502 - Weather Forecaster II  
 34.59  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 24.97  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 25.68  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 32.02  
   31020 - Bus Aide  
 13.22  
   31030 - Bus Driver  
 19.30  
   31043 - Driver Courier  
 16.55  
   31260 - Parking and Lot Attendant  
 10.63  
   31290 - Shuttle Bus Driver  
 18.09  
   31310 - Taxi Driver  
 12.16  
   31361 - Truckdriver, Light  
 18.09  
   31362 - Truckdriver, Medium  
 20.50  
   31363 - Truckdriver, Heavy  
 21.49  
   31364 - Truckdriver, Tractor-Trailer  
 21.49  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 15.61  
   99030 - Cashier  
 10.44  
   99050 - Desk Clerk  
 11.75  
   99095 - Embalmer  
 24.25  
   99130 - Flight Follower  
 26.47  
   99251 - Laboratory Animal Caretaker I  
 12.03  
   99252 - Laboratory Animal Caretaker II  
 13.16

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99260 - Marketing Analyst  
34.41  
99310 - Mortician  
24.25  
99410 - Pest Controller  
21.77  
99510 - Photofinishing Worker  
13.86  
99710 - Recycling Laborer  
19.52  
99711 - Recycling Specialist  
23.99  
99730 - Refuse Collector  
17.25  
99810 - Sales Clerk  
13.65  
99820 - School Crossing Guard  
10.80  
99830 - Survey Party Chief  
28.67  
99831 - Surveying Aide  
16.63  
99832 - Surveying Technician  
20.93  
99840 - Vending Machine Attendant  
14.09  
99841 - Vending Machine Repairer  
17.17  
99842 - Vending Machine Repairer Helper  
14.05

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5233  
Revision No.: 12  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

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

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
16.01	
01012 - Accounting Clerk II	
17.97	
01013 - Accounting Clerk III	
20.11	
01020 - Administrative Assistant	
29.37	

01035 - Court Reporter  
29.01  
01041 - Customer Service Representative I  
12.97  
01042 - Customer Service Representative II  
14.58  
01043 - Customer Service Representative III  
15.91  
01051 - Data Entry Operator I  
14.80  
01052 - Data Entry Operator II  
16.15  
01060 - Dispatcher, Motor Vehicle  
19.42  
01070 - Document Preparation Clerk  
14.75  
01090 - Duplicating Machine Operator  
14.75  
01111 - General Clerk I  
14.24  
01112 - General Clerk II  
15.53  
01113 - General Clerk III  
17.44  
01120 - Housing Referral Assistant  
21.53  
01141 - Messenger Courier  
14.20  
01191 - Order Clerk I  
18.00  
01192 - Order Clerk II  
19.90  
01261 - Personnel Assistant (Employment) I  
17.00  
01262 - Personnel Assistant (Employment) II  
19.02  
01263 - Personnel Assistant (Employment) III  
21.20  
01270 - Production Control Clerk  
23.39  
01290 - Rental Clerk  
14.75  
01300 - Scheduler, Maintenance  
17.26  
01311 - Secretary I  
17.26  
01312 - Secretary II  
19.31

01313 - Secretary III  
21.53  
01320 - Service Order Dispatcher  
17.36  
01410 - Supply Technician  
29.37  
01420 - Survey Worker  
17.79  
01460 - Switchboard Operator/Receptionist  
13.02  
01531 - Travel Clerk I  
14.24  
01532 - Travel Clerk II  
15.38  
01533 - Travel Clerk III  
16.44  
01611 - Word Processor I  
16.20  
01612 - Word Processor II  
18.19  
01613 - Word Processor III  
20.35  
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  
11.75  
07041 - Cook I  
11.92  
07042 - Cook II  
13.84  
07070 - Dishwasher  
10.60  
07130 - Food Service Worker  
11.21  
07210 - Meat Cutter  
12.91  
07260 - Waiter/Waitress  
9.79  
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  
12.06  
11060 - Elevator Operator  
10.70  
11090 - Gardener  
17.42  
11122 - Housekeeping Aide  
10.70  
11150 - Janitor  
10.70  
11210 - Laborer, Grounds Maintenance  
13.10  
11240 - Maid or Houseman  
9.76

11260 - Pruner  
11.70  
11270 - Tractor Operator  
15.98  
11330 - Trail Maintenance Worker  
13.10  
11360 - Window Cleaner  
11.98  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.58  
12011 - Breath Alcohol Technician  
20.64  
12012 - Certified Occupational Therapist Assistant  
34.54  
12015 - Certified Physical Therapist Assistant  
35.10  
12020 - Dental Assistant  
17.02  
12025 - Dental Hygienist  
35.52  
12030 - EKG Technician  
25.92  
12035 - Electroneurodiagnostic Technologist  
25.92  
12040 - Emergency Medical Technician  
16.58  
12071 - Licensed Practical Nurse I  
19.05  
12072 - Licensed Practical Nurse II  
21.32  
12073 - Licensed Practical Nurse III  
23.76  
12100 - Medical Assistant  
15.63  
12130 - Medical Laboratory Technician  
22.70  
12160 - Medical Record Clerk  
18.34  
12190 - Medical Record Technician  
20.52  
12195 - Medical Transcriptionist  
19.67  
12210 - Nuclear Medicine Technologist  
39.75  
12221 - Nursing Assistant I  
12.53  
12222 - Nursing Assistant II

14.09  
12223 - Nursing Assistant III  
15.38  
12224 - Nursing Assistant IV  
17.26  
12235 - Optical Dispenser  
16.79  
12236 - Optical Technician  
16.82  
12250 - Pharmacy Technician  
19.18  
12280 - Phlebotomist  
16.28  
12305 - Radiologic Technologist  
31.21  
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)  
25.93  
12320 - Substance Abuse Treatment Counselor  
24.06  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
22.00  
13012 - Exhibits Specialist II  
27.25  
13013 - Exhibits Specialist III  
33.33  
13041 - Illustrator I  
21.02  
13042 - Illustrator II  
26.04  
13043 - Illustrator III  
31.85  
13047 - Librarian  
29.40  
13050 - Library Aide/Clerk  
13.23

- 13054 - Library Information Technology Systems  
26.55  
Administrator
- 13058 - Library Technician  
16.48
- 13061 - Media Specialist I  
19.16
- 13062 - Media Specialist II  
21.43
- 13063 - Media Specialist III  
23.89
- 13071 - Photographer I  
18.96
- 13072 - Photographer II  
21.20
- 13073 - Photographer III  
26.27
- 13074 - Photographer IV  
32.13
- 13075 - Photographer V  
38.87
- 13090 - Technical Order Library Clerk  
16.62
- 13110 - Video Teleconference Technician  
21.82
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I  
17.42
- 14042 - Computer Operator II  
19.49
- 14043 - Computer Operator III  
21.72
- 14044 - Computer Operator IV  
24.14
- 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)

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14103 - Computer Systems Analyst III (see 1)  
14150 - Peripheral Equipment Operator  
17.42  
14160 - Personal Computer Support Technician  
24.14  
14170 - System Support Specialist  
37.07  
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  
34.80  
15070 - Flight Instructor (Pilot)  
47.98  
15080 - Graphic Artist  
26.72  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
47.55  
15086 - Maintenance Test Pilot, Rotary Wing  
47.55  
15088 - Non-Maintenance Test/Co-Pilot  
47.55  
15090 - Technical Instructor  
27.50  
15095 - Technical Instructor/Course Developer  
33.64  
15110 - Test Proctor  
22.20  
15120 - Tutor  
22.20  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.33  
16030 - Counter Attendant  
10.33  
16040 - Dry Cleaner  
13.25  
16070 - Finisher, Flatwork, Machine  
10.33  
16090 - Presser, Hand  
10.33

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16110 - Presser, Machine, Drycleaning  
10.33  
16130 - Presser, Machine, Shirts  
10.33  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.33  
16190 - Sewing Machine Operator  
14.01  
16220 - Tailor  
15.08  
16250 - Washer, Machine  
11.32  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
21.05  
19040 - Tool And Die Maker  
25.22  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
16.85  
21030 - Material Coordinator  
23.39  
21040 - Material Expediter  
23.39  
21050 - Material Handling Laborer  
12.83  
21071 - Order Filler  
12.67  
21080 - Production Line Worker (Food Processing)  
16.85  
21110 - Shipping Packer  
16.27  
21130 - Shipping/Receiving Clerk  
16.27  
21140 - Store Worker I  
12.76  
21150 - Stock Clerk  
18.05  
21210 - Tools And Parts Attendant  
16.85  
21410 - Warehouse Specialist  
16.85  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
34.35  
23019 - Aircraft Logs and Records Technician  
27.09  
23021 - Aircraft Mechanic I

32.91  
23022 - Aircraft Mechanic II

34.35  
23023 - Aircraft Mechanic III

35.83  
23040 - Aircraft Mechanic Helper

23.00  
23050 - Aircraft, Painter

31.11  
23060 - Aircraft Servicer

27.09  
23070 - Aircraft Survival Flight Equipment Technician

31.11  
23080 - Aircraft Worker

29.10  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic

29.10  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic

32.91  
II  
23110 - Appliance Mechanic

21.10  
23120 - Bicycle Repairer

17.93  
23125 - Cable Splicer

29.54  
23130 - Carpenter, Maintenance

19.71  
23140 - Carpet Layer

20.97  
23160 - Electrician, Maintenance

26.70  
23181 - Electronics Technician Maintenance I

25.40  
23182 - Electronics Technician Maintenance II

27.16  
23183 - Electronics Technician Maintenance III

28.72  
23260 - Fabric Worker

20.41  
23290 - Fire Alarm System Mechanic

24.66  
23310 - Fire Extinguisher Repairer

18.88  
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

32.91  
23381 - Ground Support Equipment Servicer

27.09  
23382 - Ground Support Equipment Worker

29.10  
23391 - Gunsmith I

18.88  
23392 - Gunsmith II

21.92  
23393 - Gunsmith III

24.79  
23410 - Heating, Ventilation And Air-Conditioning

23.46  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning

24.48  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic

23.95  
23440 - Heavy Equipment Operator

19.91  
23460 - Instrument Mechanic

28.46  
23465 - Laboratory/Shelter Mechanic

23.44  
23470 - Laborer

12.83  
23510 - Locksmith

23.47  
23530 - Machinery Maintenance Mechanic

28.62  
23550 - Machinist, Maintenance

24.02  
23580 - Maintenance Trades Helper

14.94  
23591 - Metrology Technician I

28.46  
23592 - Metrology Technician II

29.70  
23593 - Metrology Technician III

30.98  
23640 - Millwright

26.77  
23710 - Office Appliance Repairer



18.99  
23760 - Painter, Maintenance

18.99  
23790 - Pipefitter, Maintenance

27.23  
23810 - Plumber, Maintenance

25.74  
23820 - Pneudraulic Systems Mechanic

24.79  
23850 - Rigger

25.11  
23870 - Scale Mechanic

21.92  
23890 - Sheet-Metal Worker, Maintenance

20.32  
23910 - Small Engine Mechanic

19.63  
23931 - Telecommunications Mechanic I

23.89  
23932 - Telecommunications Mechanic II

24.95  
23950 - Telephone Lineman

30.88  
23960 - Welder, Combination, Maintenance

23.11  
23965 - Well Driller

23.54  
23970 - Woodcraft Worker

24.79  
23980 - Woodworker

18.88  
24000 - Personal Needs Occupations

24550 - Case Manager

18.06  
24570 - Child Care Attendant

10.65  
24580 - Child Care Center Clerk

13.48  
24610 - Chore Aide

9.21  
24620 - Family Readiness And Support Services

18.06  
Coordinator  
24630 - Homemaker

18.06  
25000 - Plant And System Operations Occupations

25010 - Boiler Tender

22.20

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25040 - Sewage Plant Operator  
20.95  
25070 - Stationary Engineer  
22.20  
25190 - Ventilation Equipment Tender  
14.81  
25210 - Water Treatment Plant Operator  
20.95  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
19.73  
27007 - Baggage Inspector  
12.52  
27008 - Corrections Officer  
21.05  
27010 - Court Security Officer  
23.02  
27030 - Detection Dog Handler  
17.90  
27040 - Detention Officer  
21.05  
27070 - Firefighter  
24.98  
27101 - Guard I  
12.52  
27102 - Guard II  
17.90  
27131 - Police Officer I  
28.75  
27132 - Police Officer II  
31.94  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.69  
28042 - Carnival Equipment Repairer  
13.83  
28043 - Carnival Worker  
9.29  
28210 - Gate Attendant/Gate Tender  
13.94  
28310 - Lifeguard  
12.38  
28350 - Park Attendant (Aide)  
15.60  
28510 - Recreation Aide/Health Facility Attendant  
11.38  
28515 - Recreation Specialist  
19.32

28630 - Sports Official  
12.42  
28690 - Swimming Pool Operator  
17.44  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
27.93  
29020 - Hatch Tender  
27.93  
29030 - Line Handler  
27.93  
29041 - Stevedore I  
26.00  
29042 - Stevedore II  
29.86  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
44.44  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
30.64  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
33.75  
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  
26.94  
30052 - Cryogenic Technician II  
29.76  
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  
24.33  
30210 - Laboratory Technician  
30.91  
30221 - Latent Fingerprint Technician I  
28.14  
30222 - Latent Fingerprint Technician II  
31.08  
30240 - Mathematical Technician  
33.68  
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  
29.76  
30390 - Photo-Optics Technician  
30.62  
30395 - Radiation Control Technician  
29.76  
30461 - Technical Writer I  
26.27  
30462 - Technical Writer II  
32.12  
30463 - Technical Writer III  
38.86  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24

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30495 - Unexploded (UX0) Sweep Personnel  
28.24  
30501 - Weather Forecaster I  
29.63  
30502 - Weather Forecaster II  
36.05  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
27.56  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
30.48  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
14.48  
31030 - Bus Driver  
20.82  
31043 - Driver Courier  
14.42  
31260 - Parking and Lot Attendant  
10.12  
31290 - Shuttle Bus Driver  
15.71  
31310 - Taxi Driver  
13.64  
31361 - Truckdriver, Light  
15.71  
31362 - Truckdriver, Medium  
18.98  
31363 - Truckdriver, Heavy  
20.33  
31364 - Truckdriver, Tractor-Trailer  
20.33  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.66  
99030 - Cashier  
10.28  
99050 - Desk Clerk  
11.72  
99095 - Embalmer  
34.72  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
11.66  
99252 - Laboratory Animal Caretaker II

12.71  
99260 - Marketing Analyst  
35.05  
99310 - Mortician  
38.17  
99410 - Pest Controller  
18.07  
99510 - Photofinishing Worker  
16.80  
99710 - Recycling Laborer  
18.00  
99711 - Recycling Specialist  
21.97  
99730 - Refuse Collector  
16.08  
99810 - Sales Clerk  
12.66  
99820 - School Crossing Guard  
14.04  
99830 - Survey Party Chief  
25.50  
99831 - Surveying Aide  
17.45  
99832 - Surveying Technician  
22.05  
99840 - Vending Machine Attendant  
12.81  
99841 - Vending Machine Repairer  
16.20  
99842 - Vending Machine Repairer Helper  
12.81

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

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with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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

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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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5235  
Revision No.: 10  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Lampasas

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.67	
01012 - Accounting Clerk II	
15.34	
01013 - Accounting Clerk III	
17.17	
01020 - Administrative Assistant	
22.61	
01035 - Court Reporter	

- 19.69
  - 01041 - Customer Service Representative I
- 11.19
  - 01042 - Customer Service Representative II
- 12.58
  - 01043 - Customer Service Representative III
- 13.72
  - 01051 - Data Entry Operator I
- 12.99
  - 01052 - Data Entry Operator II
- 14.59
  - 01060 - Dispatcher, Motor Vehicle
- 19.41
  - 01070 - Document Preparation Clerk
- 15.75
  - 01090 - Duplicating Machine Operator
- 15.75
  - 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
- 13.37
  - 01191 - Order Clerk I
- 13.72
  - 01192 - Order Clerk II
- 14.96
  - 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
- 20.96
  - 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  
11.56  
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  
17.94  
05040 - Automotive Glass Installer  
18.00  
05070 - Automotive Worker  
16.92  
05110 - Mobile Equipment Servicer  
14.83  
05130 - Motor Equipment Metal Mechanic  
19.11  
05160 - Motor Equipment Metal Worker  
16.92  
05190 - Motor Vehicle Mechanic  
19.11  
05220 - Motor Vehicle Mechanic Helper  
13.73  
05250 - Motor Vehicle Upholstery Worker  
15.77  
05280 - Motor Vehicle Wrecker  
16.92  
05310 - Painter, Automotive  
17.94  
05340 - Radiator Repair Specialist  
16.92



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05370 - Tire Repairer  
13.26  
05400 - Transmission Repair Specialist  
19.11  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.50  
07041 - Cook I  
10.40  
07042 - Cook II  
11.84  
07070 - Dishwasher  
9.24  
07130 - Food Service Worker  
10.03  
07210 - Meat Cutter  
17.59  
07260 - Waiter/Waitress  
9.00  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
18.71  
09040 - Furniture Handler  
11.97  
09080 - Furniture Refinisher  
18.71  
09090 - Furniture Refinisher Helper  
14.52  
09110 - Furniture Repairer, Minor  
16.73  
09130 - Upholsterer  
18.71  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.25  
11060 - Elevator Operator  
10.97  
11090 - Gardener  
16.81  
11122 - Housekeeping Aide  
10.97  
11150 - Janitor  
10.97  
11210 - Laborer, Grounds Maintenance  
12.75  
11240 - Maid or Houseman  
10.81  
11260 - Pruner

11.30  
11270 - Tractor Operator  
15.46  
11330 - Trail Maintenance Worker  
12.75  
11360 - Window Cleaner  
12.38  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.31  
12011 - Breath Alcohol Technician  
19.42  
12012 - Certified Occupational Therapist Assistant  
29.08  
12015 - Certified Physical Therapist Assistant  
32.04  
12020 - Dental Assistant  
17.77  
12025 - Dental Hygienist  
41.16  
12030 - EKG Technician  
25.29  
12035 - Electroneurodiagnostic Technologist  
25.29  
12040 - Emergency Medical Technician  
17.31  
12071 - Licensed Practical Nurse I  
17.79  
12072 - Licensed Practical Nurse II  
19.90  
12073 - Licensed Practical Nurse III  
22.20  
12100 - Medical Assistant  
13.93  
12130 - Medical Laboratory Technician  
22.79  
12160 - Medical Record Clerk  
19.48  
12190 - Medical Record Technician  
20.67  
12195 - Medical Transcriptionist  
17.86  
12210 - Nuclear Medicine Technologist  
42.66  
12221 - Nursing Assistant I  
11.09  
12222 - Nursing Assistant II  
12.47

12223 - Nursing Assistant III  
13.61  
12224 - Nursing Assistant IV  
15.27  
12235 - Optical Dispenser  
14.80  
12236 - Optical Technician  
15.22  
12250 - Pharmacy Technician  
17.97  
12280 - Phlebotomist  
14.70  
12305 - Radiologic Technologist  
27.60  
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)  
24.05  
12320 - Substance Abuse Treatment Counselor  
18.30  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.55  
13012 - Exhibits Specialist II  
25.78  
13013 - Exhibits Specialist III  
28.65  
13041 - Illustrator I  
19.55  
13042 - Illustrator II  
25.78  
13043 - Illustrator III  
28.65  
13047 - Librarian  
25.94  
13050 - Library Aide/Clerk  
13.01  
13054 - Library Information Technology Systems

23.42  
 Administrator  
 13058 - Library Technician

16.88  
 13061 - Media Specialist I

16.90  
 13062 - Media Specialist II

18.91  
 13063 - Media Specialist III

21.07  
 13071 - Photographer I

16.90  
 13072 - Photographer II

18.91  
 13073 - Photographer III

23.42  
 13074 - Photographer IV

28.65  
 13075 - Photographer V

34.66  
 13090 - Technical Order Library Clerk

15.49  
 13110 - Video Teleconference Technician

17.63  
 14000 - Information Technology Occupations

14041 - Computer Operator I

16.06  
 14042 - Computer Operator II

17.97  
 14043 - Computer Operator III

20.02  
 14044 - Computer Operator IV

22.26  
 14045 - Computer Operator V

24.65  
 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  
16.06  
14160 - Personal Computer Support Technician  
22.53  
14170 - System Support Specialist  
29.30  
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  
41.17  
15086 - Maintenance Test Pilot, Rotary Wing  
41.17  
15088 - Non-Maintenance Test/Co-Pilot  
41.17  
15090 - Technical Instructor  
24.13  
15095 - Technical Instructor/Course Developer  
29.51  
15110 - Test Proctor  
19.48  
15120 - Tutor  
19.48  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
11.04  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.74  
16220 - Tailor  
12.51  
16250 - Washer, Machine  
9.59  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
18.48  
19040 - Tool And Die Maker  
24.45  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.12  
21030 - Material Coordinator  
20.95  
21040 - Material Expediter  
20.95  
21050 - Material Handling Laborer  
12.93  
21071 - Order Filler  
13.38  
21080 - Production Line Worker (Food Processing)  
15.12  
21110 - Shipping Packer  
17.10  
21130 - Shipping/Receiving Clerk  
17.10  
21140 - Store Worker I  
10.87  
21150 - Stock Clerk  
14.49  
21210 - Tools And Parts Attendant  
15.12  
21410 - Warehouse Specialist  
15.12  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
30.14  
23019 - Aircraft Logs and Records Technician  
23.16  
23021 - Aircraft Mechanic I  
28.35

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23022 - Aircraft Mechanic II  
30.14  
23023 - Aircraft Mechanic III  
31.96  
23040 - Aircraft Mechanic Helper  
19.72  
23050 - Aircraft, Painter  
26.61  
23060 - Aircraft Servicer  
23.16  
23070 - Aircraft Survival Flight Equipment Technician  
26.61  
23080 - Aircraft Worker  
24.90  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.90  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
28.35  
II  
23110 - Appliance Mechanic  
19.26  
23120 - Bicycle Repairer  
15.79  
23125 - Cable Splicer  
24.53  
23130 - Carpenter, Maintenance  
19.20  
23140 - Carpet Layer  
18.35  
23160 - Electrician, Maintenance  
21.54  
23181 - Electronics Technician Maintenance I  
20.32  
23182 - Electronics Technician Maintenance II  
22.11  
23183 - Electronics Technician Maintenance III  
23.31  
23260 - Fabric Worker  
17.05  
23290 - Fire Alarm System Mechanic  
21.90  
23310 - Fire Extinguisher Repairer  
15.79  
23311 - Fuel Distribution System Mechanic  
22.37  
23312 - Fuel Distribution System Operator  
16.92

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23370 - General Maintenance Worker  
15.28  
23380 - Ground Support Equipment Mechanic  
28.35  
23381 - Ground Support Equipment Servicer  
23.16  
23382 - Ground Support Equipment Worker  
24.90  
23391 - Gunsmith I  
15.79  
23392 - Gunsmith II  
18.33  
23393 - Gunsmith III  
20.87  
23410 - Heating, Ventilation And Air-Conditioning  
19.55  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.27  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
22.21  
23440 - Heavy Equipment Operator  
16.84  
23460 - Instrument Mechanic  
20.87  
23465 - Laboratory/Shelter Mechanic  
19.59  
23470 - Laborer  
12.93  
23510 - Locksmith  
19.59  
23530 - Machinery Maintenance Mechanic  
22.92  
23550 - Machinist, Maintenance  
19.84  
23580 - Maintenance Trades Helper  
13.04  
23591 - Metrology Technician I  
20.87  
23592 - Metrology Technician II  
22.18  
23593 - Metrology Technician III  
23.53  
23640 - Millwright  
20.87  
23710 - Office Appliance Repairer  
18.38



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23760 - Painter, Maintenance  
16.93  
23790 - Pipefitter, Maintenance  
23.74  
23810 - Plumber, Maintenance  
22.44  
23820 - Pneudraulic Systems Mechanic  
20.87  
23850 - Rigger  
20.87  
23870 - Scale Mechanic  
18.33  
23890 - Sheet-Metal Worker, Maintenance  
19.16  
23910 - Small Engine Mechanic  
18.33  
23931 - Telecommunications Mechanic I  
24.08  
23932 - Telecommunications Mechanic II  
25.29  
23950 - Telephone Lineman  
25.11  
23960 - Welder, Combination, Maintenance  
19.90  
23965 - Well Driller  
20.87  
23970 - Woodcraft Worker  
20.87  
23980 - Woodworker  
15.79  
24000 - Personal Needs Occupations  
24550 - Case Manager  
18.06  
24570 - Child Care Attendant  
9.71  
24580 - Child Care Center Clerk  
12.11  
24610 - Chore Aide  
9.40  
24620 - Family Readiness And Support Services  
18.06  
Coordinator  
24630 - Homemaker  
18.06  
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  
15.96  
27007 - Baggage Inspector  
15.66  
27008 - Corrections Officer  
20.67  
27010 - Court Security Officer  
21.19  
27030 - Detection Dog Handler  
17.52  
27040 - Detention Officer  
20.67  
27070 - Firefighter  
21.82  
27101 - Guard I  
15.66  
27102 - Guard II  
17.52  
27131 - Police Officer I  
24.31  
27132 - Police Officer II  
27.02  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.78  
28042 - Carnival Equipment Repairer  
13.89  
28043 - Carnival Worker  
9.34  
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  
16.02  
28630 - Sports Official

11.34  
28690 - Swimming Pool Operator

16.13  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

18.56  
29020 - Hatch Tender

18.56  
29030 - Line Handler

18.56  
29041 - Stevedore I

17.26  
29042 - Stevedore II

19.83  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

29.45  
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

27.23  
30052 - Cryogenic Technician II

30.07  
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

15.31  
30082 - Engineering Technician II

17.18  
30083 - Engineering Technician III

19.23  
30084 - Engineering Technician IV

23.82  
30085 - Engineering Technician V

29.13  
30086 - Engineering Technician VI

35.25  
30090 - Environmental Technician

24.59  
30095 - Evidence Control Specialist

24.59  
30210 - Laboratory Technician

22.13  
30221 - Latent Fingerprint Technician I

27.23  
30222 - Latent Fingerprint Technician II

30.07  
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

30.07  
30390 - Photo-Optics Technician

26.21  
30395 - Radiation Control Technician

30.07  
30461 - Technical Writer I

24.59  
30462 - Technical Writer II

30.07  
30463 - Technical Writer III

36.39  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 28.80  
   30502 - Weather Forecaster II  
 35.04  
   30620 - Weather Observer, Combined Upper Air Or                    (see 2)  
 23.60  
   Surface Programs  
   30621 - Weather Observer, Senior                                        (see 2)  
 26.21  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 12.19  
   31030 - Bus Driver  
 17.36  
   31043 - Driver Courier  
 13.16  
   31260 - Parking and Lot Attendant  
 9.97  
   31290 - Shuttle Bus Driver  
 14.20  
   31310 - Taxi Driver  
 12.38  
   31361 - Truckdriver, Light  
 14.20  
   31362 - Truckdriver, Medium  
 15.21  
   31363 - Truckdriver, Heavy  
 18.66  
   31364 - Truckdriver, Tractor-Trailer  
 18.66  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 10.24  
   99050 - Desk Clerk  
 9.93  
   99095 - Embalmer  
 27.05  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 11.66  
   99252 - Laboratory Animal Caretaker II  
 12.82

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99260 - Marketing Analyst  
30.29  
99310 - Mortician  
27.05  
99410 - Pest Controller  
21.48  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
18.66  
99711 - Recycling Specialist  
22.62  
99730 - Refuse Collector  
16.54  
99810 - Sales Clerk  
11.50  
99820 - School Crossing Guard  
11.06  
99830 - Survey Party Chief  
20.16  
99831 - Surveying Aide  
13.85  
99832 - Surveying Technician  
17.74  
99840 - Vending Machine Attendant  
14.15  
99841 - Vending Machine Repairer  
17.15  
99842 - Vending Machine Repairer Helper  
14.15

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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.

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5237  
Revision No.: 10  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Bell, Coryell

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 13.67	
01012 - Accounting Clerk II 15.34	
01013 - Accounting Clerk III 17.17	
01020 - Administrative Assistant 22.61	
01035 - Court Reporter	

15.76  
01041 - Customer Service Representative I  
11.19  
01042 - Customer Service Representative II  
12.58  
01043 - Customer Service Representative III  
13.72  
01051 - Data Entry Operator I  
12.63  
01052 - Data Entry Operator II  
13.78  
01060 - Dispatcher, Motor Vehicle  
17.58  
01070 - Document Preparation Clerk  
14.80  
01090 - Duplicating Machine Operator  
14.80  
01111 - General Clerk I  
12.96  
01112 - General Clerk II  
14.13  
01113 - General Clerk III  
15.87  
01120 - Housing Referral Assistant  
17.56  
01141 - Messenger Courier  
13.17  
01191 - Order Clerk I  
13.72  
01192 - Order Clerk II  
14.96  
01261 - Personnel Assistant (Employment) I  
15.28  
01262 - Personnel Assistant (Employment) II  
17.10  
01263 - Personnel Assistant (Employment) III  
19.05  
01270 - Production Control Clerk  
20.95  
01290 - Rental Clerk  
11.44  
01300 - Scheduler, Maintenance  
14.09  
01311 - Secretary I  
14.09  
01312 - Secretary II  
15.76  
01313 - Secretary III

17.56  
01320 - Service Order Dispatcher  
15.32  
01410 - Supply Technician  
22.61  
01420 - Survey Worker  
15.00  
01460 - Switchboard Operator/Receptionist  
11.73  
01531 - Travel Clerk I  
11.59  
01532 - Travel Clerk II  
12.65  
01533 - Travel Clerk III  
13.72  
01611 - Word Processor I  
12.55  
01612 - Word Processor II  
14.09  
01613 - Word Processor III  
15.76  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
19.95  
05010 - Automotive Electrician  
17.94  
05040 - Automotive Glass Installer  
16.78  
05070 - Automotive Worker  
16.78  
05110 - Mobile Equipment Servicer  
14.46  
05130 - Motor Equipment Metal Mechanic  
19.11  
05160 - Motor Equipment Metal Worker  
16.78  
05190 - Motor Vehicle Mechanic  
19.11  
05220 - Motor Vehicle Mechanic Helper  
13.29  
05250 - Motor Vehicle Upholstery Worker  
15.61  
05280 - Motor Vehicle Wrecker  
16.78  
05310 - Painter, Automotive  
17.94  
05340 - Radiator Repair Specialist  
16.78



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05370 - Tire Repairer  
13.26  
05400 - Transmission Repair Specialist  
19.11  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.27  
07041 - Cook I  
10.19  
07042 - Cook II  
11.84  
07070 - Dishwasher  
9.24  
07130 - Food Service Worker  
10.00  
07210 - Meat Cutter  
17.59  
07260 - Waiter/Waitress  
8.80  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
18.87  
09040 - Furniture Handler  
11.97  
09080 - Furniture Refinisher  
18.87  
09090 - Furniture Refinisher Helper  
14.51  
09110 - Furniture Repairer, Minor  
16.72  
09130 - Upholsterer  
18.87  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.25  
11060 - Elevator Operator  
10.97  
11090 - Gardener  
16.69  
11122 - Housekeeping Aide  
10.97  
11150 - Janitor  
10.97  
11210 - Laborer, Grounds Maintenance  
12.75  
11240 - Maid or Houseman  
10.81  
11260 - Pruner

11.30  
11270 - Tractor Operator  
15.46  
11330 - Trail Maintenance Worker  
12.75  
11360 - Window Cleaner  
12.38  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.31  
12011 - Breath Alcohol Technician  
19.42  
12012 - Certified Occupational Therapist Assistant  
29.08  
12015 - Certified Physical Therapist Assistant  
34.22  
12020 - Dental Assistant  
17.77  
12025 - Dental Hygienist  
35.65  
12030 - EKG Technician  
25.72  
12035 - Electroneurodiagnostic Technologist  
25.72  
12040 - Emergency Medical Technician  
17.31  
12071 - Licensed Practical Nurse I  
17.35  
12072 - Licensed Practical Nurse II  
19.42  
12073 - Licensed Practical Nurse III  
21.64  
12100 - Medical Assistant  
13.93  
12130 - Medical Laboratory Technician  
22.54  
12160 - Medical Record Clerk  
19.48  
12190 - Medical Record Technician  
21.80  
12195 - Medical Transcriptionist  
17.86  
12210 - Nuclear Medicine Technologist  
42.66  
12221 - Nursing Assistant I  
11.07  
12222 - Nursing Assistant II  
12.44

12223 - Nursing Assistant III  
14.71  
12224 - Nursing Assistant IV  
16.47  
12235 - Optical Dispenser  
14.80  
12236 - Optical Technician  
17.35  
12250 - Pharmacy Technician  
17.97  
12280 - Phlebotomist  
14.28  
12305 - Radiologic Technologist  
27.60  
12311 - Registered Nurse I  
22.83  
12312 - Registered Nurse II  
27.92  
12313 - Registered Nurse II, Specialist  
27.92  
12314 - Registered Nurse III  
33.78  
12315 - Registered Nurse III, Anesthetist  
33.78  
12316 - Registered Nurse IV  
40.49  
12317 - Scheduler (Drug and Alcohol Testing)  
24.05  
12320 - Substance Abuse Treatment Counselor  
18.30  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.91  
13012 - Exhibits Specialist II  
23.42  
13013 - Exhibits Specialist III  
28.65  
13041 - Illustrator I  
18.91  
13042 - Illustrator II  
23.42  
13043 - Illustrator III  
28.65  
13047 - Librarian  
25.94  
13050 - Library Aide/Clerk  
11.97  
13054 - Library Information Technology Systems

- 23.42  
Administrator
- 13058 - Library Technician
- 15.66
- 13061 - Media Specialist I
- 16.90
- 13062 - Media Specialist II
- 18.91
- 13063 - Media Specialist III
- 21.07
- 13071 - Photographer I
- 16.90
- 13072 - Photographer II
- 18.91
- 13073 - Photographer III
- 23.42
- 13074 - Photographer IV
- 28.65
- 13075 - Photographer V
- 34.66
- 13090 - Technical Order Library Clerk
- 15.49
- 13110 - Video Teleconference Technician
- 17.14
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I
- 16.06
- 14042 - Computer Operator II
- 17.97
- 14043 - Computer Operator III
- 20.02
- 14044 - Computer Operator IV
- 22.26
- 14045 - Computer Operator V
- 24.65
- 14071 - Computer Programmer I (see 1)
- 22.39
- 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  
16.06  
14160 - Personal Computer Support Technician  
22.26  
14170 - System Support Specialist  
29.30  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
28.39  
15020 - Aircrew Training Devices Instructor (Rated)  
34.35  
15030 - Air Crew Training Devices Instructor (Pilot)  
41.17  
15050 - Computer Based Training Specialist / Instructor  
28.39  
15060 - Educational Technologist  
29.30  
15070 - Flight Instructor (Pilot)  
41.17  
15080 - Graphic Artist  
20.12  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.17  
15086 - Maintenance Test Pilot, Rotary Wing  
41.17  
15088 - Non-Maintenance Test/Co-Pilot  
41.17  
15090 - Technical Instructor  
24.13  
15095 - Technical Instructor/Course Developer  
29.51  
15110 - Test Proctor  
19.48  
15120 - Tutor  
19.48  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
11.04  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.74  
16220 - Tailor  
12.51  
16250 - Washer, Machine  
9.59  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.26  
19040 - Tool And Die Maker  
24.45  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.12  
21030 - Material Coordinator  
20.95  
21040 - Material Expediter  
20.95  
21050 - Material Handling Laborer  
12.93  
21071 - Order Filler  
13.38  
21080 - Production Line Worker (Food Processing)  
15.12  
21110 - Shipping Packer  
17.10  
21130 - Shipping/Receiving Clerk  
17.10  
21140 - Store Worker I  
10.21  
21150 - Stock Clerk  
14.49  
21210 - Tools And Parts Attendant  
15.12  
21410 - Warehouse Specialist  
15.12  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
30.14  
23019 - Aircraft Logs and Records Technician  
23.16  
23021 - Aircraft Mechanic I  
28.35

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23022 - Aircraft Mechanic II  
30.14  
23023 - Aircraft Mechanic III  
31.96  
23040 - Aircraft Mechanic Helper  
19.72  
23050 - Aircraft, Painter  
26.61  
23060 - Aircraft Servicer  
23.16  
23070 - Aircraft Survival Flight Equipment Technician  
26.61  
23080 - Aircraft Worker  
24.90  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.90  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
28.35  
II  
23110 - Appliance Mechanic  
19.26  
23120 - Bicycle Repairer  
15.79  
23125 - Cable Splicer  
25.59  
23130 - Carpenter, Maintenance  
18.91  
23140 - Carpet Layer  
18.33  
23160 - Electrician, Maintenance  
21.54  
23181 - Electronics Technician Maintenance I  
20.32  
23182 - Electronics Technician Maintenance II  
21.72  
23183 - Electronics Technician Maintenance III  
23.14  
23260 - Fabric Worker  
17.05  
23290 - Fire Alarm System Mechanic  
22.56  
23310 - Fire Extinguisher Repairer  
15.79  
23311 - Fuel Distribution System Mechanic  
22.37  
23312 - Fuel Distribution System Operator  
16.92

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23370 - General Maintenance Worker  
15.93  
23380 - Ground Support Equipment Mechanic  
28.35  
23381 - Ground Support Equipment Servicer  
23.16  
23382 - Ground Support Equipment Worker  
24.90  
23391 - Gunsmith I  
15.79  
23392 - Gunsmith II  
18.33  
23393 - Gunsmith III  
20.87  
23410 - Heating, Ventilation And Air-Conditioning  
17.53  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
18.64  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.70  
23440 - Heavy Equipment Operator  
16.86  
23460 - Instrument Mechanic  
20.87  
23465 - Laboratory/Shelter Mechanic  
19.59  
23470 - Laborer  
12.93  
23510 - Locksmith  
19.59  
23530 - Machinery Maintenance Mechanic  
22.91  
23550 - Machinist, Maintenance  
19.34  
23580 - Maintenance Trades Helper  
13.19  
23591 - Metrology Technician I  
20.87  
23592 - Metrology Technician II  
22.18  
23593 - Metrology Technician III  
23.53  
23640 - Millwright  
20.87  
23710 - Office Appliance Repairer  
18.35



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23760 - Painter, Maintenance  
17.15  
23790 - Pipefitter, Maintenance  
21.60  
23810 - Plumber, Maintenance  
20.28  
23820 - Pneudraulic Systems Mechanic  
20.87  
23850 - Rigger  
20.87  
23870 - Scale Mechanic  
18.33  
23890 - Sheet-Metal Worker, Maintenance  
18.10  
23910 - Small Engine Mechanic  
18.33  
23931 - Telecommunications Mechanic I  
26.38  
23932 - Telecommunications Mechanic II  
32.26  
23950 - Telephone Lineman  
25.11  
23960 - Welder, Combination, Maintenance  
19.90  
23965 - Well Driller  
20.87  
23970 - Woodcraft Worker  
20.87  
23980 - Woodworker  
15.79  
24000 - Personal Needs Occupations  
24550 - Case Manager  
16.67  
24570 - Child Care Attendant  
9.49  
24580 - Child Care Center Clerk  
11.84  
24610 - Chore Aide  
9.40  
24620 - Family Readiness And Support Services  
16.67  
Coordinator  
24630 - Homemaker  
16.67  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
20.87  
25040 - Sewage Plant Operator

15.70  
25070 - Stationary Engineer  
20.87  
25190 - Ventilation Equipment Tender  
14.52  
25210 - Water Treatment Plant Operator  
15.70  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.96  
27007 - Baggage Inspector  
15.66  
27008 - Corrections Officer  
20.67  
27010 - Court Security Officer  
20.83  
27030 - Detection Dog Handler  
17.52  
27040 - Detention Officer  
20.67  
27070 - Firefighter  
20.70  
27101 - Guard I  
15.66  
27102 - Guard II  
17.52  
27131 - Police Officer I  
24.31  
27132 - Police Officer II  
27.02  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.78  
28042 - Carnival Equipment Repairer  
13.89  
28043 - Carnival Worker  
9.34  
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  
16.02  
28630 - Sports Official

11.34  
28690 - Swimming Pool Operator

16.13  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

18.56  
29020 - Hatch Tender

18.33  
29030 - Line Handler

18.33  
29041 - Stevedore I

17.15  
29042 - Stevedore II

19.71  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

29.45  
30021 - Archeological Technician I

17.74  
30022 - Archeological Technician II

19.85  
30023 - Archeological Technician III

24.59  
30030 - Cartographic Technician

24.59  
30040 - Civil Engineering Technician

21.12  
30051 - Cryogenic Technician I

27.23  
30052 - Cryogenic Technician II

30.07  
30061 - Drafter/CAD Operator I

17.74  
30062 - Drafter/CAD Operator II

19.85  
30063 - Drafter/CAD Operator III

22.13  
30064 - Drafter/CAD Operator IV

27.23  
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  
23.72  
30095 - Evidence Control Specialist  
24.59  
30210 - Laboratory Technician  
22.13  
30221 - Latent Fingerprint Technician I  
27.23  
30222 - Latent Fingerprint Technician II  
30.07  
30240 - Mathematical Technician  
24.59  
30361 - Paralegal/Legal Assistant I  
19.56  
30362 - Paralegal/Legal Assistant II  
24.23  
30363 - Paralegal/Legal Assistant III  
29.63  
30364 - Paralegal/Legal Assistant IV  
35.86  
30375 - Petroleum Supply Specialist  
30.07  
30390 - Photo-Optics Technician  
24.59  
30395 - Radiation Control Technician  
30.07  
30461 - Technical Writer I  
24.59  
30462 - Technical Writer II  
30.07  
30463 - Technical Writer III  
36.39  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65  
30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 27.23  
   30502 - Weather Forecaster II  
 33.12  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 22.13  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 24.59  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 12.19  
   31030 - Bus Driver  
 17.36  
   31043 - Driver Courier  
 11.85  
   31260 - Parking and Lot Attendant  
 9.79  
   31290 - Shuttle Bus Driver  
 13.59  
   31310 - Taxi Driver  
 12.38  
   31361 - Truckdriver, Light  
 12.56  
   31362 - Truckdriver, Medium  
 16.13  
   31363 - Truckdriver, Heavy  
 18.66  
   31364 - Truckdriver, Tractor-Trailer  
 18.66  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 10.24  
   99050 - Desk Clerk  
 9.49  
   99095 - Embalmer  
 24.65  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 11.66  
   99252 - Laboratory Animal Caretaker II  
 12.68

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99260 - Marketing Analyst  
30.29  
99310 - Mortician  
24.65  
99410 - Pest Controller  
20.53  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
16.82  
99711 - Recycling Specialist  
20.39  
99730 - Refuse Collector  
15.58  
99810 - Sales Clerk  
10.68  
99820 - School Crossing Guard  
10.64  
99830 - Survey Party Chief  
20.74  
99831 - Surveying Aide  
12.95  
99832 - Surveying Technician  
17.74  
99840 - Vending Machine Attendant  
15.19  
99841 - Vending Machine Repairer  
19.18  
99842 - Vending Machine Repairer Helper  
15.19

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5239  
Revision No.: 10  
Date Of Last Revision: 06/27/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Webb

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 12.97	
01012 - Accounting Clerk II 14.56	
01013 - Accounting Clerk III 16.29	
01020 - Administrative Assistant 22.45	
01035 - Court Reporter	

16.28  
01041 - Customer Service Representative I

11.06  
01042 - Customer Service Representative II

12.43  
01043 - Customer Service Representative III

13.58  
01051 - Data Entry Operator I

10.96  
01052 - Data Entry Operator II

11.96  
01060 - Dispatcher, Motor Vehicle

17.40  
01070 - Document Preparation Clerk

12.73  
01090 - Duplicating Machine Operator

12.73  
01111 - General Clerk I

12.08  
01112 - General Clerk II

13.18  
01113 - General Clerk III

14.79  
01120 - Housing Referral Assistant

18.15  
01141 - Messenger Courier

10.86  
01191 - Order Clerk I

11.91  
01192 - Order Clerk II

12.99  
01261 - Personnel Assistant (Employment) I

14.49  
01262 - Personnel Assistant (Employment) II

16.21  
01263 - Personnel Assistant (Employment) III

18.07  
01270 - Production Control Clerk

14.67  
01290 - Rental Clerk

12.52  
01300 - Scheduler, Maintenance

14.55  
01311 - Secretary I

14.55  
01312 - Secretary II

16.28  
01313 - Secretary III

18.15  
01320 - Service Order Dispatcher

15.55  
01410 - Supply Technician

22.45  
01420 - Survey Worker

15.77  
01460 - Switchboard Operator/Receptionist

10.02  
01531 - Travel Clerk I

11.32  
01532 - Travel Clerk II

12.46  
01533 - Travel Clerk III

13.37  
01611 - Word Processor I

12.24  
01612 - Word Processor II

14.55  
01613 - Word Processor III

16.28  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass

20.09  
05010 - Automotive Electrician

16.77  
05040 - Automotive Glass Installer

15.66  
05070 - Automotive Worker

15.66  
05110 - Mobile Equipment Servicer

13.57  
05130 - Motor Equipment Metal Mechanic

17.82  
05160 - Motor Equipment Metal Worker

15.66  
05190 - Motor Vehicle Mechanic

17.82  
05220 - Motor Vehicle Mechanic Helper

12.62  
05250 - Motor Vehicle Upholstery Worker

14.62  
05280 - Motor Vehicle Wrecker

15.66  
05310 - Painter, Automotive

16.77  
05340 - Radiator Repair Specialist

15.66



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05370 - Tire Repairer  
12.88  
05400 - Transmission Repair Specialist  
17.82  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
9.35  
07041 - Cook I  
11.19  
07042 - Cook II  
12.92  
07070 - Dishwasher  
8.92  
07130 - Food Service Worker  
10.42  
07210 - Meat Cutter  
12.56  
07260 - Waiter/Waitress  
9.14  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
17.25  
09040 - Furniture Handler  
10.97  
09080 - Furniture Refinisher  
17.25  
09090 - Furniture Refinisher Helper  
12.98  
09110 - Furniture Repairer, Minor  
15.04  
09130 - Upholsterer  
17.25  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
9.55  
11060 - Elevator Operator  
10.59  
11090 - Gardener  
14.44  
11122 - Housekeeping Aide  
10.59  
11150 - Janitor  
10.59  
11210 - Laborer, Grounds Maintenance  
11.35  
11240 - Maid or Houseman  
9.13  
11260 - Pruner

10.32  
11270 - Tractor Operator  
13.43  
11330 - Trail Maintenance Worker  
11.35  
11360 - Window Cleaner  
11.64  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.25  
12011 - Breath Alcohol Technician  
18.98  
12012 - Certified Occupational Therapist Assistant  
31.79  
12015 - Certified Physical Therapist Assistant  
33.66  
12020 - Dental Assistant  
15.15  
12025 - Dental Hygienist  
41.14  
12030 - EKG Technician  
32.97  
12035 - Electroneurodiagnostic Technologist  
32.97  
12040 - Emergency Medical Technician  
17.25  
12071 - Licensed Practical Nurse I  
20.35  
12072 - Licensed Practical Nurse II  
22.77  
12073 - Licensed Practical Nurse III  
25.39  
12100 - Medical Assistant  
11.46  
12130 - Medical Laboratory Technician  
20.65  
12160 - Medical Record Clerk  
13.31  
12190 - Medical Record Technician  
14.89  
12195 - Medical Transcriptionist  
19.45  
12210 - Nuclear Medicine Technologist  
47.81  
12221 - Nursing Assistant I  
11.09  
12222 - Nursing Assistant II  
12.47

12223 - Nursing Assistant III  
13.61  
12224 - Nursing Assistant IV  
15.27  
12235 - Optical Dispenser  
17.37  
12236 - Optical Technician  
25.52  
12250 - Pharmacy Technician  
14.54  
12280 - Phlebotomist  
14.81  
12305 - Radiologic Technologist  
27.66  
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)  
23.51  
12320 - Substance Abuse Treatment Counselor  
30.23  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
25.44  
13012 - Exhibits Specialist II  
31.54  
13013 - Exhibits Specialist III  
38.61  
13041 - Illustrator I  
25.67  
13042 - Illustrator II  
31.54  
13043 - Illustrator III  
38.61  
13047 - Librarian  
34.97  
13050 - Library Aide/Clerk  
18.30  
13054 - Library Information Technology Systems

31.54  
 Administrator  
 13058 - Library Technician

14.04  
 13061 - Media Specialist I

22.75  
 13062 - Media Specialist II

25.44  
 13063 - Media Specialist III

28.39  
 13071 - Photographer I

21.48  
 13072 - Photographer II

24.04  
 13073 - Photographer III

29.80  
 13074 - Photographer IV

34.34  
 13075 - Photographer V

42.85  
 13090 - Technical Order Library Clerk

17.87  
 13110 - Video Teleconference Technician

19.21  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I

12.62  
 14042 - Computer Operator II

14.12  
 14043 - Computer Operator III

15.74  
 14044 - Computer Operator IV

17.50  
 14045 - Computer Operator V

19.37  
 14071 - Computer Programmer I (see 1)

19.06  
 14072 - Computer Programmer II (see 1)

23.61  
 14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

26.27  
 14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator  
12.80  
14160 - Personal Computer Support Technician  
17.50  
14170 - System Support Specialist  
26.70  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
26.27  
15020 - Aircrew Training Devices Instructor (Rated)  
31.78  
15030 - Air Crew Training Devices Instructor (Pilot)  
38.09  
15050 - Computer Based Training Specialist / Instructor  
26.27  
15060 - Educational Technologist  
34.04  
15070 - Flight Instructor (Pilot)  
38.09  
15080 - Graphic Artist  
17.48  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
38.09  
15086 - Maintenance Test Pilot, Rotary Wing  
38.09  
15088 - Non-Maintenance Test/Co-Pilot  
38.09  
15090 - Technical Instructor  
22.40  
15095 - Technical Instructor/Course Developer  
26.85  
15110 - Test Proctor  
16.37  
15120 - Tutor  
16.37  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.62  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

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9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.16  
16220 - Tailor  
11.75  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
17.25  
19040 - Tool And Die Maker  
21.56  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
10.62  
21030 - Material Coordinator  
14.71  
21040 - Material Expediter  
14.71  
21050 - Material Handling Laborer  
11.32  
21071 - Order Filler  
10.92  
21080 - Production Line Worker (Food Processing)  
10.62  
21110 - Shipping Packer  
12.96  
21130 - Shipping/Receiving Clerk  
12.96  
21140 - Store Worker I  
11.33  
21150 - Stock Clerk  
15.11  
21210 - Tools And Parts Attendant  
10.62  
21410 - Warehouse Specialist  
10.62  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
19.39  
23019 - Aircraft Logs and Records Technician  
15.04  
23021 - Aircraft Mechanic I  
18.33

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23022 - Aircraft Mechanic II  
19.39  
23023 - Aircraft Mechanic III  
20.44  
23040 - Aircraft Mechanic Helper  
12.98  
23050 - Aircraft, Painter  
17.25  
23060 - Aircraft Servicer  
15.04  
23070 - Aircraft Survival Flight Equipment Technician  
17.25  
23080 - Aircraft Worker  
16.11  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
16.11  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
18.33  
II  
23110 - Appliance Mechanic  
17.23  
23120 - Bicycle Repairer  
13.76  
23125 - Cable Splicer  
18.50  
23130 - Carpenter, Maintenance  
17.15  
23140 - Carpet Layer  
16.11  
23160 - Electrician, Maintenance  
18.26  
23181 - Electronics Technician Maintenance I  
16.11  
23182 - Electronics Technician Maintenance II  
17.25  
23183 - Electronics Technician Maintenance III  
18.50  
23260 - Fabric Worker  
15.04  
23290 - Fire Alarm System Mechanic  
16.70  
23310 - Fire Extinguisher Repairer  
13.96  
23311 - Fuel Distribution System Mechanic  
18.33  
23312 - Fuel Distribution System Operator  
13.96

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23370 - General Maintenance Worker  
12.25  
23380 - Ground Support Equipment Mechanic  
18.33  
23381 - Ground Support Equipment Servicer  
15.04  
23382 - Ground Support Equipment Worker  
16.11  
23391 - Gunsmith I  
13.96  
23392 - Gunsmith II  
16.11  
23393 - Gunsmith III  
18.33  
23410 - Heating, Ventilation And Air-Conditioning  
16.41  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
17.33  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
16.02  
23440 - Heavy Equipment Operator  
15.33  
23460 - Instrument Mechanic  
18.33  
23465 - Laboratory/Shelter Mechanic  
17.25  
23470 - Laborer  
11.32  
23510 - Locksmith  
17.23  
23530 - Machinery Maintenance Mechanic  
22.53  
23550 - Machinist, Maintenance  
18.31  
23580 - Maintenance Trades Helper  
13.27  
23591 - Metrology Technician I  
18.33  
23592 - Metrology Technician II  
19.39  
23593 - Metrology Technician III  
20.44  
23640 - Millwright  
18.33  
23710 - Office Appliance Repairer  
16.45



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23760 - Painter, Maintenance  
14.17  
23790 - Pipefitter, Maintenance  
17.61  
23810 - Plumber, Maintenance  
17.14  
23820 - Pneudraulic Systems Mechanic  
18.33  
23850 - Rigger  
18.33  
23870 - Scale Mechanic  
16.11  
23890 - Sheet-Metal Worker, Maintenance  
16.40  
23910 - Small Engine Mechanic  
16.11  
23931 - Telecommunications Mechanic I  
18.50  
23932 - Telecommunications Mechanic II  
19.57  
23950 - Telephone Lineman  
21.90  
23960 - Welder, Combination, Maintenance  
18.34  
23965 - Well Driller  
18.33  
23970 - Woodcraft Worker  
18.33  
23980 - Woodworker  
13.96  
24000 - Personal Needs Occupations  
24550 - Case Manager  
13.17  
24570 - Child Care Attendant  
8.98  
24580 - Child Care Center Clerk  
11.20  
24610 - Chore Aide  
9.43  
24620 - Family Readiness And Support Services  
13.17  
Coordinator  
24630 - Homemaker  
13.17  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
18.33  
25040 - Sewage Plant Operator

16.32  
25070 - Stationary Engineer

18.33  
25190 - Ventilation Equipment Tender

13.09  
25210 - Water Treatment Plant Operator

16.32  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

15.44  
27007 - Baggage Inspector

10.02  
27008 - Corrections Officer

16.43  
27010 - Court Security Officer

19.09  
27030 - Detection Dog Handler

14.63  
27040 - Detention Officer

16.43  
27070 - Firefighter

21.27  
27101 - Guard I

10.02  
27102 - Guard II

14.63  
27131 - Police Officer I

30.47  
27132 - Police Officer II

35.23  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

11.94  
28042 - Carnival Equipment Repairer

12.84  
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

10.15  
28515 - Recreation Specialist

17.23  
28630 - Sports Official

11.34  
28690 - Swimming Pool Operator

14.87  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

16.11  
29020 - Hatch Tender

16.11  
29030 - Line Handler

16.11  
29041 - Stevedore I

15.04  
29042 - Stevedore II

17.25  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

39.64  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

27.33  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

30.10  
30021 - Archeological Technician I

16.12  
30022 - Archeological Technician II

18.03  
30023 - Archeological Technician III

22.34  
30030 - Cartographic Technician

22.34  
30040 - Civil Engineering Technician

23.14  
30051 - Cryogenic Technician I

25.32  
30052 - Cryogenic Technician II

27.97  
30061 - Drafter/CAD Operator I

16.12  
30062 - Drafter/CAD Operator II

18.03  
30063 - Drafter/CAD Operator III

20.10  
30064 - Drafter/CAD Operator IV

24.74  
30081 - Engineering Technician I

14.71  
30082 - Engineering Technician II

16.12  
30083 - Engineering Technician III

18.46  
30084 - Engineering Technician IV

22.87  
30085 - Engineering Technician V

27.32  
30086 - Engineering Technician VI

33.15  
30090 - Environmental Technician

22.87  
30095 - Evidence Control Specialist

22.87  
30210 - Laboratory Technician

20.10  
30221 - Latent Fingerprint Technician I

25.32  
30222 - Latent Fingerprint Technician II

27.97  
30240 - Mathematical Technician

22.34  
30361 - Paralegal/Legal Assistant I

18.62  
30362 - Paralegal/Legal Assistant II

23.06  
30363 - Paralegal/Legal Assistant III

28.21  
30364 - Paralegal/Legal Assistant IV

34.14  
30375 - Petroleum Supply Specialist

27.97  
30390 - Photo-Optics Technician

20.31  
30395 - Radiation Control Technician

27.97  
30461 - Technical Writer I

22.34  
30462 - Technical Writer II

27.32  
30463 - Technical Writer III

33.06  
30491 - Unexploded Ordnance (UXO) Technician I

25.19  
30492 - Unexploded Ordnance (UXO) Technician II

30.48  
30493 - Unexploded Ordnance (UXO) Technician III

36.53  
30494 - Unexploded (UXO) Safety Escort

25.19  
30495 - Unexploded (UXO) Sweep Personnel

25.19  
30501 - Weather Forecaster I

25.32  
30502 - Weather Forecaster II

30.80  
30620 - Weather Observer, Combined Upper Air Or (see 2)

20.10  
Surface Programs  
30621 - Weather Observer, Senior (see 2)

22.34  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot

30.48  
31020 - Bus Aide

13.62  
31030 - Bus Driver

18.66  
31043 - Driver Courier

15.22  
31260 - Parking and Lot Attendant

11.72  
31290 - Shuttle Bus Driver

16.40  
31310 - Taxi Driver

9.35  
31361 - Truckdriver, Light

16.40  
31362 - Truckdriver, Medium

17.68  
31363 - Truckdriver, Heavy

18.98  
31364 - Truckdriver, Tractor-Trailer

18.98  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist

14.86  
99030 - Cashier

9.98  
99050 - Desk Clerk

9.30  
99095 - Embalmer

25.19  
99130 - Flight Follower

25.19  
99251 - Laboratory Animal Caretaker I

16.38  
99252 - Laboratory Animal Caretaker II

17.61

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99260 - Marketing Analyst  
29.89  
99310 - Mortician  
25.19  
99410 - Pest Controller  
14.66  
99510 - Photofinishing Worker  
13.24  
99710 - Recycling Laborer  
15.36  
99711 - Recycling Specialist  
18.33  
99730 - Refuse Collector  
14.09  
99810 - Sales Clerk  
10.71  
99820 - School Crossing Guard  
12.59  
99830 - Survey Party Chief  
23.14  
99831 - Surveying Aide  
15.74  
99832 - Surveying Technician  
19.36  
99840 - Vending Machine Attendant  
15.68  
99841 - Vending Machine Repairer  
17.78  
99842 - Vending Machine Repairer Helper  
15.68

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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

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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)).

2015526911

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5269  
Revision No.: 11  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Andrews, Bailey, Borden, Briscoe, Castro, Childress, Cochran, Collingsworth, Cottle, Crane, Crockett, Dallam, Dawson, Deaf Smith, Dickens, Donley, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Kent, King, Knox, Lamb, Lipscomb, Loving, Mitchell, Moore, Motley, Nolan, Ochiltree, Parmer, Pecos, Reagan, Reeves, Roberts, Scurry, Shackelford, Sherman, Stonewall, Swisher, Terry, Throckmorton, Upton, Ward, Wheeler, Winkler, Yoakum

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

OCCUPATION CODE - TITLE  
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations  
01011 - Accounting Clerk I  
13.02

01012 - Accounting Clerk II  
14.62  
01013 - Accounting Clerk III  
16.36  
01020 - Administrative Assistant  
21.95  
01035 - Court Reporter  
17.77  
01041 - Customer Service Representative I  
12.35  
01042 - Customer Service Representative II  
13.88  
01043 - Customer Service Representative III  
15.14  
01051 - Data Entry Operator I  
14.78  
01052 - Data Entry Operator II  
16.12  
01060 - Dispatcher, Motor Vehicle  
23.56  
01070 - Document Preparation Clerk  
14.47  
01090 - Duplicating Machine Operator  
14.47  
01111 - General Clerk I  
12.53  
01112 - General Clerk II  
16.25  
01113 - General Clerk III  
16.70  
01120 - Housing Referral Assistant  
19.21  
01141 - Messenger Courier  
10.96  
01191 - Order Clerk I  
14.89  
01192 - Order Clerk II  
16.42  
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  
21.06  
01410 - Supply Technician  
21.95  
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  
21.36  
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

13.48  
05400 - Transmission Repair Specialist

21.40  
07000 - Food Preparation And Service Occupations  
07010 - Baker

10.61  
07041 - Cook I

10.10  
07042 - Cook II

11.72  
07070 - Dishwasher

9.24  
07130 - Food Service Worker

9.84  
07210 - Meat Cutter

13.09  
07260 - Waiter/Waitress

8.85  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter

19.02  
09040 - Furniture Handler

11.85  
09080 - Furniture Refinisher

19.02  
09090 - Furniture Refinisher Helper

14.25  
09110 - Furniture Repairer, Minor

16.63  
09130 - Upholsterer

19.02  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles

11.21  
11060 - Elevator Operator

11.21  
11090 - Gardener

15.69  
11122 - Housekeeping Aide

11.51

11150 - Janitor  
11.51  
11210 - Laborer, Grounds Maintenance  
11.93  
11240 - Maid or Houseman  
9.78  
11260 - Pruner  
10.78  
11270 - Tractor Operator  
14.42  
11330 - Trail Maintenance Worker  
11.93  
11360 - Window Cleaner  
12.46  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.37  
12011 - Breath Alcohol Technician  
18.13  
12012 - Certified Occupational Therapist Assistant  
26.48  
12015 - Certified Physical Therapist Assistant  
32.23  
12020 - Dental Assistant  
14.65  
12025 - Dental Hygienist  
35.39  
12030 - EKG Technician  
25.38  
12035 - Electroneurodiagnostic Technologist  
25.38  
12040 - Emergency Medical Technician  
16.37  
12071 - Licensed Practical Nurse I  
16.20  
12072 - Licensed Practical Nurse II  
18.13  
12073 - Licensed Practical Nurse III  
20.20  
12100 - Medical Assistant  
13.23  
12130 - Medical Laboratory Technician  
23.91  
12160 - Medical Record Clerk  
13.09  
12190 - Medical Record Technician  
14.89  
12195 - Medical Transcriptionist

18.35  
12210 - Nuclear Medicine Technologist  
39.82  
12221 - Nursing Assistant I  
11.85  
12222 - Nursing Assistant II  
13.32  
12223 - Nursing Assistant III  
14.53  
12224 - Nursing Assistant IV  
16.32  
12235 - Optical Dispenser  
14.69  
12236 - Optical Technician  
16.20  
12250 - Pharmacy Technician  
16.92  
12280 - Phlebotomist  
14.52  
12305 - Radiologic Technologist  
25.12  
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)  
22.45  
12320 - Substance Abuse Treatment Counselor  
22.78  
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  
11.28  
13054 - Library Information Technology Systems  
22.11  
Administrator  
13058 - Library Technician  
15.46  
13061 - Media Specialist I  
15.96  
13062 - Media Specialist II  
17.85  
13063 - Media Specialist III  
19.90  
13071 - Photographer I  
14.94  
13072 - Photographer II  
17.19  
13073 - Photographer III  
20.70  
13074 - Photographer IV  
25.33  
13075 - Photographer V  
30.64  
13090 - Technical Order Library Clerk  
14.55  
13110 - Video Teleconference Technician  
19.32  
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)

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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  
26.35  
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  
30.91  
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  
23.88  
15095 - Technical Instructor/Course Developer  
29.23  
15110 - Test Proctor  
20.12  
15120 - Tutor  
20.12  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04

16040 - Dry Cleaner  
 10.65  
 16070 - Finisher, Flatwork, Machine  
 9.04  
 16090 - Presser, Hand  
 9.04  
 16110 - Presser, Machine, Drycleaning  
 9.04  
 16130 - Presser, Machine, Shirts  
 9.04  
 16160 - Presser, Machine, Wearing Apparel, Laundry  
 9.04  
 16190 - Sewing Machine Operator  
 11.40  
 16220 - Tailor  
 12.14  
 16250 - Washer, Machine  
 9.48  
 19000 - Machine Tool Operation And Repair Occupations  
 19010 - Machine-Tool Operator (Tool Room)  
 21.00  
 19040 - Tool And Die Maker  
 26.35  
 21000 - Materials Handling And Packing Occupations  
 21020 - Forklift Operator  
 17.18  
 21030 - Material Coordinator  
 17.75  
 21040 - Material Expediter  
 17.75  
 21050 - Material Handling Laborer  
 13.63  
 21071 - Order Filler  
 11.97  
 21080 - Production Line Worker (Food Processing)  
 17.18  
 21110 - Shipping Packer  
 17.97  
 21130 - Shipping/Receiving Clerk  
 17.97  
 21140 - Store Worker I  
 11.27  
 21150 - Stock Clerk  
 15.01  
 21210 - Tools And Parts Attendant  
 17.18  
 21410 - Warehouse Specialist  
 17.18

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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  
20.06  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
23.71  
II  
23110 - Appliance Mechanic  
21.00  
23120 - Bicycle Repairer  
16.95  
23125 - Cable Splicer  
27.09  
23130 - Carpenter, Maintenance  
20.96  
23140 - Carpet Layer  
19.66  
23160 - Electrician, Maintenance  
24.41  
23181 - Electronics Technician Maintenance I  
25.28  
23182 - Electronics Technician Maintenance II  
26.98  
23183 - Electronics Technician Maintenance III  
28.81  
23260 - Fabric Worker  
18.29  
23290 - Fire Alarm System Mechanic

22.41  
23310 - Fire Extinguisher Repairer  
16.95  
23311 - Fuel Distribution System Mechanic  
22.99  
23312 - Fuel Distribution System Operator  
17.39  
23370 - General Maintenance Worker  
16.35  
23380 - Ground Support Equipment Mechanic  
23.71  
23381 - Ground Support Equipment Servicer  
18.72  
23382 - Ground Support Equipment Worker  
20.06  
23391 - Gunsmith I  
16.95  
23392 - Gunsmith II  
19.66  
23393 - Gunsmith III  
22.41  
23410 - Heating, Ventilation And Air-Conditioning  
22.15  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.49  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
22.61  
23440 - Heavy Equipment Operator  
20.85  
23460 - Instrument Mechanic  
22.41  
23465 - Laboratory/Shelter Mechanic  
21.00  
23470 - Laborer  
13.63  
23510 - Locksmith  
21.00  
23530 - Machinery Maintenance Mechanic  
25.79  
23550 - Machinist, Maintenance  
21.29  
23580 - Maintenance Trades Helper  
14.92  
23591 - Metrology Technician I  
22.41  
23592 - Metrology Technician II



23.77  
23593 - Metrology Technician III

25.11  
23640 - Millwright

22.09  
23710 - Office Appliance Repairer

21.00  
23760 - Painter, Maintenance

16.96  
23790 - Pipefitter, Maintenance

23.69  
23810 - Plumber, Maintenance

22.25  
23820 - Pneudraulic Systems Mechanic

22.41  
23850 - Rigger

28.34  
23870 - Scale Mechanic

19.66  
23890 - Sheet-Metal Worker, Maintenance

23.28  
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

21.09  
23965 - Well Driller

20.50  
23970 - Woodcraft Worker

22.41  
23980 - Woodworker

16.95  
24000 - Personal Needs Occupations

24550 - Case Manager

15.93  
24570 - Child Care Attendant

9.02  
24580 - Child Care Center Clerk

12.97  
24610 - Chore Aide

10.60  
24620 - Family Readiness And Support Services

14.06

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Coordinator  
24630 - Homemaker  
15.93  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
21.21  
25040 - Sewage Plant Operator  
20.43  
25070 - Stationary Engineer  
21.21  
25190 - Ventilation Equipment Tender  
14.75  
25210 - Water Treatment Plant Operator  
20.43  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.52  
27007 - Baggage Inspector  
12.58  
27008 - Corrections Officer  
19.31  
27010 - Court Security Officer  
20.03  
27030 - Detection Dog Handler  
15.74  
27040 - Detention Officer  
19.31  
27070 - Firefighter  
20.75  
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  
12.66  
28042 - Carnival Equipment Repairer  
13.77  
28043 - Carnival Worker  
9.46  
28210 - Gate Attendant/Gate Tender  
16.06  
28310 - Lifeguard  
11.34

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28350 - Park Attendant (Aide)  
17.97  
28510 - Recreation Aide/Health Facility Attendant  
13.12  
28515 - Recreation Specialist  
21.97  
28630 - Sports Official  
14.31  
28690 - Swimming Pool Operator  
15.97  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
29.55  
29020 - Hatch Tender  
29.55  
29030 - Line Handler  
29.55  
29041 - Stevedore I  
27.48  
29042 - Stevedore II  
31.56  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
29.45  
30021 - Archeological Technician I  
19.84  
30022 - Archeological Technician II  
22.20  
30023 - Archeological Technician III  
27.50  
30030 - Cartographic Technician  
27.50  
30040 - Civil Engineering Technician  
21.39  
30051 - Cryogenic Technician I  
30.46  
30052 - Cryogenic Technician II  
33.64  
30061 - Drafter/CAD Operator I  
19.84  
30062 - Drafter/CAD Operator II  
22.20  
30063 - Drafter/CAD Operator III  
24.74

30064 - Drafter/CAD Operator IV  
30.46  
30081 - Engineering Technician I  
15.28  
30082 - Engineering Technician II  
17.15  
30083 - Engineering Technician III  
19.19  
30084 - Engineering Technician IV  
23.77  
30085 - Engineering Technician V  
29.07  
30086 - Engineering Technician VI  
35.18  
30090 - Environmental Technician  
26.05  
30095 - Evidence Control Specialist  
27.50  
30210 - Laboratory Technician  
26.82  
30221 - Latent Fingerprint Technician I  
30.46  
30222 - Latent Fingerprint Technician II  
33.64  
30240 - Mathematical Technician  
27.50  
30361 - Paralegal/Legal Assistant I  
19.44  
30362 - Paralegal/Legal Assistant II  
24.08  
30363 - Paralegal/Legal Assistant III  
29.45  
30364 - Paralegal/Legal Assistant IV  
35.63  
30375 - Petroleum Supply Specialist  
33.64  
30390 - Photo-Optics Technician  
27.32  
30395 - Radiation Control Technician  
33.64  
30461 - Technical Writer I  
27.50  
30462 - Technical Writer II  
33.64  
30463 - Technical Writer III  
40.70  
30491 - Unexploded Ordnance (UXO) Technician I  
24.65

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30492 - Unexploded Ordnance (UXO) Technician II  
29.82  
30493 - Unexploded Ordnance (UXO) Technician III  
35.74  
30494 - Unexploded (UXO) Safety Escort  
24.65  
30495 - Unexploded (UXO) Sweep Personnel  
24.65  
30501 - Weather Forecaster I  
30.46  
30502 - Weather Forecaster II  
37.04  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
24.74  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
27.50  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
29.82  
31020 - Bus Aide  
12.81  
31030 - Bus Driver  
18.18  
31043 - Driver Courier  
13.08  
31260 - Parking and Lot Attendant  
11.86  
31290 - Shuttle Bus Driver  
14.23  
31310 - Taxi Driver  
11.54  
31361 - Truckdriver, Light  
14.23  
31362 - Truckdriver, Medium  
15.45  
31363 - Truckdriver, Heavy  
20.97  
31364 - Truckdriver, Tractor-Trailer  
20.97  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.54  
99030 - Cashier  
9.58  
99050 - Desk Clerk  
11.45  
99095 - Embalmer

26.55  
99130 - Flight Follower  
24.65  
99251 - Laboratory Animal Caretaker I  
13.87  
99252 - Laboratory Animal Caretaker II  
15.09  
99260 - Marketing Analyst  
28.86  
99310 - Mortician  
26.55  
99410 - Pest Controller  
19.65  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
17.94  
99711 - Recycling Specialist  
21.69  
99730 - Refuse Collector  
16.05  
99810 - Sales Clerk  
11.55  
99820 - School Crossing Guard  
11.63  
99830 - Survey Party Chief  
22.05  
99831 - Surveying Aide  
15.33  
99832 - Surveying Technician  
21.04  
99840 - Vending Machine Attendant  
16.42  
99841 - Vending Machine Repairer  
20.72  
99842 - Vending Machine Repairer Helper  
16.42

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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



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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.

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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5271  
Revision No.: 11  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Baylor, Wilbarger

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.02	
01012 - Accounting Clerk II	
14.62	
01013 - Accounting Clerk III	
16.36	
01020 - Administrative Assistant	
21.95	
01035 - Court Reporter	

- 15.89
  - 01041 - Customer Service Representative I
- 12.35
  - 01042 - Customer Service Representative II
- 13.88
  - 01043 - Customer Service Representative III
- 15.14
  - 01051 - Data Entry Operator I
- 14.78
  - 01052 - Data Entry Operator II
- 16.12
  - 01060 - Dispatcher, Motor Vehicle
- 21.63
  - 01070 - Document Preparation Clerk
- 14.07
  - 01090 - Duplicating Machine Operator
- 14.07
  - 01111 - General Clerk I
- 12.16
  - 01112 - General Clerk II
- 13.26
  - 01113 - General Clerk III
- 14.89
  - 01120 - Housing Referral Assistant
- 17.71
  - 01141 - Messenger Courier
- 11.11
  - 01191 - Order Clerk I
- 15.05
  - 01192 - Order Clerk II
- 16.42
  - 01261 - Personnel Assistant (Employment) I
- 14.21
  - 01262 - Personnel Assistant (Employment) II
- 16.96
  - 01263 - Personnel Assistant (Employment) III
- 17.73
  - 01270 - Production Control Clerk
- 19.95
  - 01290 - Rental Clerk
- 12.24
  - 01300 - Scheduler, Maintenance
- 14.20
  - 01311 - Secretary I
- 14.20
  - 01312 - Secretary II
- 15.89
  - 01313 - Secretary III

17.71  
01320 - Service Order Dispatcher  
21.06  
01410 - Supply Technician  
21.95  
01420 - Survey Worker  
14.27  
01460 - Switchboard Operator/Receptionist  
11.12  
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  
20.13  
05010 - Automotive Electrician  
19.06  
05040 - Automotive Glass Installer  
17.84  
05070 - Automotive Worker  
17.84  
05110 - Mobile Equipment Servicer  
15.38  
05130 - Motor Equipment Metal Mechanic  
20.33  
05160 - Motor Equipment Metal Worker  
17.84  
05190 - Motor Vehicle Mechanic  
20.33  
05220 - Motor Vehicle Mechanic Helper  
14.14  
05250 - Motor Vehicle Upholstery Worker  
16.59  
05280 - Motor Vehicle Wrecker  
17.84  
05310 - Painter, Automotive  
19.06  
05340 - Radiator Repair Specialist  
17.84



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05370 - Tire Repairer  
13.48  
05400 - Transmission Repair Specialist  
20.33  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.54  
07041 - Cook I  
10.10  
07042 - Cook II  
11.72  
07070 - Dishwasher  
9.24  
07130 - Food Service Worker  
9.84  
07210 - Meat Cutter  
14.31  
07260 - Waiter/Waitress  
8.85  
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  
11.21  
11060 - Elevator Operator  
11.21  
11090 - Gardener  
15.69  
11122 - Housekeeping Aide  
11.26  
11150 - Janitor  
11.26  
11210 - Laborer, Grounds Maintenance  
12.08  
11240 - Maid or Houseman  
9.78  
11260 - Pruner

11.14  
11270 - Tractor Operator

14.42  
11330 - Trail Maintenance Worker

12.08  
11360 - Window Cleaner

12.46  
12000 - Health Occupations  
12010 - Ambulance Driver

16.37  
12011 - Breath Alcohol Technician

18.13  
12012 - Certified Occupational Therapist Assistant

27.23  
12015 - Certified Physical Therapist Assistant

32.23  
12020 - Dental Assistant

15.01  
12025 - Dental Hygienist

35.39  
12030 - EKG Technician

25.04  
12035 - Electroneurodiagnostic Technologist

25.04  
12040 - Emergency Medical Technician

16.37  
12071 - Licensed Practical Nurse I

16.20  
12072 - Licensed Practical Nurse II

18.13  
12073 - Licensed Practical Nurse III

20.20  
12100 - Medical Assistant

13.23  
12130 - Medical Laboratory Technician

23.91  
12160 - Medical Record Clerk

13.09  
12190 - Medical Record Technician

14.65  
12195 - Medical Transcriptionist

18.39  
12210 - Nuclear Medicine Technologist

39.82  
12221 - Nursing Assistant I

11.85  
12222 - Nursing Assistant II

13.32

12223 - Nursing Assistant III  
14.53  
12224 - Nursing Assistant IV  
16.32  
12235 - Optical Dispenser  
14.89  
12236 - Optical Technician  
16.20  
12250 - Pharmacy Technician  
16.92  
12280 - Phlebotomist  
14.18  
12305 - Radiologic Technologist  
25.12  
12311 - Registered Nurse I  
23.79  
12312 - Registered Nurse II  
29.10  
12313 - Registered Nurse II, Specialist  
29.10  
12314 - Registered Nurse III  
35.21  
12315 - Registered Nurse III, Anesthetist  
35.21  
12316 - Registered Nurse IV  
42.21  
12317 - Scheduler (Drug and Alcohol Testing)  
22.45  
12320 - Substance Abuse Treatment Counselor  
22.78  
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

22.11  
 Administrator  
 13058 - Library Technician

14.65  
 13061 - Media Specialist I

15.96  
 13062 - Media Specialist II

17.85  
 13063 - Media Specialist III

19.90  
 13071 - Photographer I

14.94  
 13072 - Photographer II

16.72  
 13073 - Photographer III

20.35  
 13074 - Photographer IV

24.89  
 13075 - Photographer V

30.11  
 13090 - Technical Order Library Clerk

14.55  
 13110 - Video Teleconference Technician

19.12  
 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)

21.10  
 14072 - Computer Programmer II (see 1)

26.14  
 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)

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14150 - Peripheral Equipment Operator  
13.61  
14160 - Personal Computer Support Technician  
23.46  
14170 - System Support Specialist  
26.35  
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  
30.91  
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  
23.46  
15095 - Technical Instructor/Course Developer  
28.70  
15110 - Test Proctor  
18.94  
15120 - Tutor  
18.94  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.04  
16030 - Counter Attendant  
9.04  
16040 - Dry Cleaner  
10.68  
16070 - Finisher, Flatwork, Machine  
9.04  
16090 - Presser, Hand  
9.04  
16110 - Presser, Machine, Drycleaning

9.04  
16130 - Presser, Machine, Shirts  
9.04  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.04  
16190 - Sewing Machine Operator  
11.40  
16220 - Tailor  
12.14  
16250 - Washer, Machine  
9.48  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
21.00  
19040 - Tool And Die Maker  
26.35  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
17.18  
21030 - Material Coordinator  
19.95  
21040 - Material Expediter  
19.95  
21050 - Material Handling Laborer  
13.63  
21071 - Order Filler  
11.97  
21080 - Production Line Worker (Food Processing)  
17.18  
21110 - Shipping Packer  
17.97  
21130 - Shipping/Receiving Clerk  
17.97  
21140 - Store Worker I  
11.85  
21150 - Stock Clerk  
15.01  
21210 - Tools And Parts Attendant  
17.18  
21410 - Warehouse Specialist  
17.18  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
23.77  
23019 - Aircraft Logs and Records Technician  
18.30  
23021 - Aircraft Mechanic I  
22.41

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23022 - Aircraft Mechanic II  
23.77  
23023 - Aircraft Mechanic III  
25.11  
23040 - Aircraft Mechanic Helper  
16.08  
23050 - Aircraft, Painter  
21.00  
23060 - Aircraft Servicer  
18.30  
23070 - Aircraft Survival Flight Equipment Technician  
21.00  
23080 - Aircraft Worker  
19.66  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
19.66  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.41  
II  
23110 - Appliance Mechanic  
21.00  
23120 - Bicycle Repairer  
16.95  
23125 - Cable Splicer  
27.09  
23130 - Carpenter, Maintenance  
20.96  
23140 - Carpet Layer  
19.66  
23160 - Electrician, Maintenance  
24.41  
23181 - Electronics Technician Maintenance I  
25.50  
23182 - Electronics Technician Maintenance II  
26.98  
23183 - Electronics Technician Maintenance III  
28.81  
23260 - Fabric Worker  
18.29  
23290 - Fire Alarm System Mechanic  
22.41  
23310 - Fire Extinguisher Repairer  
16.95  
23311 - Fuel Distribution System Mechanic  
22.99  
23312 - Fuel Distribution System Operator  
17.80

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23370 - General Maintenance Worker  
16.35  
23380 - Ground Support Equipment Mechanic  
22.41  
23381 - Ground Support Equipment Servicer  
18.30  
23382 - Ground Support Equipment Worker  
19.66  
23391 - Gunsmith I  
16.95  
23392 - Gunsmith II  
19.66  
23393 - Gunsmith III  
22.41  
23410 - Heating, Ventilation And Air-Conditioning  
22.42  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.52  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
22.61  
23440 - Heavy Equipment Operator  
20.85  
23460 - Instrument Mechanic  
22.41  
23465 - Laboratory/Shelter Mechanic  
21.00  
23470 - Laborer  
13.63  
23510 - Locksmith  
21.00  
23530 - Machinery Maintenance Mechanic  
25.79  
23550 - Machinist, Maintenance  
21.29  
23580 - Maintenance Trades Helper  
13.90  
23591 - Metrology Technician I  
22.41  
23592 - Metrology Technician II  
23.77  
23593 - Metrology Technician III  
25.11  
23640 - Millwright  
22.09  
23710 - Office Appliance Repairer  
21.00



- 23760 - Painter, Maintenance
- 17.78
- 23790 - Pipefitter, Maintenance
- 23.74
- 23810 - Plumber, Maintenance
- 22.25
- 23820 - Pneudraulic Systems Mechanic
- 22.41
- 23850 - Rigger
- 28.06
- 23870 - Scale Mechanic
- 19.66
- 23890 - Sheet-Metal Worker, Maintenance
- 25.21
- 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
- 21.09
- 23965 - Well Driller
- 20.41
- 23970 - Woodcraft Worker
- 22.41
- 23980 - Woodworker
- 16.95
- 24000 - Personal Needs Occupations
- 24550 - Case Manager
- 13.71
- 24570 - Child Care Attendant
- 9.02
- 24580 - Child Care Center Clerk
- 11.24
- 24610 - Chore Aide
- 10.60
- 24620 - Family Readiness And Support Services
- 13.71
- Coordinator
- 24630 - Homemaker
- 13.71
- 25000 - Plant And System Operations Occupations
- 25010 - Boiler Tender
- 21.01
- 25040 - Sewage Plant Operator

19.93  
25070 - Stationary Engineer

21.01  
25190 - Ventilation Equipment Tender

14.75  
25210 - Water Treatment Plant Operator

19.93  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

15.52  
27007 - Baggage Inspector

12.53  
27008 - Corrections Officer

19.31  
27010 - Court Security Officer

20.03  
27030 - Detection Dog Handler

14.02  
27040 - Detention Officer

19.31  
27070 - Firefighter

20.75  
27101 - Guard I

12.53  
27102 - Guard II

14.02  
27131 - Police Officer I

20.01  
27132 - Police Officer II

22.24  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.66  
28042 - Carnival Equipment Repairer

13.77  
28043 - Carnival Worker

9.68  
28210 - Gate Attendant/Gate Tender

16.06  
28310 - Lifeguard

12.11  
28350 - Park Attendant (Aide)

17.97  
28510 - Recreation Aide/Health Facility Attendant

13.12  
28515 - Recreation Specialist

21.97  
28630 - Sports Official

14.31  
28690 - Swimming Pool Operator

15.97  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

27.72  
29020 - Hatch Tender

27.72  
29030 - Line Handler

27.72  
29041 - Stevedore I

26.14  
29042 - Stevedore II

29.28  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

29.45  
30021 - Archeological Technician I

19.84  
30022 - Archeological Technician II

22.20  
30023 - Archeological Technician III

27.50  
30030 - Cartographic Technician

27.50  
30040 - Civil Engineering Technician

22.91  
30051 - Cryogenic Technician I

30.46  
30052 - Cryogenic Technician II

33.64  
30061 - Drafter/CAD Operator I

19.84  
30062 - Drafter/CAD Operator II

22.20  
30063 - Drafter/CAD Operator III

24.74  
30064 - Drafter/CAD Operator IV

30.46  
30081 - Engineering Technician I

15.28  
30082 - Engineering Technician II

17.15  
30083 - Engineering Technician III

19.19  
30084 - Engineering Technician IV

23.77  
30085 - Engineering Technician V

29.07  
30086 - Engineering Technician VI

35.18  
30090 - Environmental Technician

25.20  
30095 - Evidence Control Specialist

27.50  
30210 - Laboratory Technician

26.82  
30221 - Latent Fingerprint Technician I

30.46  
30222 - Latent Fingerprint Technician II

33.64  
30240 - Mathematical Technician

27.50  
30361 - Paralegal/Legal Assistant I

19.44  
30362 - Paralegal/Legal Assistant II

24.08  
30363 - Paralegal/Legal Assistant III

29.45  
30364 - Paralegal/Legal Assistant IV

35.63  
30375 - Petroleum Supply Specialist

33.64  
30390 - Photo-Optics Technician

26.72  
30395 - Radiation Control Technician

33.64  
30461 - Technical Writer I

27.50  
30462 - Technical Writer II

33.64  
30463 - Technical Writer III

40.70  
30491 - Unexploded Ordnance (UXO) Technician I

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
   30501 - Weather Forecaster I  
 30.46  
   30502 - Weather Forecaster II  
 37.04  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 24.74  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 27.50  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 29.82  
   31020 - Bus Aide  
 12.81  
   31030 - Bus Driver  
 18.18  
   31043 - Driver Courier  
 13.08  
   31260 - Parking and Lot Attendant  
 12.30  
   31290 - Shuttle Bus Driver  
 14.23  
   31310 - Taxi Driver  
 11.54  
   31361 - Truckdriver, Light  
 14.23  
   31362 - Truckdriver, Medium  
 15.35  
   31363 - Truckdriver, Heavy  
 20.21  
   31364 - Truckdriver, Tractor-Trailer  
 20.21  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 14.54  
   99030 - Cashier  
 9.58  
   99050 - Desk Clerk  
 9.65  
   99095 - Embalmer  
 26.55  
   99130 - Flight Follower  
 24.65  
   99251 - Laboratory Animal Caretaker I  
 13.87  
   99252 - Laboratory Animal Caretaker II  
 15.09

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99260 - Marketing Analyst  
28.86  
99310 - Mortician  
26.55  
99410 - Pest Controller  
20.25  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
17.94  
99711 - Recycling Specialist  
21.69  
99730 - Refuse Collector  
16.05  
99810 - Sales Clerk  
11.54  
99820 - School Crossing Guard  
12.81  
99830 - Survey Party Chief  
24.60  
99831 - Surveying Aide  
16.52  
99832 - Surveying Technician  
22.31  
99840 - Vending Machine Attendant  
16.42  
99841 - Vending Machine Repairer  
20.72  
99842 - Vending Machine Repairer Helper  
16.42

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5273  
Revision No.: 12  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Cooke, Delta, Fannin, Navarro

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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	

- 23.01
  - 01041 - Customer Service Representative I
- 11.09
  - 01042 - Customer Service Representative II
- 12.48
  - 01043 - Customer Service Representative III
- 13.61
  - 01051 - Data Entry Operator I
- 13.42
  - 01052 - Data Entry Operator II
- 14.65
  - 01060 - Dispatcher, Motor Vehicle
- 21.36
  - 01070 - Document Preparation Clerk
- 14.24
  - 01090 - Duplicating Machine Operator
- 14.24
  - 01111 - General Clerk I
- 12.43
  - 01112 - General Clerk II
- 13.56
  - 01113 - General Clerk III
- 15.95
  - 01120 - Housing Referral Assistant
- 21.60
  - 01141 - Messenger Courier
- 12.44
  - 01191 - Order Clerk I
- 16.58
  - 01192 - Order Clerk II
- 18.09
  - 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  
12.93  
01612 - Word Processor II  
16.83  
01613 - Word Processor III  
19.02  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
21.25  
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



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05370 - Tire Repairer  
13.33  
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  
9.18  
07130 - Food Service Worker  
10.14  
07210 - Meat Cutter  
13.34  
07260 - Waiter/Waitress  
9.22  
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  
15.86  
11122 - Housekeeping Aide  
10.13  
11150 - Janitor  
10.13  
11210 - Laborer, Grounds Maintenance  
12.34  
11240 - Maid or Houseman  
9.19  
11260 - Pruner

11.58  
11270 - Tractor Operator  
14.68  
11330 - Trail Maintenance Worker  
12.34  
11360 - Window Cleaner  
11.24  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.87  
12011 - Breath Alcohol Technician  
20.60  
12012 - Certified Occupational Therapist Assistant  
34.63  
12015 - Certified Physical Therapist Assistant  
36.11  
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  
23.64  
12160 - Medical Record Clerk  
15.45  
12190 - Medical Record Technician  
17.26  
12195 - Medical Transcriptionist  
18.42  
12210 - Nuclear Medicine Technologist  
41.51  
12221 - Nursing Assistant I  
11.37  
12222 - Nursing Assistant II  
12.78

12223 - Nursing Assistant III  
13.95  
12224 - Nursing Assistant IV  
15.65  
12235 - Optical Dispenser  
17.03  
12236 - Optical Technician  
16.88  
12250 - Pharmacy Technician  
15.97  
12280 - Phlebotomist  
15.80  
12305 - Radiologic Technologist  
26.26  
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

27.42  
 Administrator  
 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

23.75  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I

15.94  
 14042 - Computer Operator II

17.84  
 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)

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14150 - Peripheral Equipment Operator  
15.94  
14160 - Personal Computer Support Technician  
24.67  
14170 - System Support Specialist  
25.14  
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  
32.83  
15070 - Flight Instructor (Pilot)  
46.09  
15080 - Graphic Artist  
24.97  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
43.80  
15086 - Maintenance Test Pilot, Rotary Wing  
43.80  
15088 - Non-Maintenance Test/Co-Pilot  
43.80  
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  
10.21  
16030 - Counter Attendant  
10.21  
16040 - Dry Cleaner  
12.87  
16070 - Finisher, Flatwork, Machine  
10.21  
16090 - Presser, Hand  
10.21  
16110 - Presser, Machine, Drycleaning

10.21  
16130 - Presser, Machine, Shirts  
10.21  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.21  
16190 - Sewing Machine Operator  
13.49  
16220 - Tailor  
14.27  
16250 - Washer, Machine  
11.11  
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  
15.29  
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)  
15.29  
21110 - Shipping Packer  
13.52  
21130 - Shipping/Receiving Clerk  
13.52  
21140 - Store Worker I  
12.03  
21150 - Stock Clerk  
16.43  
21210 - Tools And Parts Attendant  
15.29  
21410 - Warehouse Specialist  
15.29  
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  
 23.90  
 I  
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
 29.07  
 II  
 23110 - Appliance Mechanic  
 18.86  
 23120 - Bicycle Repairer  
 17.23  
 23125 - Cable Splicer  
 28.70  
 23130 - Carpenter, Maintenance  
 17.25  
 23140 - Carpet Layer  
 19.29  
 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  
 18.50  
 23290 - Fire Alarm System Mechanic  
 21.65  
 23310 - Fire Extinguisher Repairer  
 17.23  
 23311 - Fuel Distribution System Mechanic  
 21.30  
 23312 - Fuel Distribution System Operator  
 16.68

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  
17.23  
23392 - Gunsmith II  
19.71  
23393 - Gunsmith III  
22.02  
23410 - Heating, Ventilation And Air-Conditioning  
21.96  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.08  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.60  
23440 - Heavy Equipment Operator  
19.70  
23460 - Instrument Mechanic  
22.51  
23465 - Laboratory/Shelter Mechanic  
20.87  
23470 - Laborer  
12.36  
23510 - Locksmith  
20.87  
23530 - Machinery Maintenance Mechanic  
25.85  
23550 - Machinist, Maintenance  
19.62  
23580 - Maintenance Trades Helper  
13.56  
23591 - Metrology Technician I  
22.51  
23592 - Metrology Technician II  
23.59  
23593 - Metrology Technician III  
24.69  
23640 - Millwright  
26.96  
23710 - Office Appliance Repairer  
20.87



23760 - Painter, Maintenance  
16.85  
23790 - Pipefitter, Maintenance  
22.46  
23810 - Plumber, Maintenance  
21.38  
23820 - Pneudraulic Systems Mechanic  
22.02  
23850 - Rigger  
22.02  
23870 - Scale Mechanic  
19.71  
23890 - Sheet-Metal Worker, Maintenance  
22.02  
23910 - Small Engine Mechanic  
17.80  
23931 - Telecommunications Mechanic I  
26.23  
23932 - Telecommunications Mechanic II  
27.57  
23950 - Telephone Lineman  
28.48  
23960 - Welder, Combination, Maintenance  
18.82  
23965 - Well Driller  
24.29  
23970 - Woodcraft Worker  
22.02  
23980 - Woodworker  
17.23  
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  
8.94  
24620 - Family Readiness And Support Services  
15.07  
Coordinator  
24630 - Homemaker  
17.11  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.97  
25040 - Sewage Plant Operator

17.63  
25070 - Stationary Engineer  
22.97  
25190 - Ventilation Equipment Tender  
16.63  
25210 - Water Treatment Plant Operator  
17.63  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.51  
27007 - Baggage Inspector  
15.51  
27008 - Corrections Officer  
19.82  
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  
19.34  
28630 - Sports Official

12.63  
28690 - Swimming Pool Operator

21.99  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

21.18  
29020 - Hatch Tender

21.18  
29030 - Line Handler

21.18  
29041 - Stevedore I

19.90  
29042 - Stevedore II

22.42  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

41.64  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

28.72  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

31.63  
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

25.54  
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

26.47  
30492 - Unexploded Ordnance (UXO) Technician II

32.02  
30493 - Unexploded Ordnance (UXO) Technician III

38.38  
30494 - Unexploded (UXO) Safety Escort

26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
   30501 - Weather Forecaster I  
 26.61  
   30502 - Weather Forecaster II  
 32.36  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 24.97  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 25.23  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 32.02  
   31020 - Bus Aide  
 12.36  
   31030 - Bus Driver  
 17.09  
   31043 - Driver Courier  
 16.55  
   31260 - Parking and Lot Attendant  
 11.14  
   31290 - Shuttle Bus Driver  
 18.09  
   31310 - Taxi Driver  
 12.71  
   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  
 15.61  
   99030 - Cashier  
 9.76  
   99050 - Desk Clerk  
 9.75  
   99095 - Embalmer  
 26.36  
   99130 - Flight Follower  
 26.47  
   99251 - Laboratory Animal Caretaker I  
 13.15  
   99252 - Laboratory Animal Caretaker II  
 14.37

99260 - Marketing Analyst  
30.18  
99310 - Mortician  
26.36  
99410 - Pest Controller  
18.98  
99510 - Photofinishing Worker  
14.89  
99710 - Recycling Laborer  
19.20  
99711 - Recycling Specialist  
22.87  
99730 - Refuse Collector  
17.30  
99810 - Sales Clerk  
13.65  
99820 - School Crossing Guard  
12.07  
99830 - Survey Party Chief  
27.28  
99831 - Surveying Aide  
16.34  
99832 - Surveying Technician  
20.94  
99840 - Vending Machine Attendant  
17.85  
99841 - Vending Machine Repairer  
22.06  
99842 - Vending Machine Repairer Helper  
17.85

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5275  
Revision No.: 12  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Erath, Palo Pinto

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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	

- 23.01
  - 01041 - Customer Service Representative I
- 11.09
  - 01042 - Customer Service Representative II
- 12.48
  - 01043 - Customer Service Representative III
- 13.61
  - 01051 - Data Entry Operator I
- 13.42
  - 01052 - Data Entry Operator II
- 14.65
  - 01060 - Dispatcher, Motor Vehicle
- 23.32
  - 01070 - Document Preparation Clerk
- 14.24
  - 01090 - Duplicating Machine Operator
- 14.24
  - 01111 - General Clerk I
- 12.43
  - 01112 - General Clerk II
- 13.56
  - 01113 - General Clerk III
- 15.95
  - 01120 - Housing Referral Assistant
- 21.60
  - 01141 - Messenger Courier
- 12.44
  - 01191 - Order Clerk I
- 16.58
  - 01192 - Order Clerk II
- 18.09
  - 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  
13.92  
01532 - Travel Clerk II  
15.00  
01533 - Travel Clerk III  
16.05  
01611 - Word Processor I  
12.93  
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



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05370 - Tire Repairer  
13.33  
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  
9.18  
07130 - Food Service Worker  
10.14  
07210 - Meat Cutter  
13.63  
07260 - Waiter/Waitress  
9.22  
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  
15.86  
11122 - Housekeeping Aide  
10.13  
11150 - Janitor  
10.13  
11210 - Laborer, Grounds Maintenance  
12.34  
11240 - Maid or Houseman  
9.19  
11260 - Pruner

11.58  
11270 - Tractor Operator  
14.68  
11330 - Trail Maintenance Worker  
12.34  
11360 - Window Cleaner  
11.24  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.96  
12011 - Breath Alcohol Technician  
20.60  
12012 - Certified Occupational Therapist Assistant  
34.63  
12015 - Certified Physical Therapist Assistant  
36.11  
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  
23.64  
12160 - Medical Record Clerk  
15.45  
12190 - Medical Record Technician  
17.26  
12195 - Medical Transcriptionist  
18.42  
12210 - Nuclear Medicine Technologist  
41.51  
12221 - Nursing Assistant I  
11.37  
12222 - Nursing Assistant II  
12.78

12223 - Nursing Assistant III  
13.95  
12224 - Nursing Assistant IV  
15.65  
12235 - Optical Dispenser  
17.03  
12236 - Optical Technician  
16.88  
12250 - Pharmacy Technician  
15.97  
12280 - Phlebotomist  
15.80  
12305 - Radiologic Technologist  
26.26  
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

- 27.42  
Administrator
- 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
- 23.75
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I
- 15.94
- 14042 - Computer Operator II
- 17.84
- 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  
15.94  
14160 - Personal Computer Support Technician  
24.67  
14170 - System Support Specialist  
25.14  
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  
32.83  
15070 - Flight Instructor (Pilot)  
50.81  
15080 - Graphic Artist  
24.97  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
43.80  
15086 - Maintenance Test Pilot, Rotary Wing  
43.80  
15088 - Non-Maintenance Test/Co-Pilot  
43.80  
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  
10.21  
16030 - Counter Attendant  
10.21  
16040 - Dry Cleaner  
12.87  
16070 - Finisher, Flatwork, Machine  
10.21  
16090 - Presser, Hand  
10.21  
16110 - Presser, Machine, Drycleaning

10.21  
16130 - Presser, Machine, Shirts  
10.21  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.21  
16190 - Sewing Machine Operator  
13.49  
16220 - Tailor  
14.27  
16250 - Washer, Machine  
11.11  
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  
15.29  
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)  
15.29  
21110 - Shipping Packer  
13.52  
21130 - Shipping/Receiving Clerk  
13.52  
21140 - Store Worker I  
12.03  
21150 - Stock Clerk  
16.43  
21210 - Tools And Parts Attendant  
15.29  
21410 - Warehouse Specialist  
15.29  
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

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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  
23.52  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.07  
II  
23110 - Appliance Mechanic  
18.86  
23120 - Bicycle Repairer  
17.23  
23125 - Cable Splicer  
29.32  
23130 - Carpenter, Maintenance  
17.25  
23140 - Carpet Layer  
18.56  
23160 - Electrician, Maintenance  
20.94  
23181 - Electronics Technician Maintenance I  
25.82  
23182 - Electronics Technician Maintenance II  
27.21  
23183 - Electronics Technician Maintenance III  
28.68  
23260 - Fabric Worker  
18.50  
23290 - Fire Alarm System Mechanic  
21.65  
23310 - Fire Extinguisher Repairer  
17.23  
23311 - Fuel Distribution System Mechanic  
21.30  
23312 - Fuel Distribution System Operator  
16.68

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  
 17.23  
 23392 - Gunsmith II  
 19.71  
 23393 - Gunsmith III  
 22.02  
 23410 - Heating, Ventilation And Air-Conditioning  
 21.96  
 Mechanic  
 23411 - Heating, Ventilation And Air Contidioning  
 23.08  
 Mechanic (Research Facility)  
 23430 - Heavy Equipment Mechanic  
 21.60  
 23440 - Heavy Equipment Operator  
 19.70  
 23460 - Instrument Mechanic  
 22.51  
 23465 - Laboratory/Shelter Mechanic  
 20.87  
 23470 - Laborer  
 12.36  
 23510 - Locksmith  
 20.87  
 23530 - Machinery Maintenance Mechanic  
 25.85  
 23550 - Machinist, Maintenance  
 19.62  
 23580 - Maintenance Trades Helper  
 13.56  
 23591 - Metrology Technician I  
 22.51  
 23592 - Metrology Technician II  
 23.59  
 23593 - Metrology Technician III  
 24.69  
 23640 - Millwright  
 26.96  
 23710 - Office Appliance Repairer  
 20.87



23760 - Painter, Maintenance  
 16.23  
 23790 - Pipefitter, Maintenance  
 22.46  
 23810 - Plumber, Maintenance  
 21.38  
 23820 - Pneudraulic Systems Mechanic  
 22.02  
 23850 - Rigger  
 22.02  
 23870 - Scale Mechanic  
 19.71  
 23890 - Sheet-Metal Worker, Maintenance  
 22.02  
 23910 - Small Engine Mechanic  
 17.80  
 23931 - Telecommunications Mechanic I  
 26.23  
 23932 - Telecommunications Mechanic II  
 27.57  
 23950 - Telephone Lineman  
 28.48  
 23960 - Welder, Combination, Maintenance  
 18.82  
 23965 - Well Driller  
 24.29  
 23970 - Woodcraft Worker  
 22.02  
 23980 - Woodworker  
 17.23  
 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  
 8.94  
 24620 - Family Readiness And Support Services  
 15.07  
 Coordinator  
 24630 - Homemaker  
 17.73  
 25000 - Plant And System Operations Occupations  
 25010 - Boiler Tender  
 22.97  
 25040 - Sewage Plant Operator

17.63  
25070 - Stationary Engineer

22.97  
25190 - Ventilation Equipment Tender

16.63  
25210 - Water Treatment Plant Operator

17.63  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

17.51  
27007 - Baggage Inspector

15.51  
27008 - Corrections Officer

19.82  
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

19.34  
28630 - Sports Official

12.63  
28690 - Swimming Pool Operator

18.88  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

21.18  
29020 - Hatch Tender

21.18  
29030 - Line Handler

21.18  
29041 - Stevedore I

19.90  
29042 - Stevedore II

22.42  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

41.64  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

28.72  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

31.63  
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

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

25.54  
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

26.47  
30492 - Unexploded Ordnance (UXO) Technician II

32.02  
30493 - Unexploded Ordnance (UXO) Technician III

38.38  
30494 - Unexploded (UXO) Safety Escort

26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
 30501 - Weather Forecaster I

26.61  
 30502 - Weather Forecaster II

32.36  
 30620 - Weather Observer, Combined Upper Air Or (see 2)

24.97  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)

25.23  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31010 - Airplane Pilot

32.02  
 31020 - Bus Aide

12.36  
 31030 - Bus Driver

17.09  
 31043 - Driver Courier

16.55  
 31260 - Parking and Lot Attendant

11.14  
 31290 - Shuttle Bus Driver

18.09  
 31310 - Taxi Driver

12.71  
 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

15.61  
 99030 - Cashier

9.76  
 99050 - Desk Clerk

9.75  
 99095 - Embalmer

26.36  
 99130 - Flight Follower

26.47  
 99251 - Laboratory Animal Caretaker I

13.15  
 99252 - Laboratory Animal Caretaker II

14.37

99260 - Marketing Analyst  
30.18  
99310 - Mortician  
26.36  
99410 - Pest Controller  
17.39  
99510 - Photofinishing Worker  
13.91  
99710 - Recycling Laborer  
19.20  
99711 - Recycling Specialist  
22.87  
99730 - Refuse Collector  
17.30  
99810 - Sales Clerk  
13.65  
99820 - School Crossing Guard  
12.07  
99830 - Survey Party Chief  
28.69  
99831 - Surveying Aide  
16.63  
99832 - Surveying Technician  
20.94  
99840 - Vending Machine Attendant  
17.85  
99841 - Vending Machine Repairer  
22.06  
99842 - Vending Machine Repairer Helper  
17.85

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5277  
Revision No.: 12  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://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 RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 13.66	
01012 - Accounting Clerk II 15.32	
01013 - Accounting Clerk III 17.15	
01020 - Administrative Assistant 22.59	

01035 - Court Reporter  
25.61  
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  
13.42  
01052 - Data Entry Operator II  
14.65  
01060 - Dispatcher, Motor Vehicle  
18.85  
01070 - Document Preparation Clerk  
13.81  
01090 - Duplicating Machine Operator  
13.81  
01111 - General Clerk I  
12.43  
01112 - General Clerk II  
13.56  
01113 - General Clerk III  
15.22  
01120 - Housing Referral Assistant  
17.59  
01141 - Messenger Courier  
11.21  
01191 - Order Clerk I  
16.58  
01192 - Order Clerk II  
18.09  
01261 - Personnel Assistant (Employment) I  
15.10  
01262 - Personnel Assistant (Employment) II  
16.90  
01263 - Personnel Assistant (Employment) III  
18.83  
01270 - Production Control Clerk  
19.16  
01290 - Rental Clerk  
11.36  
01300 - Scheduler, Maintenance  
14.10  
01311 - Secretary I  
14.10  
01312 - Secretary II  
15.78

01313 - Secretary III  
17.59  
01320 - Service Order Dispatcher  
16.84  
01410 - Supply Technician  
22.59  
01420 - Survey Worker  
14.17  
01460 - Switchboard Operator/Receptionist  
11.51  
01531 - Travel Clerk I  
12.98  
01532 - Travel Clerk II  
13.93  
01533 - Travel Clerk III  
14.72  
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  
21.25  
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  
10.59  
07041 - Cook I  
9.65  
07042 - Cook II  
11.04  
07070 - Dishwasher  
9.18  
07130 - Food Service Worker  
10.12  
07210 - Meat Cutter  
14.20  
07260 - Waiter/Waitress  
9.22  
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  
10.73  
11060 - Elevator Operator  
10.13  
11090 - Gardener  
15.86  
11122 - Housekeeping Aide  
10.13  
11150 - Janitor  
10.13  
11210 - Laborer, Grounds Maintenance  
12.34  
11240 - Maid or Houseman  
9.19

11260 - Pruner  
11.12  
11270 - Tractor Operator  
14.68  
11330 - Trail Maintenance Worker  
12.34  
11360 - Window Cleaner  
11.24  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.15  
12011 - Breath Alcohol Technician  
18.90  
12012 - Certified Occupational Therapist Assistant  
32.53  
12015 - Certified Physical Therapist Assistant  
35.81  
12020 - Dental Assistant  
14.69  
12025 - Dental Hygienist  
35.19  
12030 - EKG Technician  
21.12  
12035 - Electroneurodiagnostic Technologist  
21.12  
12040 - Emergency Medical Technician  
15.15  
12071 - Licensed Practical Nurse I  
16.88  
12072 - Licensed Practical Nurse II  
18.90  
12073 - Licensed Practical Nurse III  
21.06  
12100 - Medical Assistant  
13.62  
12130 - Medical Laboratory Technician  
22.67  
12160 - Medical Record Clerk  
13.47  
12190 - Medical Record Technician  
15.08  
12195 - Medical Transcriptionist  
14.84  
12210 - Nuclear Medicine Technologist  
41.51  
12221 - Nursing Assistant I  
11.37  
12222 - Nursing Assistant II

12.78  
12223 - Nursing Assistant III  
13.95  
12224 - Nursing Assistant IV  
15.65  
12235 - Optical Dispenser  
20.89  
12236 - Optical Technician  
16.88  
12250 - Pharmacy Technician  
15.97  
12280 - Phlebotomist  
12.38  
12305 - Radiologic Technologist  
26.20  
12311 - Registered Nurse I  
24.42  
12312 - Registered Nurse II  
29.87  
12313 - Registered Nurse II, Specialist  
29.87  
12314 - Registered Nurse III  
36.13  
12315 - Registered Nurse III, Anesthetist  
36.13  
12316 - Registered Nurse IV  
43.31  
12317 - Scheduler (Drug and Alcohol Testing)  
23.41  
12320 - Substance Abuse Treatment Counselor  
19.88  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
17.55  
13012 - Exhibits Specialist II  
21.88  
13013 - Exhibits Specialist III  
26.59  
13041 - Illustrator I  
17.55  
13042 - Illustrator II  
21.88  
13043 - Illustrator III  
26.59  
13047 - Librarian  
24.08  
13050 - Library Aide/Clerk  
11.39

- 13054 - Library Information Technology Systems  
21.74  
Administrator
- 13058 - Library Technician  
13.32
- 13061 - Media Specialist I  
15.69
- 13062 - Media Specialist II  
17.55
- 13063 - Media Specialist III  
19.56
- 13071 - Photographer I  
15.69
- 13072 - Photographer II  
17.55
- 13073 - Photographer III  
21.74
- 13074 - Photographer IV  
26.59
- 13075 - Photographer V  
32.17
- 13090 - Technical Order Library Clerk  
14.30
- 13110 - Video Teleconference Technician  
17.26
- 14000 - Information Technology Occupations
- 14041 - Computer Operator I  
15.94
- 14042 - Computer Operator II  
17.84
- 14043 - Computer Operator III  
19.88
- 14044 - Computer Operator IV  
22.10
- 14045 - Computer Operator V  
22.26
- 14071 - Computer Programmer I (see 1)
- 22.84  
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  
15.94

14160 - Personal Computer Support Technician  
23.14

14170 - System Support Specialist  
26.31

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)  
30.20

15020 - Aircrew Training Devices Instructor (Rated)  
36.54

15030 - Air Crew Training Devices Instructor (Pilot)  
43.80

15050 - Computer Based Training Specialist / Instructor  
30.20

15060 - Educational Technologist  
32.16

15070 - Flight Instructor (Pilot)  
43.80

15080 - Graphic Artist  
18.90

15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
43.80

15086 - Maintenance Test Pilot, Rotary Wing  
43.80

15088 - Non-Maintenance Test/Co-Pilot  
43.80

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  
10.21

16030 - Counter Attendant  
10.21

16040 - Dry Cleaner  
12.87

16070 - Finisher, Flatwork, Machine  
10.21

16090 - Presser, Hand  
10.21

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16110 - Presser, Machine, Drycleaning  
10.21  
16130 - Presser, Machine, Shirts  
10.21  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.21  
16190 - Sewing Machine Operator  
13.49  
16220 - Tailor  
14.27  
16250 - Washer, Machine  
11.11  
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  
15.29  
21030 - Material Coordinator  
19.16  
21040 - Material Expediter  
19.16  
21050 - Material Handling Laborer  
12.36  
21071 - Order Filler  
11.57  
21080 - Production Line Worker (Food Processing)  
15.29  
21110 - Shipping Packer  
13.45  
21130 - Shipping/Receiving Clerk  
13.45  
21140 - Store Worker I  
12.03  
21150 - Stock Clerk  
16.43  
21210 - Tools And Parts Attendant  
15.29  
21410 - Warehouse Specialist  
15.29  
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

20.71  
23060 - Aircraft Servicer

19.06  
23070 - Aircraft Survival Flight Equipment Technician

20.71  
23080 - Aircraft Worker

20.18  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic

20.18  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic

22.95  
II  
23110 - Appliance Mechanic

19.04  
23120 - Bicycle Repairer

17.23  
23125 - Cable Splicer

29.32  
23130 - Carpenter, Maintenance

18.11  
23140 - Carpet Layer

19.29  
23160 - Electrician, Maintenance

22.08  
23181 - Electronics Technician Maintenance I

25.04  
23182 - Electronics Technician Maintenance II

26.50  
23183 - Electronics Technician Maintenance III

27.97  
23260 - Fabric Worker

18.50  
23290 - Fire Alarm System Mechanic

21.65  
23310 - Fire Extinguisher Repairer

17.23  
23311 - Fuel Distribution System Mechanic

21.30  
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  
17.23  
23392 - Gunsmith II  
19.71  
23393 - Gunsmith III  
22.02  
23410 - Heating, Ventilation And Air-Conditioning  
21.96  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
23.08  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
21.60  
23440 - Heavy Equipment Operator  
19.70  
23460 - Instrument Mechanic  
22.02  
23465 - Laboratory/Shelter Mechanic  
20.87  
23470 - Laborer  
12.36  
23510 - Locksmith  
20.87  
23530 - Machinery Maintenance Mechanic  
25.85  
23550 - Machinist, Maintenance  
19.62  
23580 - Maintenance Trades Helper  
15.27  
23591 - Metrology Technician I  
22.02  
23592 - Metrology Technician II  
23.15  
23593 - Metrology Technician III  
24.27  
23640 - Millwright  
24.84  
23710 - Office Appliance Repairer



20.87  
23760 - Painter, Maintenance  
18.11  
23790 - Pipefitter, Maintenance  
22.64  
23810 - Plumber, Maintenance  
21.52  
23820 - Pneudraulic Systems Mechanic  
22.02  
23850 - Rigger  
22.02  
23870 - Scale Mechanic  
19.71  
23890 - Sheet-Metal Worker, Maintenance  
22.02  
23910 - Small Engine Mechanic  
17.08  
23931 - Telecommunications Mechanic I  
26.23  
23932 - Telecommunications Mechanic II  
27.57  
23950 - Telephone Lineman  
31.61  
23960 - Welder, Combination, Maintenance  
19.17  
23965 - Well Driller  
25.52  
23970 - Woodcraft Worker  
22.02  
23980 - Woodworker  
17.23  
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  
8.94  
24620 - Family Readiness And Support Services  
14.83  
Coordinator  
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  
16.63  
25210 - Water Treatment Plant Operator  
18.06  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.49  
27007 - Baggage Inspector  
14.06  
27008 - Corrections Officer  
19.82  
27010 - Court Security Officer  
18.99  
27030 - Detection Dog Handler  
15.74  
27040 - Detention Officer  
19.82  
27070 - Firefighter  
18.39  
27101 - Guard I  
14.06  
27102 - Guard II  
15.74  
27131 - Police Officer I  
20.50  
27132 - Police Officer II  
22.78  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.03  
28042 - Carnival Equipment Repairer  
13.00  
28043 - Carnival Worker  
9.10  
28210 - Gate Attendant/Gate Tender  
13.96  
28310 - Lifeguard  
11.70  
28350 - Park Attendant (Aide)  
15.62  
28510 - Recreation Aide/Health Facility Attendant  
11.40  
28515 - Recreation Specialist  
19.31

28630 - Sports Official  
12.43  
28690 - Swimming Pool Operator  
14.87  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
21.18  
29020 - Hatch Tender  
21.18  
29030 - Line Handler  
21.18  
29041 - Stevedore I  
19.90  
29042 - Stevedore II  
22.42  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
41.64  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
28.72  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
31.63  
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  
26.18  
30052 - Cryogenic Technician II  
28.92  
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  
30095 - Evidence Control Specialist  
23.65  
30210 - Laboratory Technician  
25.75  
30221 - Latent Fingerprint Technician I  
26.18  
30222 - Latent Fingerprint Technician II  
28.92  
30240 - Mathematical Technician  
24.44  
30361 - Paralegal/Legal Assistant I  
18.72  
30362 - Paralegal/Legal Assistant II  
23.19  
30363 - Paralegal/Legal Assistant III  
28.36  
30364 - Paralegal/Legal Assistant IV  
34.31  
30375 - Petroleum Supply Specialist  
28.92  
30390 - Photo-Optics Technician  
24.44  
30395 - Radiation Control Technician  
28.92  
30461 - Technical Writer I  
24.44  
30462 - Technical Writer II  
31.19  
30463 - Technical Writer III  
37.52  
30491 - Unexploded Ordnance (UXO) Technician I  
26.47  
30492 - Unexploded Ordnance (UXO) Technician II  
32.02  
30493 - Unexploded Ordnance (UXO) Technician III  
38.38  
30494 - Unexploded (UXO) Safety Escort  
26.47

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30495 - Unexploded (UX0) Sweep Personnel  
26.47  
30501 - Weather Forecaster I  
26.18  
30502 - Weather Forecaster II  
31.85  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
22.00  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.44  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
32.02  
31020 - Bus Aide  
12.36  
31030 - Bus Driver  
17.09  
31043 - Driver Courier  
12.78  
31260 - Parking and Lot Attendant  
11.14  
31290 - Shuttle Bus Driver  
13.16  
31310 - Taxi Driver  
12.71  
31361 - Truckdriver, Light  
13.16  
31362 - Truckdriver, Medium  
15.99  
31363 - Truckdriver, Heavy  
18.20  
31364 - Truckdriver, Tractor-Trailer  
18.20  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
15.61  
99030 - Cashier  
9.29  
99050 - Desk Clerk  
9.85  
99095 - Embalmer  
26.09  
99130 - Flight Follower  
26.47  
99251 - Laboratory Animal Caretaker I  
11.21  
99252 - Laboratory Animal Caretaker II

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11.37  
99260 - Marketing Analyst  
28.74  
99310 - Mortician  
26.09  
99410 - Pest Controller  
16.27  
99510 - Photofinishing Worker  
13.91  
99710 - Recycling Laborer  
19.20  
99711 - Recycling Specialist  
22.87  
99730 - Refuse Collector  
17.30  
99810 - Sales Clerk  
12.21  
99820 - School Crossing Guard  
11.95  
99830 - Survey Party Chief  
23.23  
99831 - Surveying Aide  
14.23  
99832 - Surveying Technician  
19.50  
99840 - Vending Machine Attendant  
17.51  
99841 - Vending Machine Repairer  
21.74  
99842 - Vending Machine Repairer Helper  
17.51

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

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with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5279  
Revision No.: 12  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Angelina, Jasper, Nacogdoches, Polk, Sabine, San Augustine, Shelby, Tyler

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.90	
01012 - Accounting Clerk II	
17.52	
01013 - Accounting Clerk III	
24.22	
01020 - Administrative Assistant	
24.52	

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  
17.35  
01070 - Document Preparation Clerk  
13.53  
01090 - Duplicating Machine Operator  
13.53  
01111 - General Clerk I  
13.55  
01112 - General Clerk II  
14.79  
01113 - General Clerk III  
16.60  
01120 - Housing Referral Assistant  
18.72  
01141 - Messenger Courier  
12.02  
01191 - Order Clerk I  
14.04  
01192 - Order Clerk II  
15.33  
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  
23.27  
01290 - Rental Clerk  
14.15  
01300 - Scheduler, Maintenance  
14.32  
01311 - Secretary I  
14.32  
01312 - Secretary II  
16.07

01313 - Secretary III  
18.72  
01320 - Service Order Dispatcher  
15.16  
01410 - Supply Technician  
24.52  
01420 - Survey Worker  
15.42  
01460 - Switchboard Operator/Receptionist  
11.39  
01531 - Travel Clerk I  
14.00  
01532 - Travel Clerk II  
15.12  
01533 - Travel Clerk III  
16.16  
01611 - Word Processor I  
14.51  
01612 - Word Processor II  
16.29  
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  
21.43  
05220 - Motor Vehicle Mechanic Helper  
16.86  
05250 - Motor Vehicle Upholstery Worker  
20.51  
05280 - Motor Vehicle Wrecker  
20.84  
05310 - Painter, Automotive  
20.32  
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  
11.26  
07041 - Cook I  
10.35  
07042 - Cook II  
12.06  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.39  
07210 - Meat Cutter  
13.76  
07260 - Waiter/Waitress  
9.07  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
25.23  
09040 - Furniture Handler  
15.88  
09080 - Furniture Refinisher  
25.23  
09090 - Furniture Refinisher Helper  
18.96  
09110 - Furniture Repairer, Minor  
21.88  
09130 - Upholsterer  
25.23  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.67  
11060 - Elevator Operator  
10.67  
11090 - Gardener  
17.14  
11122 - Housekeeping Aide  
10.55  
11150 - Janitor  
10.55  
11210 - Laborer, Grounds Maintenance  
12.76  
11240 - Maid or Houseman  
9.67

11260 - Pruner  
11.39  
11270 - Tractor Operator  
15.66  
11330 - Trail Maintenance Worker  
12.76  
11360 - Window Cleaner  
11.83  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.36  
12011 - Breath Alcohol Technician  
19.21  
12012 - Certified Occupational Therapist Assistant  
34.68  
12015 - Certified Physical Therapist Assistant  
34.84  
12020 - Dental Assistant  
17.22  
12025 - Dental Hygienist  
36.69  
12030 - EKG Technician  
28.46  
12035 - Electroneurodiagnostic Technologist  
28.46  
12040 - Emergency Medical Technician  
15.36  
12071 - Licensed Practical Nurse I  
17.17  
12072 - Licensed Practical Nurse II  
19.21  
12073 - Licensed Practical Nurse III  
21.41  
12100 - Medical Assistant  
13.89  
12130 - Medical Laboratory Technician  
21.29  
12160 - Medical Record Clerk  
14.51  
12190 - Medical Record Technician  
16.23  
12195 - Medical Transcriptionist  
17.17  
12210 - Nuclear Medicine Technologist  
42.20  
12221 - Nursing Assistant I  
11.12  
12222 - Nursing Assistant II

12.50  
12223 - Nursing Assistant III  
13.64  
12224 - Nursing Assistant IV  
15.31  
12235 - Optical Dispenser  
15.86  
12236 - Optical Technician  
17.17  
12250 - Pharmacy Technician  
16.11  
12280 - Phlebotomist  
13.30  
12305 - Radiologic Technologist  
23.71  
12311 - Registered Nurse I  
25.06  
12312 - Registered Nurse II  
30.65  
12313 - Registered Nurse II, Specialist  
30.65  
12314 - Registered Nurse III  
37.09  
12315 - Registered Nurse III, Anesthetist  
37.09  
12316 - Registered Nurse IV  
44.46  
12317 - Scheduler (Drug and Alcohol Testing)  
23.79  
12320 - Substance Abuse Treatment Counselor  
24.71  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.41  
13012 - Exhibits Specialist II  
24.06  
13013 - Exhibits Specialist III  
28.74  
13041 - Illustrator I  
20.41  
13042 - Illustrator II  
24.06  
13043 - Illustrator III  
28.74  
13047 - Librarian  
26.02  
13050 - Library Aide/Clerk  
12.77

13054 - Library Information Technology Systems  
 23.50  
 Administrator  
 13058 - Library Technician  
 12.24  
 13061 - Media Specialist I  
 16.95  
 13062 - Media Specialist II  
 18.97  
 13063 - Media Specialist III  
 21.15  
 13071 - Photographer I  
 16.95  
 13072 - Photographer II  
 18.97  
 13073 - Photographer III  
 23.50  
 13074 - Photographer IV  
 28.74  
 13075 - Photographer V  
 34.78  
 13090 - Technical Order Library Clerk  
 16.04  
 13110 - Video Teleconference Technician  
 16.95  
 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)

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14103 - Computer Systems Analyst III (see 1)  
14150 - Peripheral Equipment Operator  
15.48  
14160 - Personal Computer Support Technician  
25.50  
14170 - System Support Specialist  
28.92  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
32.78  
15020 - Aircrew Training Devices Instructor (Rated)  
39.66  
15030 - Air Crew Training Devices Instructor (Pilot)  
47.54  
15050 - Computer Based Training Specialist / Instructor  
32.78  
15060 - Educational Technologist  
31.08  
15070 - Flight Instructor (Pilot)  
47.54  
15080 - Graphic Artist  
21.35  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
47.54  
15086 - Maintenance Test Pilot, Rotary Wing  
47.54  
15088 - Non-Maintenance Test/Co-Pilot  
47.54  
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  
10.33  
16030 - Counter Attendant  
10.33  
16040 - Dry Cleaner  
13.25  
16070 - Finisher, Flatwork, Machine  
10.33  
16090 - Presser, Hand  
10.33

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16110 - Presser, Machine, Drycleaning  
10.33  
16130 - Presser, Machine, Shirts  
10.33  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.33  
16190 - Sewing Machine Operator  
14.01  
16220 - Tailor  
15.08  
16250 - Washer, Machine  
11.32  
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  
23.27  
21040 - Material Expediter  
23.27  
21050 - Material Handling Laborer  
11.89  
21071 - Order Filler  
11.40  
21080 - Production Line Worker (Food Processing)  
15.40  
21110 - Shipping Packer  
15.00  
21130 - Shipping/Receiving Clerk  
15.00  
21140 - Store Worker I  
12.49  
21150 - Stock Clerk  
17.80  
21210 - Tools And Parts Attendant  
15.40  
21410 - Warehouse Specialist  
15.40  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
22.81  
23019 - Aircraft Logs and Records Technician  
17.98  
23021 - Aircraft Mechanic I

21.87  
23022 - Aircraft Mechanic II

22.81  
23023 - Aircraft Mechanic III

23.79  
23040 - Aircraft Mechanic Helper

15.67  
23050 - Aircraft, Painter

20.73  
23060 - Aircraft Servicer

17.98  
23070 - Aircraft Survival Flight Equipment Technician

20.73  
23080 - Aircraft Worker

19.33  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic

19.33  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic

21.87  
II  
23110 - Appliance Mechanic

20.73  
23120 - Bicycle Repairer

16.59  
23125 - Cable Splicer

26.67  
23130 - Carpenter, Maintenance

19.25  
23140 - Carpet Layer

19.33  
23160 - Electrician, Maintenance

24.22  
23181 - Electronics Technician Maintenance I

27.81  
23182 - Electronics Technician Maintenance II

29.93  
23183 - Electronics Technician Maintenance III

31.56  
23260 - Fabric Worker

17.98  
23290 - Fire Alarm System Mechanic

21.21  
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

21.87  
23381 - Ground Support Equipment Servicer

17.98  
23382 - Ground Support Equipment Worker

19.33  
23391 - Gunsmith I

16.59  
23392 - Gunsmith II

19.33  
23393 - Gunsmith III

21.87  
23410 - Heating, Ventilation And Air-Conditioning

20.28  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning

21.38  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic

23.79  
23440 - Heavy Equipment Operator

20.16  
23460 - Instrument Mechanic

21.87  
23465 - Laboratory/Shelter Mechanic

20.73  
23470 - Laborer

11.89  
23510 - Locksmith

20.73  
23530 - Machinery Maintenance Mechanic

23.85  
23550 - Machinist, Maintenance

21.67  
23580 - Maintenance Trades Helper

15.06  
23591 - Metrology Technician I

21.87  
23592 - Metrology Technician II

22.81  
23593 - Metrology Technician III

23.79  
23640 - Millwright

23.39  
23710 - Office Appliance Repairer



20.12  
23760 - Painter, Maintenance

19.25  
23790 - Pipefitter, Maintenance

29.70  
23810 - Plumber, Maintenance

28.17  
23820 - Pneudraulic Systems Mechanic

21.87  
23850 - Rigger

21.87  
23870 - Scale Mechanic

19.33  
23890 - Sheet-Metal Worker, Maintenance

22.18  
23910 - Small Engine Mechanic

18.76  
23931 - Telecommunications Mechanic I

28.03  
23932 - Telecommunications Mechanic II

29.26  
23950 - Telephone Lineman

31.21  
23960 - Welder, Combination, Maintenance

20.65  
23965 - Well Driller

22.18  
23970 - Woodcraft Worker

21.87  
23980 - Woodworker

17.16  
24000 - Personal Needs Occupations

24550 - Case Manager

16.34  
24570 - Child Care Attendant

10.35  
24580 - Child Care Center Clerk

12.93  
24610 - Chore Aide

9.00  
24620 - Family Readiness And Support Services

16.34  
Coordinator  
24630 - Homemaker

16.34  
25000 - Plant And System Operations Occupations

25010 - Boiler Tender

23.95

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25040 - Sewage Plant Operator  
19.38  
25070 - Stationary Engineer  
23.95  
25190 - Ventilation Equipment Tender  
16.60  
25210 - Water Treatment Plant Operator  
19.25  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.31  
27007 - Baggage Inspector  
11.98  
27008 - Corrections Officer  
18.80  
27010 - Court Security Officer  
21.58  
27030 - Detection Dog Handler  
13.94  
27040 - Detention Officer  
18.80  
27070 - Firefighter  
22.28  
27101 - Guard I  
11.98  
27102 - Guard II  
13.94  
27131 - Police Officer I  
22.30  
27132 - Police Officer II  
24.77  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.19  
28042 - Carnival Equipment Repairer  
13.34  
28043 - Carnival Worker  
8.85  
28210 - Gate Attendant/Gate Tender  
15.40  
28310 - Lifeguard  
12.71  
28350 - Park Attendant (Aide)  
17.85  
28510 - Recreation Aide/Health Facility Attendant  
13.43  
28515 - Recreation Specialist  
19.10

28630 - Sports Official  
 15.14  
 28690 - Swimming Pool Operator  
 16.40  
 29000 - Stevedoring/Longshoremen Occupational Services  
 29010 - Blocker And Bracer  
 26.73  
 29020 - Hatch Tender  
 26.73  
 29030 - Line Handler  
 26.73  
 29041 - Stevedore I  
 24.73  
 29042 - Stevedore II  
 27.56  
 30000 - Technical Occupations  
 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
 44.44  
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
 30.64  
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
 33.75  
 30021 - Archeological Technician I  
 17.69  
 30022 - Archeological Technician II  
 19.79  
 30023 - Archeological Technician III  
 24.51  
 30030 - Cartographic Technician  
 25.96  
 30040 - Civil Engineering Technician  
 24.06  
 30051 - Cryogenic Technician I  
 27.15  
 30052 - Cryogenic Technician II  
 29.98  
 30061 - Drafter/CAD Operator I  
 17.69  
 30062 - Drafter/CAD Operator II  
 19.79  
 30063 - Drafter/CAD Operator III  
 22.06  
 30064 - Drafter/CAD Operator IV  
 27.15  
 30081 - Engineering Technician I  
 15.16  
 30082 - Engineering Technician II  
 17.01

30083 - Engineering Technician III  
20.60  
30084 - Engineering Technician IV  
25.52  
30085 - Engineering Technician V  
30.94  
30086 - Engineering Technician VI  
34.89  
30090 - Environmental Technician  
22.60  
30095 - Evidence Control Specialist  
24.51  
30210 - Laboratory Technician  
29.43  
30221 - Latent Fingerprint Technician I  
27.15  
30222 - Latent Fingerprint Technician II  
29.98  
30240 - Mathematical Technician  
25.52  
30361 - Paralegal/Legal Assistant I  
19.96  
30362 - Paralegal/Legal Assistant II  
24.73  
30363 - Paralegal/Legal Assistant III  
30.24  
30364 - Paralegal/Legal Assistant IV  
36.59  
30375 - Petroleum Supply Specialist  
29.98  
30390 - Photo-Optics Technician  
24.22  
30395 - Radiation Control Technician  
29.98  
30461 - Technical Writer I  
24.51  
30462 - Technical Writer II  
29.98  
30463 - Technical Writer III  
36.27  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24

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30495 - Unexploded (UX0) Sweep Personnel  
28.24  
30501 - Weather Forecaster I  
27.15  
30502 - Weather Forecaster II  
33.02  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
22.06  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.51  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
12.85  
31030 - Bus Driver  
18.72  
31043 - Driver Courier  
11.74  
31260 - Parking and Lot Attendant  
11.46  
31290 - Shuttle Bus Driver  
12.72  
31310 - Taxi Driver  
11.98  
31361 - Truckdriver, Light  
12.72  
31362 - Truckdriver, Medium  
13.70  
31363 - Truckdriver, Heavy  
20.13  
31364 - Truckdriver, Tractor-Trailer  
20.13  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.66  
99030 - Cashier  
9.03  
99050 - Desk Clerk  
9.77  
99095 - Embalmer  
27.14  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
16.90  
99252 - Laboratory Animal Caretaker II

18.73  
99260 - Marketing Analyst  
27.14  
99310 - Mortician  
27.14  
99410 - Pest Controller  
18.15  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
16.81  
99711 - Recycling Specialist  
20.66  
99730 - Refuse Collector  
15.00  
99810 - Sales Clerk  
11.01  
99820 - School Crossing Guard  
14.22  
99830 - Survey Party Chief  
24.00  
99831 - Surveying Aide  
13.65  
99832 - Surveying Technician  
17.91  
99840 - Vending Machine Attendant  
17.31  
99841 - Vending Machine Repairer  
21.74  
99842 - Vending Machine Repairer Helper  
17.31

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

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with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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



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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

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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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5283  
Revision No.: 13  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Houston, Trinity

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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
- 17.35
  - 01070 - Document Preparation Clerk
- 14.75
  - 01090 - Duplicating Machine Operator
- 14.75
  - 01111 - General Clerk I
- 13.55
  - 01112 - General Clerk II
- 14.79
  - 01113 - General Clerk III
- 16.60
  - 01120 - Housing Referral Assistant
- 20.69
  - 01141 - Messenger Courier
- 14.21
  - 01191 - Order Clerk I
- 14.87
  - 01192 - Order Clerk II
- 16.42
  - 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
- 21.09
  - 01290 - Rental Clerk
- 15.28
  - 01300 - Scheduler, Maintenance
- 16.59
  - 01311 - Secretary I
- 16.59
  - 01312 - Secretary II
- 18.57
  - 01313 - Secretary III

20.69  
01320 - Service Order Dispatcher  
15.51  
01410 - Supply Technician  
25.91  
01420 - Survey Worker  
17.79  
01460 - Switchboard Operator/Receptionist  
12.02  
01531 - Travel Clerk I  
15.28  
01532 - Travel Clerk II  
16.50  
01533 - Travel Clerk III  
17.64  
01611 - Word Processor I  
14.51  
01612 - Word Processor II  
16.29  
01613 - Word Processor III  
18.22  
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  
15.35  
05400 - Transmission Repair Specialist  
25.76  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.07  
07041 - Cook I  
10.35  
07042 - Cook II  
11.97  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.39  
07210 - Meat Cutter  
14.20  
07260 - Waiter/Waitress  
9.07  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
24.39  
09040 - Furniture Handler  
15.07  
09080 - Furniture Refinisher  
24.39  
09090 - Furniture Refinisher Helper  
18.46  
09110 - Furniture Repairer, Minor  
21.88  
09130 - Upholsterer  
24.39  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.89  
11060 - Elevator Operator  
10.67  
11090 - Gardener  
17.14  
11122 - Housekeeping Aide  
10.55  
11150 - Janitor  
10.55  
11210 - Laborer, Grounds Maintenance  
12.76  
11240 - Maid or Houseman  
9.67  
11260 - Pruner

11.39  
11270 - Tractor Operator  
15.66  
11330 - Trail Maintenance Worker  
12.76  
11360 - Window Cleaner  
11.83  
12000 - Health Occupations  
12010 - Ambulance Driver  
15.36  
12011 - Breath Alcohol Technician  
19.21  
12012 - Certified Occupational Therapist Assistant  
38.16  
12015 - Certified Physical Therapist Assistant  
39.49  
12020 - Dental Assistant  
17.22  
12025 - Dental Hygienist  
36.69  
12030 - EKG Technician  
28.93  
12035 - Electroneurodiagnostic Technologist  
28.93  
12040 - Emergency Medical Technician  
15.36  
12071 - Licensed Practical Nurse I  
19.05  
12072 - Licensed Practical Nurse II  
21.32  
12073 - Licensed Practical Nurse III  
23.76  
12100 - Medical Assistant  
13.89  
12130 - Medical Laboratory Technician  
23.85  
12160 - Medical Record Clerk  
14.53  
12190 - Medical Record Technician  
16.57  
12195 - Medical Transcriptionist  
17.17  
12210 - Nuclear Medicine Technologist  
42.20  
12221 - Nursing Assistant I  
11.12  
12222 - Nursing Assistant II  
12.50

12223 - Nursing Assistant III  
13.64  
12224 - Nursing Assistant IV  
15.31  
12235 - Optical Dispenser  
16.79  
12236 - Optical Technician  
17.17  
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)  
24.04  
12320 - Substance Abuse Treatment Counselor  
24.71  
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  
12.77  
13054 - Library Information Technology Systems

24.09

Administrator

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

16.95

13072 - Photographer II

18.97

13073 - Photographer III

23.50

13074 - Photographer IV

28.74

13075 - Photographer V

34.78

13090 - Technical Order Library Clerk

16.04

13110 - Video Teleconference Technician

16.95

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)

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14150 - Peripheral Equipment Operator  
17.31  
14160 - Personal Computer Support Technician  
24.00  
14170 - System Support Specialist  
28.92  
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  
31.08  
15070 - Flight Instructor (Pilot)  
47.98  
15080 - Graphic Artist  
27.43  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
47.54  
15086 - Maintenance Test Pilot, Rotary Wing  
47.54  
15088 - Non-Maintenance Test/Co-Pilot  
47.54  
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  
10.33  
16030 - Counter Attendant  
10.33  
16040 - Dry Cleaner  
13.25  
16070 - Finisher, Flatwork, Machine  
10.33  
16090 - Presser, Hand  
10.33  
16110 - Presser, Machine, Drycleaning

10.33  
16130 - Presser, Machine, Shirts  
10.33  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.33  
16190 - Sewing Machine Operator  
14.01  
16220 - Tailor  
15.08  
16250 - Washer, Machine  
11.32  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.73  
19040 - Tool And Die Maker  
24.77  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.39  
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)  
14.39  
21110 - Shipping Packer  
15.00  
21130 - Shipping/Receiving Clerk  
15.00  
21140 - Store Worker I  
12.49  
21150 - Stock Clerk  
17.80  
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  
29.47  
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  
25.76  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
28.07  
II  
23110 - Appliance Mechanic  
20.73  
23120 - Bicycle Repairer  
16.59  
23125 - Cable Splicer  
26.67  
23130 - Carpenter, Maintenance  
19.71  
23140 - Carpet Layer  
19.33  
23160 - Electrician, Maintenance  
26.51  
23181 - Electronics Technician Maintenance I  
27.92  
23182 - Electronics Technician Maintenance II  
29.93  
23183 - Electronics Technician Maintenance III  
31.56  
23260 - Fabric Worker  
17.98  
23290 - Fire Alarm System Mechanic  
21.21  
23310 - Fire Extinguisher Repairer  
16.59  
23311 - Fuel Distribution System Mechanic  
20.96  
23312 - Fuel Distribution System Operator  
16.33

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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  
16.59  
23392 - Gunsmith II  
19.33  
23393 - Gunsmith III  
21.87  
23410 - Heating, Ventilation And Air-Conditioning  
21.04  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.95  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.79  
23440 - Heavy Equipment Operator  
19.26  
23460 - Instrument Mechanic  
25.87  
23465 - Laboratory/Shelter Mechanic  
20.73  
23470 - Laborer  
11.89  
23510 - Locksmith  
20.73  
23530 - Machinery Maintenance Mechanic  
24.33  
23550 - Machinist, Maintenance  
21.51  
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  
23.39  
23710 - Office Appliance Repairer  
20.12



23760 - Painter, Maintenance  
 18.99  
 23790 - Pipefitter, Maintenance  
 29.68  
 23810 - Plumber, Maintenance  
 28.17  
 23820 - Pneudraulic Systems Mechanic  
 21.87  
 23850 - Rigger  
 21.87  
 23870 - Scale Mechanic  
 19.33  
 23890 - Sheet-Metal Worker, Maintenance  
 21.95  
 23910 - Small Engine Mechanic  
 18.76  
 23931 - Telecommunications Mechanic I  
 28.91  
 23932 - Telecommunications Mechanic II  
 29.26  
 23950 - Telephone Lineman  
 31.21  
 23960 - Welder, Combination, Maintenance  
 20.65  
 23965 - Well Driller  
 22.89  
 23970 - Woodcraft Worker  
 21.87  
 23980 - Woodworker  
 16.59  
 24000 - Personal Needs Occupations  
 24550 - Case Manager  
 16.34  
 24570 - Child Care Attendant  
 10.65  
 24580 - Child Care Center Clerk  
 13.27  
 24610 - Chore Aide  
 9.00  
 24620 - Family Readiness And Support Services  
 16.34  
 Coordinator  
 24630 - Homemaker  
 16.84  
 25000 - Plant And System Operations Occupations  
 25010 - Boiler Tender  
 23.95  
 25040 - Sewage Plant Operator

18.70  
25070 - Stationary Engineer  
23.95  
25190 - Ventilation Equipment Tender  
16.04  
25210 - Water Treatment Plant Operator  
18.32  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
16.14  
27007 - Baggage Inspector  
11.98  
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  
11.98  
27102 - Guard II  
17.90  
27131 - Police Officer I  
24.19  
27132 - Police Officer II  
26.88  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.19  
28042 - Carnival Equipment Repairer  
13.34  
28043 - Carnival Worker  
8.85  
28210 - Gate Attendant/Gate Tender  
14.27  
28310 - Lifeguard  
12.71  
28350 - Park Attendant (Aide)  
15.96  
28510 - Recreation Aide/Health Facility Attendant  
11.65  
28515 - Recreation Specialist  
19.61  
28630 - Sports Official

12.71  
28690 - Swimming Pool Operator  
17.44  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
27.31  
29020 - Hatch Tender  
27.31  
29030 - Line Handler  
27.31  
29041 - Stevedore I  
25.64  
29042 - Stevedore II  
28.93  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
44.44  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
30.64  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
33.75  
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  
27.15  
30052 - Cryogenic Technician II  
29.98  
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

29.96  
30210 - Laboratory Technician

25.92  
30221 - Latent Fingerprint Technician I

27.15  
30222 - Latent Fingerprint Technician II

29.98  
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

29.98  
30390 - Photo-Optics Technician

30.62  
30395 - Radiation Control Technician

29.98  
30461 - Technical Writer I

24.51  
30462 - Technical Writer II

29.98  
30463 - Technical Writer III

36.27  
30491 - Unexploded Ordnance (UXO) Technician I

28.24  
30492 - Unexploded Ordnance (UXO) Technician II

34.17  
30493 - Unexploded Ordnance (UXO) Technician III

40.96  
30494 - Unexploded (UXO) Safety Escort

28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
   30501 - Weather Forecaster I  
 28.93  
   30502 - Weather Forecaster II  
 35.17  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 27.56  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 30.48  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 34.17  
   31020 - Bus Aide  
 12.85  
   31030 - Bus Driver  
 18.72  
   31043 - Driver Courier  
 14.03  
   31260 - Parking and Lot Attendant  
 11.46  
   31290 - Shuttle Bus Driver  
 15.28  
   31310 - Taxi Driver  
 12.69  
   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  
 16.66  
   99030 - Cashier  
 10.01  
   99050 - Desk Clerk  
 11.72  
   99095 - Embalmer  
 27.14  
   99130 - Flight Follower  
 28.24  
   99251 - Laboratory Animal Caretaker I  
 15.83  
   99252 - Laboratory Animal Caretaker II  
 17.26

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99260 - Marketing Analyst  
27.14  
99310 - Mortician  
27.14  
99410 - Pest Controller  
19.12  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
16.81  
99711 - Recycling Specialist  
20.66  
99730 - Refuse Collector  
15.00  
99810 - Sales Clerk  
12.66  
99820 - School Crossing Guard  
14.22  
99830 - Survey Party Chief  
20.96  
99831 - Surveying Aide  
14.35  
99832 - Surveying Technician  
18.13  
99840 - Vending Machine Attendant  
17.51  
99841 - Vending Machine Repairer  
21.10  
99842 - Vending Machine Repairer Helper  
17.51

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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



ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

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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

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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

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(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)).

2015528712

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5287  
Revision No.: 12  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://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 RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.86	
01012 - Accounting Clerk II	
15.56	
01013 - Accounting Clerk III	
17.41	
01020 - Administrative Assistant	
21.80	
01035 - Court Reporter	

- 19.69
  - 01041 - Customer Service Representative I
- 11.69
  - 01042 - Customer Service Representative II
- 13.14
  - 01043 - Customer Service Representative III
- 14.34
  - 01051 - Data Entry Operator I
- 12.99
  - 01052 - Data Entry Operator II
- 14.59
  - 01060 - Dispatcher, Motor Vehicle
- 18.58
  - 01070 - Document Preparation Clerk
- 13.27
  - 01090 - Duplicating Machine Operator
- 13.27
  - 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
- 13.23
  - 01191 - Order Clerk I
- 15.48
  - 01192 - Order Clerk II
- 16.89
  - 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
- 19.27
  - 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  
15.10  
01410 - Supply Technician  
23.98  
01420 - Survey Worker  
16.01  
01460 - Switchboard Operator/Receptionist  
13.03  
01531 - Travel Clerk I  
13.18  
01532 - Travel Clerk II  
14.00  
01533 - Travel Clerk III  
14.49  
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  
19.28  
05040 - Automotive Glass Installer  
18.03  
05070 - Automotive Worker  
18.03  
05110 - Mobile Equipment Servicer  
15.55  
05130 - Motor Equipment Metal Mechanic  
20.44  
05160 - Motor Equipment Metal Worker  
18.03  
05190 - Motor Vehicle Mechanic  
20.44  
05220 - Motor Vehicle Mechanic Helper  
14.31  
05250 - Motor Vehicle Upholstery Worker  
16.78  
05280 - Motor Vehicle Wrecker  
18.03  
05310 - Painter, Automotive  
19.28  
05340 - Radiator Repair Specialist  
18.03



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05370 - Tire Repairer  
13.86  
05400 - Transmission Repair Specialist  
20.44  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.50  
07041 - Cook I  
10.67  
07042 - Cook II  
12.37  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.97  
07210 - Meat Cutter  
15.01  
07260 - Waiter/Waitress  
9.17  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.62  
09040 - Furniture Handler  
12.04  
09080 - Furniture Refinisher  
19.62  
09090 - Furniture Refinisher Helper  
14.57  
09110 - Furniture Repairer, Minor  
17.07  
09130 - Upholsterer  
19.62  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.08  
11060 - Elevator Operator  
10.34  
11090 - Gardener  
16.26  
11122 - Housekeeping Aide  
10.34  
11150 - Janitor  
10.34  
11210 - Laborer, Grounds Maintenance  
12.37  
11240 - Maid or Houseman  
9.78  
11260 - Pruner

11.08  
11270 - Tractor Operator  
14.97  
11330 - Trail Maintenance Worker  
12.37  
11360 - Window Cleaner  
11.50  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.26  
12011 - Breath Alcohol Technician  
19.55  
12012 - Certified Occupational Therapist Assistant  
31.35  
12015 - Certified Physical Therapist Assistant  
29.13  
12020 - Dental Assistant  
17.34  
12025 - Dental Hygienist  
41.16  
12030 - EKG Technician  
27.71  
12035 - Electroneurodiagnostic Technologist  
27.71  
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  
13.85  
12130 - Medical Laboratory Technician  
20.44  
12160 - Medical Record Clerk  
14.65  
12190 - Medical Record Technician  
16.39  
12195 - Medical Transcriptionist  
17.32  
12210 - Nuclear Medicine Technologist  
42.97  
12221 - Nursing Assistant I  
11.61  
12222 - Nursing Assistant II  
13.05

12223 - Nursing Assistant III  
14.24  
12224 - Nursing Assistant IV  
15.99  
12235 - Optical Dispenser  
14.08  
12236 - Optical Technician  
17.48  
12250 - Pharmacy Technician  
17.23  
12280 - Phlebotomist  
17.49  
12305 - Radiologic Technologist  
26.41  
12311 - Registered Nurse I  
24.86  
12312 - Registered Nurse II  
30.41  
12313 - Registered Nurse II, Specialist  
30.41  
12314 - Registered Nurse III  
36.80  
12315 - Registered Nurse III, Anesthetist  
36.80  
12316 - Registered Nurse IV  
44.11  
12317 - Scheduler (Drug and Alcohol Testing)  
24.22  
12320 - Substance Abuse Treatment Counselor  
20.90  
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

22.38

Administrator

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

15.80

13110 - Video Teleconference Technician

16.06

14000 - Information Technology Occupations

14041 - Computer Operator I

16.59

14042 - Computer Operator II

18.56

14043 - Computer Operator III

21.11

14044 - Computer Operator IV

23.45

14045 - Computer Operator V

25.97

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  
16.59  
14160 - Personal Computer Support Technician  
23.45  
14170 - System Support Specialist  
22.88  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
32.11  
15020 - Aircrew Training Devices Instructor (Rated)  
38.85  
15030 - Air Crew Training Devices Instructor (Pilot)  
46.57  
15050 - Computer Based Training Specialist / Instructor  
32.11  
15060 - Educational Technologist  
33.26  
15070 - Flight Instructor (Pilot)  
46.57  
15080 - Graphic Artist  
22.13  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.36  
15086 - Maintenance Test Pilot, Rotary Wing  
41.36  
15088 - Non-Maintenance Test/Co-Pilot  
41.36  
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  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51  
16110 - Presser, Machine, Drycleaning

9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.84  
19040 - Tool And Die Maker  
25.71  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.63  
21030 - Material Coordinator  
19.27  
21040 - Material Expediter  
19.27  
21050 - Material Handling Laborer  
13.21  
21071 - Order Filler  
11.91  
21080 - Production Line Worker (Food Processing)  
15.63  
21110 - Shipping Packer  
13.88  
21130 - Shipping/Receiving Clerk  
13.88  
21140 - Store Worker I  
11.40  
21150 - Stock Clerk  
15.89  
21210 - Tools And Parts Attendant  
15.63  
21410 - Warehouse Specialist  
15.63  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
24.73  
23019 - Aircraft Logs and Records Technician  
19.26  
23021 - Aircraft Mechanic I  
23.47

23022 - Aircraft Mechanic II  
24.73  
23023 - Aircraft Mechanic III  
26.02  
23040 - Aircraft Mechanic Helper  
16.50  
23050 - Aircraft, Painter  
22.14  
23060 - Aircraft Servicer  
19.26  
23070 - Aircraft Survival Flight Equipment Technician  
22.14  
23080 - Aircraft Worker  
20.70  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
20.70  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
23.47  
II  
23110 - Appliance Mechanic  
20.25  
23120 - Bicycle Repairer  
16.33  
23125 - Cable Splicer  
28.48  
23130 - Carpenter, Maintenance  
18.84  
23140 - Carpet Layer  
18.94  
23160 - Electrician, Maintenance  
24.70  
23181 - Electronics Technician Maintenance I  
27.85  
23182 - Electronics Technician Maintenance II  
31.80  
23183 - Electronics Technician Maintenance III  
33.66  
23260 - Fabric Worker  
17.62  
23290 - Fire Alarm System Mechanic  
20.50  
23310 - Fire Extinguisher Repairer  
16.33  
23311 - Fuel Distribution System Mechanic  
20.49  
23312 - Fuel Distribution System Operator  
15.88

23370 - General Maintenance Worker  
15.31  
23380 - Ground Support Equipment Mechanic  
23.47  
23381 - Ground Support Equipment Servicer  
19.26  
23382 - Ground Support Equipment Worker  
20.70  
23391 - Gunsmith I  
16.33  
23392 - Gunsmith II  
18.94  
23393 - Gunsmith III  
21.47  
23410 - Heating, Ventilation And Air-Conditioning  
19.55  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.27  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.43  
23440 - Heavy Equipment Operator  
18.92  
23460 - Instrument Mechanic  
21.47  
23465 - Laboratory/Shelter Mechanic  
20.25  
23470 - Laborer  
13.21  
23510 - Locksmith  
20.25  
23530 - Machinery Maintenance Mechanic  
27.49  
23550 - Machinist, Maintenance  
20.31  
23580 - Maintenance Trades Helper  
13.96  
23591 - Metrology Technician I  
21.47  
23592 - Metrology Technician II  
22.63  
23593 - Metrology Technician III  
23.80  
23640 - Millwright  
21.70  
23710 - Office Appliance Repairer  
20.25



23760 - Painter, Maintenance  
18.50  
23790 - Pipefitter, Maintenance  
24.61  
23810 - Plumber, Maintenance  
23.21  
23820 - Pneudraulic Systems Mechanic  
21.47  
23850 - Rigger  
21.47  
23870 - Scale Mechanic  
18.94  
23890 - Sheet-Metal Worker, Maintenance  
21.08  
23910 - Small Engine Mechanic  
18.19  
23931 - Telecommunications Mechanic I  
24.08  
23932 - Telecommunications Mechanic II  
25.29  
23950 - Telephone Lineman  
24.75  
23960 - Welder, Combination, Maintenance  
18.48  
23965 - Well Driller  
20.78  
23970 - Woodcraft Worker  
21.47  
23980 - Woodworker  
16.33  
24000 - Personal Needs Occupations  
24550 - Case Manager  
12.83  
24570 - Child Care Attendant  
9.71  
24580 - Child Care Center Clerk  
12.11  
24610 - Chore Aide  
9.37  
24620 - Family Readiness And Support Services  
12.83  
Coordinator  
24630 - Homemaker  
16.64  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
24.15  
25040 - Sewage Plant Operator

17.60  
25070 - Stationary Engineer  
24.15  
25190 - Ventilation Equipment Tender  
17.46  
25210 - Water Treatment Plant Operator  
17.60  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.43  
27007 - Baggage Inspector  
13.59  
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  
13.59  
27102 - Guard II  
16.19  
27131 - Police Officer I  
22.26  
27132 - Police Officer II  
24.73  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.74  
28042 - Carnival Equipment Repairer  
13.85  
28043 - Carnival Worker  
9.45  
28210 - Gate Attendant/Gate Tender  
12.83  
28310 - Lifeguard  
11.01  
28350 - Park Attendant (Aide)  
14.35  
28510 - Recreation Aide/Health Facility Attendant  
10.47  
28515 - Recreation Specialist  
17.50  
28630 - Sports Official

11.43  
28690 - Swimming Pool Operator

16.05  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

23.64  
29020 - Hatch Tender

23.64  
29030 - Line Handler

23.64  
29041 - Stevedore I

22.00  
29042 - Stevedore II

25.28  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

44.44  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

30.64  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

33.75  
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

27.55  
30052 - Cryogenic Technician II

30.42  
30061 - Drafter/CAD Operator I

18.95  
30062 - Drafter/CAD Operator II

21.20  
30063 - Drafter/CAD Operator III

23.64  
30064 - Drafter/CAD Operator IV

29.09  
30081 - Engineering Technician I

16.57  
30082 - Engineering Technician II

18.59  
30083 - Engineering Technician III

20.80  
30084 - Engineering Technician IV  
25.77  
30085 - Engineering Technician V  
31.53  
30086 - Engineering Technician VI  
38.15  
30090 - Environmental Technician  
24.87  
30095 - Evidence Control Specialist  
24.87  
30210 - Laboratory Technician  
24.08  
30221 - Latent Fingerprint Technician I  
27.55  
30222 - Latent Fingerprint Technician II  
30.42  
30240 - Mathematical Technician  
26.27  
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  
30.42  
30390 - Photo-Optics Technician  
26.21  
30395 - Radiation Control Technician  
30.42  
30461 - Technical Writer I  
25.37  
30462 - Technical Writer II  
31.03  
30463 - Technical Writer III  
37.54  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
   30501 - Weather Forecaster I  
 28.00  
   30502 - Weather Forecaster II  
 34.05  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 23.64  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 26.27  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 34.17  
   31020 - Bus Aide  
 12.42  
   31030 - Bus Driver  
 17.20  
   31043 - Driver Courier  
 13.60  
   31260 - Parking and Lot Attendant  
 11.13  
   31290 - Shuttle Bus Driver  
 14.77  
   31310 - Taxi Driver  
 13.26  
   31361 - Truckdriver, Light  
 14.77  
   31362 - Truckdriver, Medium  
 15.94  
   31363 - Truckdriver, Heavy  
 18.94  
   31364 - Truckdriver, Tractor-Trailer  
 18.94  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 16.66  
   99030 - Cashier  
 9.98  
   99050 - Desk Clerk  
 9.93  
   99095 - Embalmer  
 30.45  
   99130 - Flight Follower  
 28.24  
   99251 - Laboratory Animal Caretaker I  
 12.28  
   99252 - Laboratory Animal Caretaker II  
 13.38

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99260 - Marketing Analyst  
33.05  
99310 - Mortician  
30.45  
99410 - Pest Controller  
21.48  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
18.36  
99711 - Recycling Specialist  
22.12  
99730 - Refuse Collector  
16.68  
99810 - Sales Clerk  
11.50  
99820 - School Crossing Guard  
12.73  
99830 - Survey Party Chief  
24.06  
99831 - Surveying Aide  
16.53  
99832 - Surveying Technician  
21.16  
99840 - Vending Machine Attendant  
17.02  
99841 - Vending Machine Repairer  
20.76  
99842 - Vending Machine Repairer Helper  
17.02

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5289  
Revision No.: 12  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Grimes, Madison, Walker, Washington

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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  
11.69  
01042 - Customer Service Representative II  
13.14  
01043 - Customer Service Representative III  
14.34  
01051 - Data Entry Operator I  
13.24  
01052 - Data Entry Operator II  
14.45  
01060 - Dispatcher, Motor Vehicle  
16.89  
01070 - Document Preparation Clerk  
13.41  
01090 - Duplicating Machine Operator  
13.41  
01111 - General Clerk I  
12.73  
01112 - General Clerk II  
13.90  
01113 - General Clerk III  
15.60  
01120 - Housing Referral Assistant  
20.69  
01141 - Messenger Courier  
13.23  
01191 - Order Clerk I  
15.48  
01192 - Order Clerk II  
16.89  
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  
19.27  
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  
13.03  
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



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05370 - Tire Repairer  
14.40  
05400 - Transmission Repair Specialist  
25.76  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.36  
07041 - Cook I  
10.67  
07042 - Cook II  
12.37  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.97  
07210 - Meat Cutter  
15.01  
07260 - Waiter/Waitress  
9.05  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.62  
09040 - Furniture Handler  
12.04  
09080 - Furniture Refinisher  
19.62  
09090 - Furniture Refinisher Helper  
14.58  
09110 - Furniture Repairer, Minor  
17.07  
09130 - Upholsterer  
19.62  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.08  
11060 - Elevator Operator  
10.30  
11090 - Gardener  
16.26  
11122 - Housekeeping Aide  
10.30  
11150 - Janitor  
10.30  
11210 - Laborer, Grounds Maintenance  
12.37  
11240 - Maid or Houseman  
9.78  
11260 - Pruner

11.08  
11270 - Tractor Operator  
14.97  
11330 - Trail Maintenance Worker  
12.37  
11360 - Window Cleaner  
11.50  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.28  
12011 - Breath Alcohol Technician  
19.55  
12012 - Certified Occupational Therapist Assistant  
31.35  
12015 - Certified Physical Therapist Assistant  
32.64  
12020 - Dental Assistant  
17.20  
12025 - Dental Hygienist  
40.65  
12030 - EKG Technician  
27.71  
12035 - Electroneurodiagnostic Technologist  
27.71  
12040 - Emergency Medical Technician  
17.28  
12071 - Licensed Practical Nurse I  
19.05  
12072 - Licensed Practical Nurse II  
21.32  
12073 - Licensed Practical Nurse III  
23.76  
12100 - Medical Assistant  
13.85  
12130 - Medical Laboratory Technician  
20.44  
12160 - Medical Record Clerk  
14.65  
12190 - Medical Record Technician  
16.57  
12195 - Medical Transcriptionist  
17.32  
12210 - Nuclear Medicine Technologist  
42.97  
12221 - Nursing Assistant I  
11.61  
12222 - Nursing Assistant II  
13.05

12223 - Nursing Assistant III  
14.24  
12224 - Nursing Assistant IV  
15.99  
12235 - Optical Dispenser  
16.79  
12236 - Optical Technician  
17.48  
12250 - Pharmacy Technician  
19.18  
12280 - Phlebotomist  
17.27  
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)  
24.22  
12320 - Substance Abuse Treatment Counselor  
20.90  
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  
12.58  
13054 - Library Information Technology Systems

24.09

Administrator

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

15.80

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  
22.88  
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  
31.90  
15070 - Flight Instructor (Pilot)  
47.98  
15080 - Graphic Artist  
26.72  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.36  
15086 - Maintenance Test Pilot, Rotary Wing  
41.36  
15088 - Non-Maintenance Test/Co-Pilot  
41.36  
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  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
12.06  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51  
16110 - Presser, Machine, Drycleaning

9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
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)  
20.84  
19040 - Tool And Die Maker  
25.71  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.72  
21030 - Material Coordinator  
19.46  
21040 - Material Expediter  
19.46  
21050 - Material Handling Laborer  
13.21  
21071 - Order Filler  
11.91  
21080 - Production Line Worker (Food Processing)  
15.72  
21110 - Shipping Packer  
14.60  
21130 - Shipping/Receiving Clerk  
14.60  
21140 - Store Worker I  
11.40  
21150 - Stock Clerk  
16.06  
21210 - Tools And Parts Attendant  
15.72  
21410 - Warehouse Specialist  
15.72  
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

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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  
25.76  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
28.07  
II  
23110 - Appliance Mechanic  
20.25  
23120 - Bicycle Repairer  
16.33  
23125 - Cable Splicer  
28.48  
23130 - Carpenter, Maintenance  
19.71  
23140 - Carpet Layer  
18.94  
23160 - Electrician, Maintenance  
26.51  
23181 - Electronics Technician Maintenance I  
29.73  
23182 - Electronics Technician Maintenance II  
31.80  
23183 - Electronics Technician Maintenance III  
33.66  
23260 - Fabric Worker  
17.62  
23290 - Fire Alarm System Mechanic  
20.78  
23310 - Fire Extinguisher Repairer  
16.33  
23311 - Fuel Distribution System Mechanic  
23.06  
23312 - Fuel Distribution System Operator  
17.96

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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  
16.33  
23392 - Gunsmith II  
18.94  
23393 - Gunsmith III  
21.47  
23410 - Heating, Ventilation And Air-Conditioning  
21.04  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
21.95  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.44  
23440 - Heavy Equipment Operator  
19.26  
23460 - Instrument Mechanic  
25.87  
23465 - Laboratory/Shelter Mechanic  
20.25  
23470 - Laborer  
13.21  
23510 - Locksmith  
20.25  
23530 - Machinery Maintenance Mechanic  
27.49  
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  
21.70  
23710 - Office Appliance Repairer  
20.25



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23760 - Painter, Maintenance  
18.99  
23790 - Pipefitter, Maintenance  
24.61  
23810 - Plumber, Maintenance  
23.21  
23820 - Pneudraulic Systems Mechanic  
21.47  
23850 - Rigger  
21.47  
23870 - Scale Mechanic  
18.94  
23890 - Sheet-Metal Worker, Maintenance  
21.47  
23910 - Small Engine Mechanic  
19.82  
23931 - Telecommunications Mechanic I  
23.90  
23932 - Telecommunications Mechanic II  
25.19  
23950 - Telephone Lineman  
25.52  
23960 - Welder, Combination, Maintenance  
20.27  
23965 - Well Driller  
20.81  
23970 - Woodcraft Worker  
21.47  
23980 - Woodworker  
16.33  
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  
9.15  
24620 - Family Readiness And Support Services  
13.83  
Coordinator  
24630 - Homemaker  
16.84  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
24.42  
25040 - Sewage Plant Operator

18.70  
25070 - Stationary Engineer  
24.42  
25190 - Ventilation Equipment Tender  
16.04  
25210 - Water Treatment Plant Operator  
18.32  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
16.14  
27007 - Baggage Inspector  
13.59  
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  
13.59  
27102 - Guard II  
17.90  
27131 - Police Officer I  
24.19  
27132 - Police Officer II  
26.88  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.74  
28042 - Carnival Equipment Repairer  
13.85  
28043 - Carnival Worker  
9.45  
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  
23.64  
29020 - Hatch Tender  
23.64  
29030 - Line Handler  
23.64  
29041 - Stevedore I  
22.00  
29042 - Stevedore II  
25.28  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)  
44.44  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)  
30.64  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)  
33.75  
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  
27.55  
30052 - Cryogenic Technician II  
30.42  
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  
24.87  
30210 - Laboratory Technician  
25.07  
30221 - Latent Fingerprint Technician I  
27.55  
30222 - Latent Fingerprint Technician II  
30.42  
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  
30.42  
30390 - Photo-Optics Technician  
30.62  
30395 - Radiation Control Technician  
30.42  
30461 - Technical Writer I  
25.53  
30462 - Technical Writer II  
31.22  
30463 - Technical Writer III  
38.42  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
   30501 - Weather Forecaster I  
 28.00  
   30502 - Weather Forecaster II  
 34.05  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 27.56  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 30.48  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 34.17  
   31020 - Bus Aide  
 12.42  
   31030 - Bus Driver  
 17.62  
   31043 - Driver Courier  
 14.03  
   31260 - Parking and Lot Attendant  
 11.13  
   31290 - Shuttle Bus Driver  
 15.28  
   31310 - Taxi Driver  
 12.69  
   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  
 16.66  
   99030 - Cashier  
 10.01  
   99050 - Desk Clerk  
 11.72  
   99095 - Embalmer  
 30.45  
   99130 - Flight Follower  
 28.24  
   99251 - Laboratory Animal Caretaker I  
 11.89  
   99252 - Laboratory Animal Caretaker II  
 12.96

99260 - Marketing Analyst  
33.05  
99310 - Mortician  
30.45  
99410 - Pest Controller  
21.22  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
19.14  
99711 - Recycling Specialist  
23.16  
99730 - Refuse Collector  
17.14  
99810 - Sales Clerk  
12.66  
99820 - School Crossing Guard  
12.73  
99830 - Survey Party Chief  
24.46  
99831 - Surveying Aide  
16.75  
99832 - Surveying Technician  
21.16  
99840 - Vending Machine Attendant  
17.02  
99841 - Vending Machine Repairer  
21.10  
99842 - Vending Machine Repairer Helper  
17.02

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5291  
Revision No.: 12  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas County of Frio

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.86	
01012 - Accounting Clerk II	
15.56	
01013 - Accounting Clerk III	
17.41	
01020 - Administrative Assistant	
21.69	
01035 - Court Reporter	

16.67  
01041 - Customer Service Representative I

11.69  
01042 - Customer Service Representative II

13.14  
01043 - Customer Service Representative III

14.34  
01051 - Data Entry Operator I

12.34  
01052 - Data Entry Operator II

13.46  
01060 - Dispatcher, Motor Vehicle

16.89  
01070 - Document Preparation Clerk

13.18  
01090 - Duplicating Machine Operator

13.18  
01111 - General Clerk I

12.73  
01112 - General Clerk II

13.90  
01113 - General Clerk III

15.60  
01120 - Housing Referral Assistant

18.58  
01141 - Messenger Courier

11.98  
01191 - Order Clerk I

14.20  
01192 - Order Clerk II

15.51  
01261 - Personnel Assistant (Employment) I

15.06  
01262 - Personnel Assistant (Employment) II

16.85  
01263 - Personnel Assistant (Employment) III

18.79  
01270 - Production Control Clerk

19.27  
01290 - Rental Clerk

13.77  
01300 - Scheduler, Maintenance

14.90  
01311 - Secretary I

14.90  
01312 - Secretary II

16.67  
01313 - Secretary III

18.58  
01320 - Service Order Dispatcher  
15.10  
01410 - Supply Technician  
21.69  
01420 - Survey Worker  
14.74  
01460 - Switchboard Operator/Receptionist  
13.03  
01531 - Travel Clerk I  
13.18  
01532 - Travel Clerk II  
14.00  
01533 - Travel Clerk III  
14.49  
01611 - Word Processor I  
12.91  
01612 - Word Processor II  
14.50  
01613 - Word Processor III  
16.21  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
19.08  
05010 - Automotive Electrician  
19.28  
05040 - Automotive Glass Installer  
18.03  
05070 - Automotive Worker  
18.03  
05110 - Mobile Equipment Servicer  
15.55  
05130 - Motor Equipment Metal Mechanic  
20.44  
05160 - Motor Equipment Metal Worker  
18.03  
05190 - Motor Vehicle Mechanic  
20.44  
05220 - Motor Vehicle Mechanic Helper  
14.31  
05250 - Motor Vehicle Upholstery Worker  
16.78  
05280 - Motor Vehicle Wrecker  
18.03  
05310 - Painter, Automotive  
19.28  
05340 - Radiator Repair Specialist  
18.03



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05370 - Tire Repairer  
13.86  
05400 - Transmission Repair Specialist  
20.44  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.36  
07041 - Cook I  
10.67  
07042 - Cook II  
12.37  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.97  
07210 - Meat Cutter  
15.01  
07260 - Waiter/Waitress  
9.05  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.32  
09040 - Furniture Handler  
12.04  
09080 - Furniture Refinisher  
19.59  
09090 - Furniture Refinisher Helper  
14.57  
09110 - Furniture Repairer, Minor  
17.07  
09130 - Upholsterer  
19.59  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
12.38  
11060 - Elevator Operator  
10.30  
11090 - Gardener  
16.26  
11122 - Housekeeping Aide  
10.30  
11150 - Janitor  
10.30  
11210 - Laborer, Grounds Maintenance  
12.37  
11240 - Maid or Houseman  
9.78  
11260 - Pruner

11.08  
11270 - Tractor Operator  
14.97  
11330 - Trail Maintenance Worker  
12.37  
11360 - Window Cleaner  
11.50  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.28  
12011 - Breath Alcohol Technician  
19.55  
12012 - Certified Occupational Therapist Assistant  
31.35  
12015 - Certified Physical Therapist Assistant  
30.60  
12020 - Dental Assistant  
16.37  
12025 - Dental Hygienist  
40.65  
12030 - EKG Technician  
27.71  
12035 - Electroneurodiagnostic Technologist  
27.71  
12040 - Emergency Medical Technician  
17.28  
12071 - Licensed Practical Nurse I  
17.48  
12072 - Licensed Practical Nurse II  
19.55  
12073 - Licensed Practical Nurse III  
21.80  
12100 - Medical Assistant  
13.85  
12130 - Medical Laboratory Technician  
20.44  
12160 - Medical Record Clerk  
14.65  
12190 - Medical Record Technician  
16.39  
12195 - Medical Transcriptionist  
17.32  
12210 - Nuclear Medicine Technologist  
42.97  
12221 - Nursing Assistant I  
11.61  
12222 - Nursing Assistant II  
13.05

12223 - Nursing Assistant III  
14.24  
12224 - Nursing Assistant IV  
15.99  
12235 - Optical Dispenser  
15.79  
12236 - Optical Technician  
25.52  
12250 - Pharmacy Technician  
17.23  
12280 - Phlebotomist  
17.27  
12305 - Radiologic Technologist  
26.41  
12311 - Registered Nurse I  
25.88  
12312 - Registered Nurse II  
31.68  
12313 - Registered Nurse II, Specialist  
31.68  
12314 - Registered Nurse III  
38.30  
12315 - Registered Nurse III, Anesthetist  
38.30  
12316 - Registered Nurse IV  
45.94  
12317 - Scheduler (Drug and Alcohol Testing)  
24.22  
12320 - Substance Abuse Treatment Counselor  
20.90  
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

21.54  
 Administrator  
 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

14.87  
 13072 - Photographer II

16.64  
 13073 - Photographer III

20.61  
 13074 - Photographer IV

25.20  
 13075 - Photographer V

30.50  
 13090 - Technical Order Library Clerk

15.80  
 13110 - Video Teleconference Technician

15.65  
 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)

20.83  
 14072 - Computer Programmer II (see 1)

25.80  
 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  
13.62  
14160 - Personal Computer Support Technician  
19.00  
14170 - System Support Specialist  
22.88  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
28.51  
15020 - Aircrew Training Devices Instructor (Rated)  
34.51  
15030 - Air Crew Training Devices Instructor (Pilot)  
41.36  
15050 - Computer Based Training Specialist / Instructor  
28.51  
15060 - Educational Technologist  
31.90  
15070 - Flight Instructor (Pilot)  
41.36  
15080 - Graphic Artist  
19.83  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.36  
15086 - Maintenance Test Pilot, Rotary Wing  
41.36  
15088 - Non-Maintenance Test/Co-Pilot  
41.36  
15090 - Technical Instructor  
19.50  
15095 - Technical Instructor/Course Developer  
23.62  
15110 - Test Proctor  
14.20  
15120 - Tutor  
14.20  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51  
16110 - Presser, Machine, Drycleaning

9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.84  
19040 - Tool And Die Maker  
25.71  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
14.88  
21030 - Material Coordinator  
19.27  
21040 - Material Expediter  
19.27  
21050 - Material Handling Laborer  
13.21  
21071 - Order Filler  
11.75  
21080 - Production Line Worker (Food Processing)  
14.88  
21110 - Shipping Packer  
13.85  
21130 - Shipping/Receiving Clerk  
13.85  
21140 - Store Worker I  
11.40  
21150 - Stock Clerk  
15.89  
21210 - Tools And Parts Attendant  
14.88  
21410 - Warehouse Specialist  
14.88  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
23.91  
23019 - Aircraft Logs and Records Technician  
18.62  
23021 - Aircraft Mechanic I  
22.69

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23022 - Aircraft Mechanic II  
23.91  
23023 - Aircraft Mechanic III  
25.15  
23040 - Aircraft Mechanic Helper  
15.89  
23050 - Aircraft, Painter  
21.40  
23060 - Aircraft Servicer  
18.62  
23070 - Aircraft Survival Flight Equipment Technician  
21.40  
23080 - Aircraft Worker  
20.01  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
20.01  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.69  
II  
23110 - Appliance Mechanic  
18.87  
23120 - Bicycle Repairer  
15.14  
23125 - Cable Splicer  
28.48  
23130 - Carpenter, Maintenance  
16.74  
23140 - Carpet Layer  
18.94  
23160 - Electrician, Maintenance  
22.51  
23181 - Electronics Technician Maintenance I  
20.37  
23182 - Electronics Technician Maintenance II  
23.42  
23183 - Electronics Technician Maintenance III  
27.84  
23260 - Fabric Worker  
17.62  
23290 - Fire Alarm System Mechanic  
20.17  
23310 - Fire Extinguisher Repairer  
16.33  
23311 - Fuel Distribution System Mechanic  
18.21  
23312 - Fuel Distribution System Operator  
13.85

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23370 - General Maintenance Worker  
15.31  
23380 - Ground Support Equipment Mechanic  
22.69  
23381 - Ground Support Equipment Servicer  
18.62  
23382 - Ground Support Equipment Worker  
20.01  
23391 - Gunsmith I  
16.33  
23392 - Gunsmith II  
18.94  
23393 - Gunsmith III  
21.47  
23410 - Heating, Ventilation And Air-Conditioning  
16.41  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
17.25  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.25  
23440 - Heavy Equipment Operator  
17.69  
23460 - Instrument Mechanic  
21.47  
23465 - Laboratory/Shelter Mechanic  
20.25  
23470 - Laborer  
13.11  
23510 - Locksmith  
19.77  
23530 - Machinery Maintenance Mechanic  
23.06  
23550 - Machinist, Maintenance  
20.31  
23580 - Maintenance Trades Helper  
13.77  
23591 - Metrology Technician I  
21.47  
23592 - Metrology Technician II  
22.63  
23593 - Metrology Technician III  
23.80  
23640 - Millwright  
20.33  
23710 - Office Appliance Repairer  
19.32



23760 - Painter, Maintenance  
17.87  
23790 - Pipefitter, Maintenance  
21.31  
23810 - Plumber, Maintenance  
20.74  
23820 - Pneudraulic Systems Mechanic  
21.47  
23850 - Rigger  
21.47  
23870 - Scale Mechanic  
18.94  
23890 - Sheet-Metal Worker, Maintenance  
18.80  
23910 - Small Engine Mechanic  
16.23  
23931 - Telecommunications Mechanic I  
23.90  
23932 - Telecommunications Mechanic II  
25.19  
23950 - Telephone Lineman  
22.25  
23960 - Welder, Combination, Maintenance  
18.48  
23965 - Well Driller  
18.06  
23970 - Woodcraft Worker  
21.47  
23980 - Woodworker  
15.94  
24000 - Personal Needs Occupations  
24550 - Case Manager  
12.27  
24570 - Child Care Attendant  
9.46  
24580 - Child Care Center Clerk  
11.80  
24610 - Chore Aide  
9.37  
24620 - Family Readiness And Support Services  
12.27  
Coordinator  
24630 - Homemaker  
12.27  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.55  
25040 - Sewage Plant Operator

17.60  
25070 - Stationary Engineer  
22.55  
25190 - Ventilation Equipment Tender  
15.80  
25210 - Water Treatment Plant Operator  
17.60  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.41  
27007 - Baggage Inspector  
13.59  
27008 - Corrections Officer  
18.80  
27010 - Court Security Officer  
18.26  
27030 - Detection Dog Handler  
15.21  
27040 - Detention Officer  
18.80  
27070 - Firefighter  
17.58  
27101 - Guard I  
13.59  
27102 - Guard II  
15.21  
27131 - Police Officer I  
21.86  
27132 - Police Officer II  
24.29  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.74  
28042 - Carnival Equipment Repairer  
13.85  
28043 - Carnival Worker  
9.45  
28210 - Gate Attendant/Gate Tender  
12.83  
28310 - Lifeguard  
11.34  
28350 - Park Attendant (Aide)  
14.35  
28510 - Recreation Aide/Health Facility Attendant  
10.47  
28515 - Recreation Specialist  
17.50  
28630 - Sports Official

11.43  
28690 - Swimming Pool Operator

16.05  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

20.23  
29020 - Hatch Tender

20.23  
29030 - Line Handler

20.23  
29041 - Stevedore I

19.65  
29042 - Stevedore II

22.09  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

44.44  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

30.64  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

33.75  
30021 - Archeological Technician I

17.95  
30022 - Archeological Technician II

20.08  
30023 - Archeological Technician III

24.87  
30030 - Cartographic Technician

24.87  
30040 - Civil Engineering Technician

18.63  
30051 - Cryogenic Technician I

27.55  
30052 - Cryogenic Technician II

30.42  
30061 - Drafter/CAD Operator I

17.95  
30062 - Drafter/CAD Operator II

20.08  
30063 - Drafter/CAD Operator III

22.39  
30064 - Drafter/CAD Operator IV

27.24  
30081 - Engineering Technician I

16.31  
30082 - Engineering Technician II

18.34  
30083 - Engineering Technician III

20.47  
30084 - Engineering Technician IV

25.40  
30085 - Engineering Technician V

31.02  
30086 - Engineering Technician VI

37.53  
30090 - Environmental Technician

23.75  
30095 - Evidence Control Specialist

24.87  
30210 - Laboratory Technician

20.73  
30221 - Latent Fingerprint Technician I

27.55  
30222 - Latent Fingerprint Technician II

30.42  
30240 - Mathematical Technician

24.87  
30361 - Paralegal/Legal Assistant I

17.49  
30362 - Paralegal/Legal Assistant II

21.66  
30363 - Paralegal/Legal Assistant III

26.50  
30364 - Paralegal/Legal Assistant IV

32.06  
30375 - Petroleum Supply Specialist

30.42  
30390 - Photo-Optics Technician

21.27  
30395 - Radiation Control Technician

30.42  
30461 - Technical Writer I

24.87  
30462 - Technical Writer II

30.42  
30463 - Technical Writer III

36.54  
30491 - Unexploded Ordnance (UXO) Technician I

28.24  
30492 - Unexploded Ordnance (UXO) Technician II

34.17  
30493 - Unexploded Ordnance (UXO) Technician III

40.96  
30494 - Unexploded (UXO) Safety Escort

28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
   30501 - Weather Forecaster I  
 27.55  
   30502 - Weather Forecaster II  
 33.51  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 22.39  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 24.87  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 34.17  
   31020 - Bus Aide  
 10.26  
   31030 - Bus Driver  
 15.05  
   31043 - Driver Courier  
 13.04  
   31260 - Parking and Lot Attendant  
 11.13  
   31290 - Shuttle Bus Driver  
 14.16  
   31310 - Taxi Driver  
 11.80  
   31361 - Truckdriver, Light  
 14.16  
   31362 - Truckdriver, Medium  
 15.27  
   31363 - Truckdriver, Heavy  
 18.94  
   31364 - Truckdriver, Tractor-Trailer  
 18.94  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 16.66  
   99030 - Cashier  
 9.90  
   99050 - Desk Clerk  
 9.35  
   99095 - Embalmer  
 30.45  
   99130 - Flight Follower  
 28.24  
   99251 - Laboratory Animal Caretaker I  
 15.08  
   99252 - Laboratory Animal Caretaker II  
 15.83

99260 - Marketing Analyst  
33.05  
99310 - Mortician  
30.45  
99410 - Pest Controller  
21.22  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
16.90  
99711 - Recycling Specialist  
20.19  
99730 - Refuse Collector  
16.10  
99810 - Sales Clerk  
11.25  
99820 - School Crossing Guard  
12.73  
99830 - Survey Party Chief  
25.28  
99831 - Surveying Aide  
17.18  
99832 - Surveying Technician  
21.14  
99840 - Vending Machine Attendant  
15.68  
99841 - Vending Machine Repairer  
17.78  
99842 - Vending Machine Repairer Helper  
15.68

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5293  
Revision No.: 12  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Gillespie, Kerr

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.86	
01012 - Accounting Clerk II	
15.56	
01013 - Accounting Clerk III	
17.41	
01020 - Administrative Assistant	
21.96	
01035 - Court Reporter	

- 22.14
  - 01041 - Customer Service Representative I
- 11.69
  - 01042 - Customer Service Representative II
- 13.14
  - 01043 - Customer Service Representative III
- 14.34
  - 01051 - Data Entry Operator I
- 12.34
  - 01052 - Data Entry Operator II
- 13.46
  - 01060 - Dispatcher, Motor Vehicle
- 16.89
  - 01070 - Document Preparation Clerk
- 13.27
  - 01090 - Duplicating Machine Operator
- 13.27
  - 01111 - General Clerk I
- 12.73
  - 01112 - General Clerk II
- 13.90
  - 01113 - General Clerk III
- 15.60
  - 01120 - Housing Referral Assistant
- 19.91
  - 01141 - Messenger Courier
- 13.23
  - 01191 - Order Clerk I
- 15.48
  - 01192 - Order Clerk II
- 16.89
  - 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
- 19.27
  - 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  
15.10  
01410 - Supply Technician  
21.96  
01420 - Survey Worker  
16.65  
01460 - Switchboard Operator/Receptionist  
13.03  
01531 - Travel Clerk I  
13.18  
01532 - Travel Clerk II  
14.00  
01533 - Travel Clerk III  
14.49  
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  
19.28  
05040 - Automotive Glass Installer  
18.03  
05070 - Automotive Worker  
18.03  
05110 - Mobile Equipment Servicer  
15.55  
05130 - Motor Equipment Metal Mechanic  
20.44  
05160 - Motor Equipment Metal Worker  
18.03  
05190 - Motor Vehicle Mechanic  
20.44  
05220 - Motor Vehicle Mechanic Helper  
14.31  
05250 - Motor Vehicle Upholstery Worker  
16.78  
05280 - Motor Vehicle Wrecker  
18.03  
05310 - Painter, Automotive  
19.28  
05340 - Radiator Repair Specialist  
18.03



05370 - Tire Repairer  
13.86  
05400 - Transmission Repair Specialist  
20.44  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.53  
07041 - Cook I  
10.67  
07042 - Cook II  
12.37  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.97  
07210 - Meat Cutter  
15.01  
07260 - Waiter/Waitress  
9.05  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.62  
09040 - Furniture Handler  
12.04  
09080 - Furniture Refinisher  
19.62  
09090 - Furniture Refinisher Helper  
14.57  
09110 - Furniture Repairer, Minor  
17.07  
09130 - Upholsterer  
19.62  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.08  
11060 - Elevator Operator  
10.30  
11090 - Gardener  
16.26  
11122 - Housekeeping Aide  
10.53  
11150 - Janitor  
10.53  
11210 - Laborer, Grounds Maintenance  
12.37  
11240 - Maid or Houseman  
9.78  
11260 - Pruner

11.08  
11270 - Tractor Operator  
14.97  
11330 - Trail Maintenance Worker  
12.37  
11360 - Window Cleaner  
11.60  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.28  
12011 - Breath Alcohol Technician  
19.55  
12012 - Certified Occupational Therapist Assistant  
31.35  
12015 - Certified Physical Therapist Assistant  
33.96  
12020 - Dental Assistant  
16.37  
12025 - Dental Hygienist  
40.65  
12030 - EKG Technician  
27.71  
12035 - Electroneurodiagnostic Technologist  
27.71  
12040 - Emergency Medical Technician  
17.28  
12071 - Licensed Practical Nurse I  
17.48  
12072 - Licensed Practical Nurse II  
19.55  
12073 - Licensed Practical Nurse III  
21.80  
12100 - Medical Assistant  
13.85  
12130 - Medical Laboratory Technician  
20.44  
12160 - Medical Record Clerk  
14.65  
12190 - Medical Record Technician  
16.39  
12195 - Medical Transcriptionist  
17.32  
12210 - Nuclear Medicine Technologist  
42.97  
12221 - Nursing Assistant I  
11.61  
12222 - Nursing Assistant II  
13.05

12223 - Nursing Assistant III  
14.24  
12224 - Nursing Assistant IV  
15.99  
12235 - Optical Dispenser  
14.94  
12236 - Optical Technician  
17.48  
12250 - Pharmacy Technician  
17.23  
12280 - Phlebotomist  
17.37  
12305 - Radiologic Technologist  
26.41  
12311 - Registered Nurse I  
24.86  
12312 - Registered Nurse II  
30.41  
12313 - Registered Nurse II, Specialist  
30.41  
12314 - Registered Nurse III  
36.80  
12315 - Registered Nurse III, Anesthetist  
36.80  
12316 - Registered Nurse IV  
44.11  
12317 - Scheduler (Drug and Alcohol Testing)  
24.22  
12320 - Substance Abuse Treatment Counselor  
20.90  
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  
12.58  
13054 - Library Information Technology Systems

- 23.15
  - Administrator
  - 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
- 14.87
  - 13072 - Photographer II
- 16.64
  - 13073 - Photographer III
- 20.61
  - 13074 - Photographer IV
- 25.20
  - 13075 - Photographer V
- 30.50
  - 13090 - Technical Order Library Clerk
- 15.80
  - 13110 - Video Teleconference Technician
- 16.33
  - 14000 - Information Technology Occupations
  - 14041 - Computer Operator I
- 17.06
  - 14042 - Computer Operator II
- 19.09
  - 14043 - Computer Operator III
- 21.29
  - 14044 - Computer Operator IV
- 23.65
  - 14045 - Computer Operator V
- 26.18
  - 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)

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14150 - Peripheral Equipment Operator  
17.06  
14160 - Personal Computer Support Technician  
23.65  
14170 - System Support Specialist  
22.88  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
31.83  
15020 - Aircrew Training Devices Instructor (Rated)  
38.13  
15030 - Air Crew Training Devices Instructor (Pilot)  
45.69  
15050 - Computer Based Training Specialist / Instructor  
31.83  
15060 - Educational Technologist  
29.55  
15070 - Flight Instructor (Pilot)  
45.69  
15080 - Graphic Artist  
22.57  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.36  
15086 - Maintenance Test Pilot, Rotary Wing  
41.36  
15088 - Non-Maintenance Test/Co-Pilot  
41.36  
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  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51  
16110 - Presser, Machine, Drycleaning

9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.84  
19040 - Tool And Die Maker  
25.71  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.63  
21030 - Material Coordinator  
19.27  
21040 - Material Expediter  
19.27  
21050 - Material Handling Laborer  
13.21  
21071 - Order Filler  
11.91  
21080 - Production Line Worker (Food Processing)  
15.63  
21110 - Shipping Packer  
13.85  
21130 - Shipping/Receiving Clerk  
13.85  
21140 - Store Worker I  
11.40  
21150 - Stock Clerk  
15.89  
21210 - Tools And Parts Attendant  
15.63  
21410 - Warehouse Specialist  
15.63  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
24.11  
23019 - Aircraft Logs and Records Technician  
18.62  
23021 - Aircraft Mechanic I  
22.86

23022 - Aircraft Mechanic II  
24.11  
23023 - Aircraft Mechanic III  
25.39  
23040 - Aircraft Mechanic Helper  
16.05  
23050 - Aircraft, Painter  
21.40  
23060 - Aircraft Servicer  
18.62  
23070 - Aircraft Survival Flight Equipment Technician  
21.40  
23080 - Aircraft Worker  
20.01  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
20.01  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.86  
II  
23110 - Appliance Mechanic  
20.25  
23120 - Bicycle Repairer  
16.28  
23125 - Cable Splicer  
28.48  
23130 - Carpenter, Maintenance  
16.82  
23140 - Carpet Layer  
18.94  
23160 - Electrician, Maintenance  
24.70  
23181 - Electronics Technician Maintenance I  
29.73  
23182 - Electronics Technician Maintenance II  
31.80  
23183 - Electronics Technician Maintenance III  
33.70  
23260 - Fabric Worker  
17.62  
23290 - Fire Alarm System Mechanic  
20.50  
23310 - Fire Extinguisher Repairer  
16.33  
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  
 22.86  
 23381 - Ground Support Equipment Servicer  
 18.62  
 23382 - Ground Support Equipment Worker  
 20.01  
 23391 - Gunsmith I  
 16.33  
 23392 - Gunsmith II  
 18.94  
 23393 - Gunsmith III  
 21.47  
 23410 - Heating, Ventilation And Air-Conditioning  
 18.35  
 Mechanic  
 23411 - Heating, Ventilation And Air Contidioning  
 19.36  
 Mechanic (Research Facility)  
 23430 - Heavy Equipment Mechanic  
 23.36  
 23440 - Heavy Equipment Operator  
 18.92  
 23460 - Instrument Mechanic  
 21.47  
 23465 - Laboratory/Shelter Mechanic  
 20.25  
 23470 - Laborer  
 13.21  
 23510 - Locksmith  
 20.25  
 23530 - Machinery Maintenance Mechanic  
 25.73  
 23550 - Machinist, Maintenance  
 20.31  
 23580 - Maintenance Trades Helper  
 13.77  
 23591 - Metrology Technician I  
 21.47  
 23592 - Metrology Technician II  
 22.63  
 23593 - Metrology Technician III  
 23.80  
 23640 - Millwright  
 21.70  
 23710 - Office Appliance Repairer  
 20.25



23760 - Painter, Maintenance  
 18.96  
 23790 - Pipefitter, Maintenance  
 24.35  
 23810 - Plumber, Maintenance  
 22.97  
 23820 - Pneudraulic Systems Mechanic  
 21.47  
 23850 - Rigger  
 21.47  
 23870 - Scale Mechanic  
 18.94  
 23890 - Sheet-Metal Worker, Maintenance  
 20.96  
 23910 - Small Engine Mechanic  
 18.60  
 23931 - Telecommunications Mechanic I  
 23.90  
 23932 - Telecommunications Mechanic II  
 25.19  
 23950 - Telephone Lineman  
 24.75  
 23960 - Welder, Combination, Maintenance  
 18.48  
 23965 - Well Driller  
 18.87  
 23970 - Woodcraft Worker  
 21.47  
 23980 - Woodworker  
 16.33  
 24000 - Personal Needs Occupations  
 24550 - Case Manager  
 12.83  
 24570 - Child Care Attendant  
 9.46  
 24580 - Child Care Center Clerk  
 12.07  
 24610 - Chore Aide  
 10.91  
 24620 - Family Readiness And Support Services  
 12.83  
 Coordinator  
 24630 - Homemaker  
 13.69  
 25000 - Plant And System Operations Occupations  
 25010 - Boiler Tender  
 22.55  
 25040 - Sewage Plant Operator

17.60  
25070 - Stationary Engineer  
22.55  
25190 - Ventilation Equipment Tender  
15.80  
25210 - Water Treatment Plant Operator  
17.60  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.41  
27007 - Baggage Inspector  
13.59  
27008 - Corrections Officer  
21.15  
27010 - Court Security Officer  
21.15  
27030 - Detection Dog Handler  
15.21  
27040 - Detention Officer  
21.15  
27070 - Firefighter  
22.59  
27101 - Guard I  
13.59  
27102 - Guard II  
15.21  
27131 - Police Officer I  
23.14  
27132 - Police Officer II  
25.77  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.74  
28042 - Carnival Equipment Repairer  
13.85  
28043 - Carnival Worker  
9.45  
28210 - Gate Attendant/Gate Tender  
12.83  
28310 - Lifeguard  
11.05  
28350 - Park Attendant (Aide)  
14.35  
28510 - Recreation Aide/Health Facility Attendant  
10.47  
28515 - Recreation Specialist  
17.50  
28630 - Sports Official

11.43  
28690 - Swimming Pool Operator

16.05  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

23.64  
29020 - Hatch Tender

23.64  
29030 - Line Handler

23.64  
29041 - Stevedore I

22.00  
29042 - Stevedore II

25.28  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

44.44  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

30.64  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

33.75  
30021 - Archeological Technician I

18.84  
30022 - Archeological Technician II

21.08  
30023 - Archeological Technician III

25.74  
30030 - Cartographic Technician

26.11  
30040 - Civil Engineering Technician

20.21  
30051 - Cryogenic Technician I

27.55  
30052 - Cryogenic Technician II

30.42  
30061 - Drafter/CAD Operator I

18.84  
30062 - Drafter/CAD Operator II

21.08  
30063 - Drafter/CAD Operator III

23.51  
30064 - Drafter/CAD Operator IV

28.92  
30081 - Engineering Technician I

16.66  
30082 - Engineering Technician II

18.71  
30083 - Engineering Technician III

20.93  
30084 - Engineering Technician IV

25.93  
30085 - Engineering Technician V

31.71  
30086 - Engineering Technician VI

38.37  
30090 - Environmental Technician

23.75  
30095 - Evidence Control Specialist

24.87  
30210 - Laboratory Technician

21.08  
30221 - Latent Fingerprint Technician I

27.55  
30222 - Latent Fingerprint Technician II

30.42  
30240 - Mathematical Technician

26.11  
30361 - Paralegal/Legal Assistant I

17.49  
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

30.42  
30390 - Photo-Optics Technician

23.74  
30395 - Radiation Control Technician

30.42  
30461 - Technical Writer I

26.27  
30462 - Technical Writer II

32.13  
30463 - Technical Writer III

37.59  
30491 - Unexploded Ordnance (UXO) Technician I

28.24  
30492 - Unexploded Ordnance (UXO) Technician II

34.17  
30493 - Unexploded Ordnance (UXO) Technician III

40.96  
30494 - Unexploded (UXO) Safety Escort

28.24  
30495 - Unexploded (UXO) Sweep Personnel

28.24  
   30501 - Weather Forecaster I  
 27.55  
   30502 - Weather Forecaster II  
 33.51  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 23.51  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 24.87  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 34.17  
   31020 - Bus Aide  
 12.95  
   31030 - Bus Driver  
 17.62  
   31043 - Driver Courier  
 13.60  
   31260 - Parking and Lot Attendant  
 11.13  
   31290 - Shuttle Bus Driver  
 14.77  
   31310 - Taxi Driver  
 12.49  
   31361 - Truckdriver, Light  
 14.77  
   31362 - Truckdriver, Medium  
 15.94  
   31363 - Truckdriver, Heavy  
 18.94  
   31364 - Truckdriver, Tractor-Trailer  
 18.94  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 16.66  
   99030 - Cashier  
 9.90  
   99050 - Desk Clerk  
 9.68  
   99095 - Embalmer  
 30.28  
   99130 - Flight Follower  
 28.24  
   99251 - Laboratory Animal Caretaker I  
 12.19  
   99252 - Laboratory Animal Caretaker II  
 13.11

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99260 - Marketing Analyst  
33.05  
99310 - Mortician  
30.45  
99410 - Pest Controller  
21.22  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
18.36  
99711 - Recycling Specialist  
21.70  
99730 - Refuse Collector  
16.49  
99810 - Sales Clerk  
11.25  
99820 - School Crossing Guard  
12.73  
99830 - Survey Party Chief  
25.27  
99831 - Surveying Aide  
17.61  
99832 - Surveying Technician  
21.04  
99840 - Vending Machine Attendant  
16.68  
99841 - Vending Machine Repairer  
20.61  
99842 - Vending Machine Repairer Helper  
16.68

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5295  
Revision No.: 12  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Bosque, Freestone, Hamilton, Hill, Leon, Limestone, Mills

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.86	
01012 - Accounting Clerk II	
15.56	
01013 - Accounting Clerk III	
17.41	
01020 - Administrative Assistant	
21.69	

01035 - Court Reporter  
16.67  
01041 - Customer Service Representative I  
11.69  
01042 - Customer Service Representative II  
13.14  
01043 - Customer Service Representative III  
14.34  
01051 - Data Entry Operator I  
12.34  
01052 - Data Entry Operator II  
13.46  
01060 - Dispatcher, Motor Vehicle  
16.89  
01070 - Document Preparation Clerk  
13.27  
01090 - Duplicating Machine Operator  
13.27  
01111 - General Clerk I  
12.73  
01112 - General Clerk II  
13.90  
01113 - General Clerk III  
15.60  
01120 - Housing Referral Assistant  
18.58  
01141 - Messenger Courier  
12.65  
01191 - Order Clerk I  
15.48  
01192 - Order Clerk II  
16.89  
01261 - Personnel Assistant (Employment) I  
15.06  
01262 - Personnel Assistant (Employment) II  
16.85  
01263 - Personnel Assistant (Employment) III  
18.79  
01270 - Production Control Clerk  
19.27  
01290 - Rental Clerk  
13.65  
01300 - Scheduler, Maintenance  
14.90  
01311 - Secretary I  
14.90  
01312 - Secretary II  
16.67

01313 - Secretary III  
18.58  
01320 - Service Order Dispatcher  
15.10  
01410 - Supply Technician  
21.69  
01420 - Survey Worker  
14.36  
01460 - Switchboard Operator/Receptionist  
13.03  
01531 - Travel Clerk I  
13.18  
01532 - Travel Clerk II  
14.00  
01533 - Travel Clerk III  
14.49  
01611 - Word Processor I  
13.17  
01612 - Word Processor II  
14.77  
01613 - Word Processor III  
16.67  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
19.99  
05010 - Automotive Electrician  
19.28  
05040 - Automotive Glass Installer  
18.03  
05070 - Automotive Worker  
18.03  
05110 - Mobile Equipment Servicer  
15.55  
05130 - Motor Equipment Metal Mechanic  
20.44  
05160 - Motor Equipment Metal Worker  
18.03  
05190 - Motor Vehicle Mechanic  
20.44  
05220 - Motor Vehicle Mechanic Helper  
14.31  
05250 - Motor Vehicle Upholstery Worker  
16.78  
05280 - Motor Vehicle Wrecker  
18.03  
05310 - Painter, Automotive  
19.28  
05340 - Radiator Repair Specialist



18.03  
05370 - Tire Repairer  
13.86  
05400 - Transmission Repair Specialist  
20.44  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
11.36  
07041 - Cook I  
10.67  
07042 - Cook II  
12.37  
07070 - Dishwasher  
8.99  
07130 - Food Service Worker  
9.97  
07210 - Meat Cutter  
15.01  
07260 - Waiter/Waitress  
9.05  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.62  
09040 - Furniture Handler  
12.04  
09080 - Furniture Refinisher  
19.62  
09090 - Furniture Refinisher Helper  
14.57  
09110 - Furniture Repairer, Minor  
17.07  
09130 - Upholsterer  
19.62  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.08  
11060 - Elevator Operator  
10.30  
11090 - Gardener  
16.26  
11122 - Housekeeping Aide  
10.30  
11150 - Janitor  
10.30  
11210 - Laborer, Grounds Maintenance  
12.37  
11240 - Maid or Houseman  
9.78

11260 - Pruner  
11.08  
11270 - Tractor Operator  
14.97  
11330 - Trail Maintenance Worker  
12.37  
11360 - Window Cleaner  
11.50  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.28  
12011 - Breath Alcohol Technician  
19.55  
12012 - Certified Occupational Therapist Assistant  
31.35  
12015 - Certified Physical Therapist Assistant  
31.11  
12020 - Dental Assistant  
16.80  
12025 - Dental Hygienist  
40.65  
12030 - EKG Technician  
27.71  
12035 - Electroneurodiagnostic Technologist  
27.71  
12040 - Emergency Medical Technician  
17.28  
12071 - Licensed Practical Nurse I  
17.48  
12072 - Licensed Practical Nurse II  
19.55  
12073 - Licensed Practical Nurse III  
21.80  
12100 - Medical Assistant  
13.85  
12130 - Medical Laboratory Technician  
20.44  
12160 - Medical Record Clerk  
14.65  
12190 - Medical Record Technician  
16.39  
12195 - Medical Transcriptionist  
17.32  
12210 - Nuclear Medicine Technologist  
42.97  
12221 - Nursing Assistant I  
11.61  
12222 - Nursing Assistant II

13.05  
12223 - Nursing Assistant III  
14.24  
12224 - Nursing Assistant IV  
15.99  
12235 - Optical Dispenser  
14.08  
12236 - Optical Technician  
17.48  
12250 - Pharmacy Technician  
17.23  
12280 - Phlebotomist  
17.28  
12305 - Radiologic Technologist  
26.41  
12311 - Registered Nurse I  
24.86  
12312 - Registered Nurse II  
30.41  
12313 - Registered Nurse II, Specialist  
30.41  
12314 - Registered Nurse III  
36.80  
12315 - Registered Nurse III, Anesthetist  
36.80  
12316 - Registered Nurse IV  
44.11  
12317 - Scheduler (Drug and Alcohol Testing)  
24.22  
12320 - Substance Abuse Treatment Counselor  
20.90  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
16.64  
13012 - Exhibits Specialist II  
20.61  
13013 - Exhibits Specialist III  
25.20  
13041 - Illustrator I  
16.64  
13042 - Illustrator II  
20.61  
13043 - Illustrator III  
25.20  
13047 - Librarian  
22.82  
13050 - Library Aide/Clerk  
12.58

13054 - Library Information Technology Systems  
 20.61  
 Administrator  
 13058 - Library Technician  
 15.66  
 13061 - Media Specialist I  
 14.87  
 13062 - Media Specialist II  
 16.64  
 13063 - Media Specialist III  
 18.55  
 13071 - Photographer I  
 14.87  
 13072 - Photographer II  
 16.64  
 13073 - Photographer III  
 20.61  
 13074 - Photographer IV  
 25.20  
 13075 - Photographer V  
 30.50  
 13090 - Technical Order Library Clerk  
 15.80  
 13110 - Video Teleconference Technician  
 15.65  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 16.05  
 14042 - Computer Operator II  
 18.55  
 14043 - Computer Operator III  
 21.40  
 14044 - Computer Operator IV  
 23.78  
 14045 - Computer Operator V  
 26.33  
 14071 - Computer Programmer I (see 1)  
 20.83  
 14072 - Computer Programmer II (see 1)  
 25.80  
 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)

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14103 - Computer Systems Analyst III (see 1)  
14150 - Peripheral Equipment Operator  
16.05  
14160 - Personal Computer Support Technician  
23.78  
14170 - System Support Specialist  
22.88  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
29.92  
15020 - Aircrew Training Devices Instructor (Rated)  
35.77  
15030 - Air Crew Training Devices Instructor (Pilot)  
42.87  
15050 - Computer Based Training Specialist / Instructor  
29.92  
15060 - Educational Technologist  
29.30  
15070 - Flight Instructor (Pilot)  
42.87  
15080 - Graphic Artist  
19.83  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
41.36  
15086 - Maintenance Test Pilot, Rotary Wing  
41.36  
15088 - Non-Maintenance Test/Co-Pilot  
41.36  
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  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51

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16110 - Presser, Machine, Drycleaning  
9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.84  
19040 - Tool And Die Maker  
25.71  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.63  
21030 - Material Coordinator  
19.27  
21040 - Material Expediter  
19.27  
21050 - Material Handling Laborer  
13.21  
21071 - Order Filler  
11.91  
21080 - Production Line Worker (Food Processing)  
15.63  
21110 - Shipping Packer  
13.85  
21130 - Shipping/Receiving Clerk  
13.85  
21140 - Store Worker I  
11.40  
21150 - Stock Clerk  
15.89  
21210 - Tools And Parts Attendant  
15.63  
21410 - Warehouse Specialist  
15.63  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
24.24  
23019 - Aircraft Logs and Records Technician  
18.80  
23021 - Aircraft Mechanic I

22.86  
23022 - Aircraft Mechanic II

24.24  
23023 - Aircraft Mechanic III

25.48  
23040 - Aircraft Mechanic Helper

16.05  
23050 - Aircraft, Painter

21.59  
23060 - Aircraft Servicer

18.80  
23070 - Aircraft Survival Flight Equipment Technician

21.59  
23080 - Aircraft Worker

20.20  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic

20.20  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic

22.86  
II  
23110 - Appliance Mechanic

20.25  
23120 - Bicycle Repairer

16.33  
23125 - Cable Splicer

28.48  
23130 - Carpenter, Maintenance

16.82  
23140 - Carpet Layer

18.94  
23160 - Electrician, Maintenance

24.70  
23181 - Electronics Technician Maintenance I

28.26  
23182 - Electronics Technician Maintenance II

30.20  
23183 - Electronics Technician Maintenance III

32.75  
23260 - Fabric Worker

17.62  
23290 - Fire Alarm System Mechanic

20.55  
23310 - Fire Extinguisher Repairer

16.33  
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  
22.86  
23381 - Ground Support Equipment Servicer  
18.80  
23382 - Ground Support Equipment Worker  
20.20  
23391 - Gunsmith I  
16.33  
23392 - Gunsmith II  
18.94  
23393 - Gunsmith III  
21.47  
23410 - Heating, Ventilation And Air-Conditioning  
18.35  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
19.36  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
23.25  
23440 - Heavy Equipment Operator  
18.92  
23460 - Instrument Mechanic  
21.47  
23465 - Laboratory/Shelter Mechanic  
20.25  
23470 - Laborer  
13.21  
23510 - Locksmith  
20.25  
23530 - Machinery Maintenance Mechanic  
27.47  
23550 - Machinist, Maintenance  
20.31  
23580 - Maintenance Trades Helper  
14.20  
23591 - Metrology Technician I  
21.47  
23592 - Metrology Technician II  
22.63  
23593 - Metrology Technician III  
23.80  
23640 - Millwright  
21.70  
23710 - Office Appliance Repairer



20.25  
23760 - Painter, Maintenance  
18.96  
23790 - Pipefitter, Maintenance  
24.40  
23810 - Plumber, Maintenance  
22.97  
23820 - Pneudraulic Systems Mechanic  
21.47  
23850 - Rigger  
21.47  
23870 - Scale Mechanic  
18.94  
23890 - Sheet-Metal Worker, Maintenance  
20.96  
23910 - Small Engine Mechanic  
19.82  
23931 - Telecommunications Mechanic I  
26.38  
23932 - Telecommunications Mechanic II  
32.26  
23950 - Telephone Lineman  
24.75  
23960 - Welder, Combination, Maintenance  
18.48  
23965 - Well Driller  
20.78  
23970 - Woodcraft Worker  
21.47  
23980 - Woodworker  
16.33  
24000 - Personal Needs Occupations  
24550 - Case Manager  
12.83  
24570 - Child Care Attendant  
9.49  
24580 - Child Care Center Clerk  
11.84  
24610 - Chore Aide  
9.47  
24620 - Family Readiness And Support Services  
12.83  
Coordinator  
24630 - Homemaker  
13.17  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.86

25040 - Sewage Plant Operator  
17.60  
25070 - Stationary Engineer  
22.86  
25190 - Ventilation Equipment Tender  
15.80  
25210 - Water Treatment Plant Operator  
17.60  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.41  
27007 - Baggage Inspector  
13.59  
27008 - Corrections Officer  
18.80  
27010 - Court Security Officer  
18.26  
27030 - Detection Dog Handler  
15.21  
27040 - Detention Officer  
18.80  
27070 - Firefighter  
17.11  
27101 - Guard I  
13.59  
27102 - Guard II  
15.21  
27131 - Police Officer I  
21.86  
27132 - Police Officer II  
24.29  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.74  
28042 - Carnival Equipment Repairer  
13.85  
28043 - Carnival Worker  
9.45  
28210 - Gate Attendant/Gate Tender  
12.83  
28310 - Lifeguard  
11.34  
28350 - Park Attendant (Aide)  
14.35  
28510 - Recreation Aide/Health Facility Attendant  
10.47  
28515 - Recreation Specialist  
17.58

28630 - Sports Official  
11.43  
28690 - Swimming Pool Operator  
16.05  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
23.64  
29020 - Hatch Tender  
23.64  
29030 - Line Handler  
23.64  
29041 - Stevedore I  
22.00  
29042 - Stevedore II  
25.28  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
44.44  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
30.64  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
33.75  
30021 - Archeological Technician I  
17.95  
30022 - Archeological Technician II  
20.98  
30023 - Archeological Technician III  
24.87  
30030 - Cartographic Technician  
25.70  
30040 - Civil Engineering Technician  
21.12  
30051 - Cryogenic Technician I  
27.55  
30052 - Cryogenic Technician II  
30.42  
30061 - Drafter/CAD Operator I  
17.95  
30062 - Drafter/CAD Operator II  
20.98  
30063 - Drafter/CAD Operator III  
22.56  
30064 - Drafter/CAD Operator IV  
27.55  
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  
24.87  
30095 - Evidence Control Specialist  
24.87  
30210 - Laboratory Technician  
23.25  
30221 - Latent Fingerprint Technician I  
27.55  
30222 - Latent Fingerprint Technician II  
30.42  
30240 - Mathematical Technician  
25.61  
30361 - Paralegal/Legal Assistant I  
17.49  
30362 - Paralegal/Legal Assistant II  
21.66  
30363 - Paralegal/Legal Assistant III  
26.50  
30364 - Paralegal/Legal Assistant IV  
32.06  
30375 - Petroleum Supply Specialist  
30.42  
30390 - Photo-Optics Technician  
24.19  
30395 - Radiation Control Technician  
30.42  
30461 - Technical Writer I  
24.87  
30462 - Technical Writer II  
30.42  
30463 - Technical Writer III  
36.81  
30491 - Unexploded Ordnance (UXO) Technician I  
28.24  
30492 - Unexploded Ordnance (UXO) Technician II  
34.17  
30493 - Unexploded Ordnance (UXO) Technician III  
40.96  
30494 - Unexploded (UXO) Safety Escort  
28.24

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30495 - Unexploded (UX0) Sweep Personnel  
28.24  
30501 - Weather Forecaster I  
27.55  
30502 - Weather Forecaster II  
33.51  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
22.56  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
24.87  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
34.17  
31020 - Bus Aide  
11.95  
31030 - Bus Driver  
17.25  
31043 - Driver Courier  
13.32  
31260 - Parking and Lot Attendant  
11.13  
31290 - Shuttle Bus Driver  
14.47  
31310 - Taxi Driver  
11.96  
31361 - Truckdriver, Light  
14.47  
31362 - Truckdriver, Medium  
16.13  
31363 - Truckdriver, Heavy  
18.94  
31364 - Truckdriver, Tractor-Trailer  
18.94  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.66  
99030 - Cashier  
9.90  
99050 - Desk Clerk  
9.49  
99095 - Embalmer  
30.45  
99130 - Flight Follower  
28.24  
99251 - Laboratory Animal Caretaker I  
12.28  
99252 - Laboratory Animal Caretaker II

12.77  
99260 - Marketing Analyst  
33.05  
99310 - Mortician  
30.45  
99410 - Pest Controller  
21.22  
99510 - Photofinishing Worker  
14.84  
99710 - Recycling Laborer  
16.82  
99711 - Recycling Specialist  
20.39  
99730 - Refuse Collector  
15.58  
99810 - Sales Clerk  
11.25  
99820 - School Crossing Guard  
12.73  
99830 - Survey Party Chief  
24.62  
99831 - Surveying Aide  
15.37  
99832 - Surveying Technician  
21.04  
99840 - Vending Machine Attendant  
17.02  
99841 - Vending Machine Repairer  
21.44  
99842 - Vending Machine Repairer Helper  
17.02

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees

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with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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

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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

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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

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(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)).

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5301  
Revision No.: 11  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

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

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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	
22.45	
01035 - Court Reporter	

- 15.29
  - 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
- 13.73
  - 01052 - Data Entry Operator II
- 14.98
  - 01060 - Dispatcher, Motor Vehicle
- 15.93
  - 01070 - Document Preparation Clerk
- 12.17
  - 01090 - Duplicating Machine Operator
- 12.17
  - 01111 - General Clerk I
- 11.53
  - 01112 - General Clerk II
- 12.58
  - 01113 - General Clerk III
- 14.13
  - 01120 - Housing Referral Assistant
- 17.03
  - 01141 - Messenger Courier
- 9.92
  - 01191 - Order Clerk I
- 13.43
  - 01192 - Order Clerk II
- 14.65
  - 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
- 18.95
  - 01290 - Rental Clerk
- 12.52
  - 01300 - Scheduler, Maintenance
- 13.66
  - 01311 - Secretary I
- 13.66
  - 01312 - Secretary II
- 15.29
  - 01313 - Secretary III

- 17.03
  - 01320 - Service Order Dispatcher
- 14.10
  - 01410 - Supply Technician
- 22.45
  - 01420 - Survey Worker
- 14.38
  - 01460 - Switchboard Operator/Receptionist
- 11.01
  - 01531 - Travel Clerk I
- 12.44
  - 01532 - Travel Clerk II
- 13.21
  - 01533 - Travel Clerk III
- 13.88
  - 01611 - Word Processor I
- 12.17
  - 01612 - Word Processor II
- 13.66
  - 01613 - Word Processor III
- 15.29
  - 05000 - Automotive Service Occupations
    - 05005 - Automobile Body Repairer, Fiberglass
- 15.09
  - 05010 - Automotive Electrician
- 14.96
  - 05040 - Automotive Glass Installer
- 14.03
  - 05070 - Automotive Worker
- 14.03
  - 05110 - Mobile Equipment Servicer
- 12.16
  - 05130 - Motor Equipment Metal Mechanic
- 15.91
  - 05160 - Motor Equipment Metal Worker
- 14.03
  - 05190 - Motor Vehicle Mechanic
- 15.91
  - 05220 - Motor Vehicle Mechanic Helper
- 11.32
  - 05250 - Motor Vehicle Upholstery Worker
- 13.08
  - 05280 - Motor Vehicle Wrecker
- 14.03
  - 05310 - Painter, Automotive
- 14.96
  - 05340 - Radiator Repair Specialist
- 14.03



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05370 - Tire Repairer  
11.11  
05400 - Transmission Repair Specialist  
15.91  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
10.99  
07041 - Cook I  
11.08  
07042 - Cook II  
12.80  
07070 - Dishwasher  
8.82  
07130 - Food Service Worker  
9.74  
07210 - Meat Cutter  
11.72  
07260 - Waiter/Waitress  
8.85  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
14.71  
09040 - Furniture Handler  
9.99  
09080 - Furniture Refinisher  
14.72  
09090 - Furniture Refinisher Helper  
11.24  
09110 - Furniture Repairer, Minor  
12.96  
09130 - Upholsterer  
14.72  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.03  
11060 - Elevator Operator  
10.46  
11090 - Gardener  
14.86  
11122 - Housekeeping Aide  
10.46  
11150 - Janitor  
10.46  
11210 - Laborer, Grounds Maintenance  
11.86  
11240 - Maid or Houseman  
9.42  
11260 - Pruner

10.62  
11270 - Tractor Operator  
14.11  
11330 - Trail Maintenance Worker  
11.86  
11360 - Window Cleaner  
11.61  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.78  
12011 - Breath Alcohol Technician  
19.48  
12012 - Certified Occupational Therapist Assistant  
26.73  
12015 - Certified Physical Therapist Assistant  
30.60  
12020 - Dental Assistant  
14.33  
12025 - Dental Hygienist  
40.67  
12030 - EKG Technician  
29.52  
12035 - Electroneurodiagnostic Technologist  
29.52  
12040 - Emergency Medical Technician  
16.78  
12071 - Licensed Practical Nurse I  
17.41  
12072 - Licensed Practical Nurse II  
19.48  
12073 - Licensed Practical Nurse III  
21.71  
12100 - Medical Assistant  
14.59  
12130 - Medical Laboratory Technician  
23.13  
12160 - Medical Record Clerk  
14.83  
12190 - Medical Record Technician  
16.59  
12195 - Medical Transcriptionist  
17.41  
12210 - Nuclear Medicine Technologist  
42.80  
12221 - Nursing Assistant I  
11.09  
12222 - Nursing Assistant II  
12.47

12223 - Nursing Assistant III  
13.61  
12224 - Nursing Assistant IV  
15.28  
12235 - Optical Dispenser  
17.37  
12236 - Optical Technician  
25.52  
12250 - Pharmacy Technician  
15.36  
12280 - Phlebotomist  
14.53  
12305 - Radiologic Technologist  
28.69  
12311 - Registered Nurse I  
25.88  
12312 - Registered Nurse II  
31.68  
12313 - Registered Nurse II, Specialist  
31.68  
12314 - Registered Nurse III  
38.30  
12315 - Registered Nurse III, Anesthetist  
38.30  
12316 - Registered Nurse IV  
45.94  
12317 - Scheduler (Drug and Alcohol Testing)  
24.13  
12320 - Substance Abuse Treatment Counselor  
23.00  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.83  
13012 - Exhibits Specialist II  
24.56  
13013 - Exhibits Specialist III  
30.05  
13041 - Illustrator I  
19.83  
13042 - Illustrator II  
24.56  
13043 - Illustrator III  
30.05  
13047 - Librarian  
27.21  
13050 - Library Aide/Clerk  
18.30  
13054 - Library Information Technology Systems

24.56  
 Administrator  
 13058 - Library Technician

15.99  
 13061 - Media Specialist I

17.73  
 13062 - Media Specialist II

19.83  
 13063 - Media Specialist III

22.10  
 13071 - Photographer I

17.73  
 13072 - Photographer II

19.83  
 13073 - Photographer III

24.56  
 13074 - Photographer IV

30.05  
 13075 - Photographer V

36.35  
 13090 - Technical Order Library Clerk

14.97  
 13110 - Video Teleconference Technician

17.73  
 14000 - Information Technology Occupations

14041 - Computer Operator I

12.38  
 14042 - Computer Operator II

13.85  
 14043 - Computer Operator III

15.48  
 14044 - Computer Operator IV

17.27  
 14045 - Computer Operator V

19.18  
 14071 - Computer Programmer I (see 1)

19.12  
 14072 - Computer Programmer II (see 1)

22.69  
 14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

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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)  
25.33  
15020 - Aircrew Training Devices Instructor (Rated)  
30.65  
15030 - Air Crew Training Devices Instructor (Pilot)  
36.73  
15050 - Computer Based Training Specialist / Instructor  
25.33  
15060 - Educational Technologist  
33.72  
15070 - Flight Instructor (Pilot)  
36.73  
15080 - Graphic Artist  
25.28  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
36.73  
15086 - Maintenance Test Pilot, Rotary Wing  
36.73  
15088 - Non-Maintenance Test/Co-Pilot  
36.73  
15090 - Technical Instructor  
22.40  
15095 - Technical Instructor/Course Developer  
25.98  
15110 - Test Proctor  
14.88  
15120 - Tutor  
14.88  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51  
16110 - Presser, Machine, Drycleaning

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9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
19.20  
19040 - Tool And Die Maker  
23.97  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
11.75  
21030 - Material Coordinator  
18.95  
21040 - Material Expediter  
18.95  
21050 - Material Handling Laborer  
12.92  
21071 - Order Filler  
12.93  
21080 - Production Line Worker (Food Processing)  
11.75  
21110 - Shipping Packer  
11.63  
21130 - Shipping/Receiving Clerk  
11.63  
21140 - Store Worker I  
11.14  
21150 - Stock Clerk  
15.03  
21210 - Tools And Parts Attendant  
11.75  
21410 - Warehouse Specialist  
11.75  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
25.64  
23019 - Aircraft Logs and Records Technician  
20.77  
23021 - Aircraft Mechanic I  
24.41

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23022 - Aircraft Mechanic II  
25.64  
23023 - Aircraft Mechanic III  
26.91  
23040 - Aircraft Mechanic Helper  
17.92  
23050 - Aircraft, Painter  
22.84  
23060 - Aircraft Servicer  
20.77  
23070 - Aircraft Survival Flight Equipment Technician  
22.84  
23080 - Aircraft Worker  
21.90  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
21.90  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.41  
II  
23110 - Appliance Mechanic  
18.87  
23120 - Bicycle Repairer  
14.91  
23125 - Cable Splicer  
27.76  
23130 - Carpenter, Maintenance  
20.06  
23140 - Carpet Layer  
17.93  
23160 - Electrician, Maintenance  
20.46  
23181 - Electronics Technician Maintenance I  
20.37  
23182 - Electronics Technician Maintenance II  
23.42  
23183 - Electronics Technician Maintenance III  
26.04  
23260 - Fabric Worker  
16.72  
23290 - Fire Alarm System Mechanic  
20.39  
23310 - Fire Extinguisher Repairer  
15.52  
23311 - Fuel Distribution System Mechanic  
20.05  
23312 - Fuel Distribution System Operator  
14.64

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23370 - General Maintenance Worker  
13.13  
23380 - Ground Support Equipment Mechanic  
24.41  
23381 - Ground Support Equipment Servicer  
20.77  
23382 - Ground Support Equipment Worker  
21.90  
23391 - Gunsmith I  
15.52  
23392 - Gunsmith II  
17.93  
23393 - Gunsmith III  
20.39  
23410 - Heating, Ventilation And Air-Conditioning  
17.55  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
18.56  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
19.85  
23440 - Heavy Equipment Operator  
17.69  
23460 - Instrument Mechanic  
20.39  
23465 - Laboratory/Shelter Mechanic  
19.20  
23470 - Laborer  
12.92  
23510 - Locksmith  
18.87  
23530 - Machinery Maintenance Mechanic  
18.62  
23550 - Machinist, Maintenance  
19.60  
23580 - Maintenance Trades Helper  
13.01  
23591 - Metrology Technician I  
20.39  
23592 - Metrology Technician II  
21.57  
23593 - Metrology Technician III  
22.74  
23640 - Millwright  
20.39  
23710 - Office Appliance Repairer  
18.45



23760 - Painter, Maintenance  
18.87  
23790 - Pipefitter, Maintenance  
17.21  
23810 - Plumber, Maintenance  
16.20  
23820 - Pneudraulic Systems Mechanic  
20.39  
23850 - Rigger  
21.00  
23870 - Scale Mechanic  
17.93  
23890 - Sheet-Metal Worker, Maintenance  
19.60  
23910 - Small Engine Mechanic  
17.85  
23931 - Telecommunications Mechanic I  
20.32  
23932 - Telecommunications Mechanic II  
21.49  
23950 - Telephone Lineman  
20.17  
23960 - Welder, Combination, Maintenance  
19.44  
23965 - Well Driller  
20.39  
23970 - Woodcraft Worker  
20.39  
23980 - Woodworker  
15.52  
24000 - Personal Needs Occupations  
24550 - Case Manager  
14.85  
24570 - Child Care Attendant  
10.00  
24580 - Child Care Center Clerk  
12.46  
24610 - Chore Aide  
8.79  
24620 - Family Readiness And Support Services  
14.85  
Coordinator  
24630 - Homemaker  
14.85  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
21.52  
25040 - Sewage Plant Operator

14.45  
25070 - Stationary Engineer

21.52  
25190 - Ventilation Equipment Tender

15.23  
25210 - Water Treatment Plant Operator

14.45  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

15.58  
27007 - Baggage Inspector

13.26  
27008 - Corrections Officer

16.75  
27010 - Court Security Officer

19.04  
27030 - Detection Dog Handler

14.84  
27040 - Detention Officer

16.75  
27070 - Firefighter

23.17  
27101 - Guard I

13.26  
27102 - Guard II

14.84  
27131 - Police Officer I

20.81  
27132 - Police Officer II

24.06  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.27  
28042 - Carnival Equipment Repairer

13.21  
28043 - Carnival Worker

9.35  
28210 - Gate Attendant/Gate Tender

13.98  
28310 - Lifeguard

12.45  
28350 - Park Attendant (Aide)

15.64  
28510 - Recreation Aide/Health Facility Attendant

11.41  
28515 - Recreation Specialist

18.72  
28630 - Sports Official

12.45  
28690 - Swimming Pool Operator

17.36  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

17.93  
29020 - Hatch Tender

17.93  
29030 - Line Handler

17.93  
29041 - Stevedore I

16.72  
29042 - Stevedore II

19.20  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

29.45  
30021 - Archeological Technician I

13.92  
30022 - Archeological Technician II

14.74  
30023 - Archeological Technician III

17.07  
30030 - Cartographic Technician

17.08  
30040 - Civil Engineering Technician

18.14  
30051 - Cryogenic Technician I

21.59  
30052 - Cryogenic Technician II

23.85  
30061 - Drafter/CAD Operator I

13.11  
30062 - Drafter/CAD Operator II

14.64  
30063 - Drafter/CAD Operator III

16.36  
30064 - Drafter/CAD Operator IV

18.60  
30081 - Engineering Technician I

12.25  
30082 - Engineering Technician II

13.77  
30083 - Engineering Technician III

15.38  
30084 - Engineering Technician IV

19.08  
30085 - Engineering Technician V

22.36  
30086 - Engineering Technician VI

27.40  
30090 - Environmental Technician

19.00  
30095 - Evidence Control Specialist

18.96  
30210 - Laboratory Technician

16.36  
30221 - Latent Fingerprint Technician I

21.59  
30222 - Latent Fingerprint Technician II

23.85  
30240 - Mathematical Technician

18.17  
30361 - Paralegal/Legal Assistant I

17.68  
30362 - Paralegal/Legal Assistant II

21.44  
30363 - Paralegal/Legal Assistant III

26.24  
30364 - Paralegal/Legal Assistant IV

31.74  
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

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
     30501 - Weather Forecaster I  
 21.59  
     30502 - Weather Forecaster II  
 26.26  
     30620 - Weather Observer, Combined Upper Air Or                    (see 2)  
 16.36  
     Surface Programs  
     30621 - Weather Observer, Senior                                        (see 2)  
 18.17  
 31000 - Transportation/Mobile Equipment Operation Occupations  
     31010 - Airplane Pilot  
 29.82  
     31020 - Bus Aide  
 13.04  
     31030 - Bus Driver  
 17.94  
     31043 - Driver Courier  
 11.44  
     31260 - Parking and Lot Attendant  
 11.75  
     31290 - Shuttle Bus Driver  
 12.32  
     31310 - Taxi Driver  
 10.23  
     31361 - Truckdriver, Light  
 12.32  
     31362 - Truckdriver, Medium  
 13.28  
     31363 - Truckdriver, Heavy  
 19.24  
     31364 - Truckdriver, Tractor-Trailer  
 19.24  
 99000 - Miscellaneous Occupations  
     99020 - Cabin Safety Specialist  
 14.54  
     99030 - Cashier  
 10.11  
     99050 - Desk Clerk  
 9.67  
     99095 - Embalmer  
 24.65  
     99130 - Flight Follower  
 24.65  
     99251 - Laboratory Animal Caretaker I  
 16.28  
     99252 - Laboratory Animal Caretaker II  
 17.52

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99260 - Marketing Analyst  
35.87  
99310 - Mortician  
24.65  
99410 - Pest Controller  
15.54  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
14.35  
99711 - Recycling Specialist  
17.03  
99730 - Refuse Collector  
12.97  
99810 - Sales Clerk  
10.71  
99820 - School Crossing Guard  
12.36  
99830 - Survey Party Chief  
19.45  
99831 - Surveying Aide  
13.23  
99832 - Surveying Technician  
16.27  
99840 - Vending Machine Attendant  
16.28  
99841 - Vending Machine Repairer  
19.56  
99842 - Vending Machine Repairer Helper  
16.28

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5303  
Revision No.: 11  
Date Of Last Revision: 06/06/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://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 RATE	FOOTNOTE
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	
22.45	
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
- 13.73
  - 01052 - Data Entry Operator II
- 14.98
  - 01060 - Dispatcher, Motor Vehicle
- 17.86
  - 01070 - Document Preparation Clerk
- 13.27
  - 01090 - Duplicating Machine Operator
- 13.27
  - 01111 - General Clerk I
- 11.53
  - 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
- 13.75
  - 01192 - Order Clerk II
- 15.01
  - 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  
15.96  
01410 - Supply Technician  
22.45  
01420 - Survey Worker  
16.65  
01460 - Switchboard Operator/Receptionist  
11.89  
01531 - Travel Clerk I  
12.44  
01532 - Travel Clerk II  
13.21  
01533 - Travel Clerk III  
13.88  
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



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05370 - Tire Repairer  
11.43  
05400 - Transmission Repair Specialist  
18.68  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.53  
07041 - Cook I  
11.08  
07042 - Cook II  
12.80  
07070 - Dishwasher  
8.82  
07130 - Food Service Worker  
9.74  
07210 - Meat Cutter  
12.63  
07260 - Waiter/Waitress  
8.85  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
16.53  
09040 - Furniture Handler  
11.51  
09080 - Furniture Refinisher  
16.53  
09090 - Furniture Refinisher Helper  
13.20  
09110 - Furniture Repairer, Minor  
14.76  
09130 - Upholsterer  
16.53  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.03  
11060 - Elevator Operator  
10.46  
11090 - Gardener  
15.18  
11122 - Housekeeping Aide  
10.53  
11150 - Janitor  
10.53  
11210 - Laborer, Grounds Maintenance  
11.93  
11240 - Maid or Houseman  
9.42  
11260 - Pruner

10.82  
11270 - Tractor Operator  
14.11  
11330 - Trail Maintenance Worker  
11.93  
11360 - Window Cleaner  
11.61  
12000 - Health Occupations  
12010 - Ambulance Driver  
16.78  
12011 - Breath Alcohol Technician  
19.48  
12012 - Certified Occupational Therapist Assistant  
28.34  
12015 - Certified Physical Therapist Assistant  
34.93  
12020 - Dental Assistant  
14.50  
12025 - Dental Hygienist  
40.67  
12030 - EKG Technician  
29.52  
12035 - Electroneurodiagnostic Technologist  
29.52  
12040 - Emergency Medical Technician  
16.78  
12071 - Licensed Practical Nurse I  
17.41  
12072 - Licensed Practical Nurse II  
19.48  
12073 - Licensed Practical Nurse III  
21.71  
12100 - Medical Assistant  
15.70  
12130 - Medical Laboratory Technician  
23.93  
12160 - Medical Record Clerk  
14.97  
12190 - Medical Record Technician  
16.59  
12195 - Medical Transcriptionist  
17.41  
12210 - Nuclear Medicine Technologist  
42.80  
12221 - Nursing Assistant I  
11.46  
12222 - Nursing Assistant II  
12.88

12223 - Nursing Assistant III  
14.06  
12224 - Nursing Assistant IV  
15.79  
12235 - Optical Dispenser  
16.89  
12236 - Optical Technician  
17.41  
12250 - Pharmacy Technician  
16.23  
12280 - Phlebotomist  
15.79  
12305 - Radiologic Technologist  
28.69  
12311 - Registered Nurse I  
24.40  
12312 - Registered Nurse II  
29.85  
12313 - Registered Nurse II, Specialist  
29.85  
12314 - Registered Nurse III  
36.11  
12315 - Registered Nurse III, Anesthetist  
36.11  
12316 - Registered Nurse IV  
43.28  
12317 - Scheduler (Drug and Alcohol Testing)  
24.13  
12320 - Substance Abuse Treatment Counselor  
23.00  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
19.83  
13012 - Exhibits Specialist II  
24.56  
13013 - Exhibits Specialist III  
30.05  
13041 - Illustrator I  
19.83  
13042 - Illustrator II  
24.56  
13043 - Illustrator III  
30.05  
13047 - Librarian  
27.21  
13050 - Library Aide/Clerk  
12.13  
13054 - Library Information Technology Systems

24.56  
 Administrator  
 13058 - Library Technician

17.47  
 13061 - Media Specialist I

17.73  
 13062 - Media Specialist II

19.83  
 13063 - Media Specialist III

22.10  
 13071 - Photographer I

17.73  
 13072 - Photographer II

19.83  
 13073 - Photographer III

24.56  
 13074 - Photographer IV

30.05  
 13075 - Photographer V

36.35  
 13090 - Technical Order Library Clerk

14.97  
 13110 - Video Teleconference Technician

17.73  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I

15.51  
 14042 - Computer Operator II

17.35  
 14043 - Computer Operator III

19.35  
 14044 - Computer Operator IV

21.50  
 14045 - Computer Operator V

23.80  
 14071 - Computer Programmer I (see 1)

22.29  
 14072 - Computer Programmer II (see 1)

14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

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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  
33.72  
15070 - Flight Instructor (Pilot)  
37.76  
15080 - Graphic Artist  
28.17  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
36.73  
15086 - Maintenance Test Pilot, Rotary Wing  
36.73  
15088 - Non-Maintenance Test/Co-Pilot  
36.73  
15090 - Technical Instructor  
23.02  
15095 - Technical Instructor/Course Developer  
28.17  
15110 - Test Proctor  
18.59  
15120 - Tutor  
18.59  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.51  
16030 - Counter Attendant  
9.51  
16040 - Dry Cleaner  
11.55  
16070 - Finisher, Flatwork, Machine  
9.51  
16090 - Presser, Hand  
9.51  
16110 - Presser, Machine, Drycleaning

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9.51  
16130 - Presser, Machine, Shirts  
9.51  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.51  
16190 - Sewing Machine Operator  
12.20  
16220 - Tailor  
12.79  
16250 - Washer, Machine  
10.31  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
20.26  
19040 - Tool And Die Maker  
25.31  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
12.22  
21030 - Material Coordinator  
18.95  
21040 - Material Expediter  
18.95  
21050 - Material Handling Laborer  
12.92  
21071 - Order Filler  
13.15  
21080 - Production Line Worker (Food Processing)  
12.22  
21110 - Shipping Packer  
12.67  
21130 - Shipping/Receiving Clerk  
12.67  
21140 - Store Worker I  
11.14  
21150 - Stock Clerk  
15.03  
21210 - Tools And Parts Attendant  
12.22  
21410 - Warehouse Specialist  
12.22  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
26.79  
23019 - Aircraft Logs and Records Technician  
20.77  
23021 - Aircraft Mechanic I  
25.34

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23022 - Aircraft Mechanic II  
26.79  
23023 - Aircraft Mechanic III  
28.26  
23040 - Aircraft Mechanic Helper  
17.92  
23050 - Aircraft, Painter  
23.85  
23060 - Aircraft Servicer  
20.77  
23070 - Aircraft Survival Flight Equipment Technician  
23.85  
23080 - Aircraft Worker  
22.28  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.28  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
25.34  
II  
23110 - Appliance Mechanic  
20.26  
23120 - Bicycle Repairer  
15.52  
23125 - Cable Splicer  
27.88  
23130 - Carpenter, Maintenance  
20.06  
23140 - Carpet Layer  
18.92  
23160 - Electrician, Maintenance  
21.60  
23181 - Electronics Technician Maintenance I  
23.00  
23182 - Electronics Technician Maintenance II  
24.63  
23183 - Electronics Technician Maintenance III  
26.16  
23260 - Fabric Worker  
17.65  
23290 - Fire Alarm System Mechanic  
21.52  
23310 - Fire Extinguisher Repairer  
16.39  
23311 - Fuel Distribution System Mechanic  
20.05  
23312 - Fuel Distribution System Operator  
15.26

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23370 - General Maintenance Worker  
15.37  
23380 - Ground Support Equipment Mechanic  
25.34  
23381 - Ground Support Equipment Servicer  
20.77  
23382 - Ground Support Equipment Worker  
22.28  
23391 - Gunsmith I  
16.39  
23392 - Gunsmith II  
18.92  
23393 - Gunsmith III  
21.52  
23410 - Heating, Ventilation And Air-Conditioning  
18.66  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
19.73  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
19.85  
23440 - Heavy Equipment Operator  
17.93  
23460 - Instrument Mechanic  
21.52  
23465 - Laboratory/Shelter Mechanic  
20.26  
23470 - Laborer  
12.92  
23510 - Locksmith  
20.26  
23530 - Machinery Maintenance Mechanic  
19.33  
23550 - Machinist, Maintenance  
21.52  
23580 - Maintenance Trades Helper  
13.01  
23591 - Metrology Technician I  
21.52  
23592 - Metrology Technician II  
22.76  
23593 - Metrology Technician III  
24.00  
23640 - Millwright  
21.52  
23710 - Office Appliance Repairer  
20.19



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23760 - Painter, Maintenance  
19.56  
23790 - Pipefitter, Maintenance  
20.99  
23810 - Plumber, Maintenance  
19.76  
23820 - Pneudraulic Systems Mechanic  
21.52  
23850 - Rigger  
21.52  
23870 - Scale Mechanic  
18.92  
23890 - Sheet-Metal Worker, Maintenance  
21.52  
23910 - Small Engine Mechanic  
18.23  
23931 - Telecommunications Mechanic I  
23.02  
23932 - Telecommunications Mechanic II  
24.35  
23950 - Telephone Lineman  
21.52  
23960 - Welder, Combination, Maintenance  
24.16  
23965 - Well Driller  
21.52  
23970 - Woodcraft Worker  
21.52  
23980 - Woodworker  
16.39  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.75  
24570 - Child Care Attendant  
10.40  
24580 - Child Care Center Clerk  
13.28  
24610 - Chore Aide  
10.57  
24620 - Family Readiness And Support Services  
15.75  
Coordinator  
24630 - Homemaker  
15.75  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
21.52  
25040 - Sewage Plant Operator

16.47  
25070 - Stationary Engineer  
21.52  
25190 - Ventilation Equipment Tender  
15.23  
25210 - Water Treatment Plant Operator  
16.43  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.58  
27007 - Baggage Inspector  
13.26  
27008 - Corrections Officer  
21.15  
27010 - Court Security Officer  
21.15  
27030 - Detection Dog Handler  
14.84  
27040 - Detention Officer  
21.15  
27070 - Firefighter  
23.17  
27101 - Guard I  
13.26  
27102 - Guard II  
14.84  
27131 - Police Officer I  
23.14  
27132 - Police Officer II  
25.77  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.27  
28042 - Carnival Equipment Repairer  
13.21  
28043 - Carnival Worker  
9.35  
28210 - Gate Attendant/Gate Tender  
13.98  
28310 - Lifeguard  
12.45  
28350 - Park Attendant (Aide)  
15.64  
28510 - Recreation Aide/Health Facility Attendant  
11.41  
28515 - Recreation Specialist  
18.72  
28630 - Sports Official

12.45  
28690 - Swimming Pool Operator

16.78  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

18.92  
29020 - Hatch Tender

18.92  
29030 - Line Handler

18.92  
29041 - Stevedore I

17.65  
29042 - Stevedore II

20.26  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

38.78  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

26.74  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

29.45  
30021 - Archeological Technician I

17.13  
30022 - Archeological Technician II

19.16  
30023 - Archeological Technician III

23.40  
30030 - Cartographic Technician

23.74  
30040 - Civil Engineering Technician

20.21  
30051 - Cryogenic Technician I

21.59  
30052 - Cryogenic Technician II

23.85  
30061 - Drafter/CAD Operator I

17.13  
30062 - Drafter/CAD Operator II

19.16  
30063 - Drafter/CAD Operator III

21.37  
30064 - Drafter/CAD Operator IV

26.29  
30081 - Engineering Technician I

15.91  
30082 - Engineering Technician II

17.86  
30083 - Engineering Technician III

19.98  
30084 - Engineering Technician IV

24.75  
30085 - Engineering Technician V

30.27  
30086 - Engineering Technician VI

36.63  
30090 - Environmental Technician

19.43  
30095 - Evidence Control Specialist

21.82  
30210 - Laboratory Technician

19.16  
30221 - Latent Fingerprint Technician I

21.59  
30222 - Latent Fingerprint Technician II

23.85  
30240 - Mathematical Technician

23.74  
30361 - Paralegal/Legal Assistant I

18.37  
30362 - Paralegal/Legal Assistant II

23.36  
30363 - Paralegal/Legal Assistant III

28.57  
30364 - Paralegal/Legal Assistant IV

34.57  
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

24.65  
30492 - Unexploded Ordnance (UXO) Technician II

29.82  
30493 - Unexploded Ordnance (UXO) Technician III

35.74  
30494 - Unexploded (UXO) Safety Escort

24.65  
30495 - Unexploded (UXO) Sweep Personnel

24.65  
     30501 - Weather Forecaster I  
 26.29  
     30502 - Weather Forecaster II  
 28.09  
     30620 - Weather Observer, Combined Upper Air Or                    (see 2)  
 21.37  
     Surface Programs  
     30621 - Weather Observer, Senior                                       (see 2)  
 23.74  
 31000 - Transportation/Mobile Equipment Operation Occupations  
     31010 - Airplane Pilot  
 29.82  
     31020 - Bus Aide  
 13.04  
     31030 - Bus Driver  
 17.94  
     31043 - Driver Courier  
 13.98  
     31260 - Parking and Lot Attendant  
 11.75  
     31290 - Shuttle Bus Driver  
 15.04  
     31310 - Taxi Driver  
 13.74  
     31361 - Truckdriver, Light  
 15.04  
     31362 - Truckdriver, Medium  
 16.20  
     31363 - Truckdriver, Heavy  
 19.24  
     31364 - Truckdriver, Tractor-Trailer  
 19.24  
 99000 - Miscellaneous Occupations  
     99020 - Cabin Safety Specialist  
 14.54  
     99030 - Cashier  
 10.11  
     99050 - Desk Clerk  
 9.68  
     99095 - Embalmer  
 24.65  
     99130 - Flight Follower  
 24.65  
     99251 - Laboratory Animal Caretaker I  
 16.23  
     99252 - Laboratory Animal Caretaker II  
 17.45

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99260 - Marketing Analyst  
35.87  
99310 - Mortician  
24.65  
99410 - Pest Controller  
16.96  
99510 - Photofinishing Worker  
12.95  
99710 - Recycling Laborer  
14.35  
99711 - Recycling Specialist  
17.03  
99730 - Refuse Collector  
12.97  
99810 - Sales Clerk  
10.86  
99820 - School Crossing Guard  
12.07  
99830 - Survey Party Chief  
19.53  
99831 - Surveying Aide  
13.62  
99832 - Surveying Technician  
16.27  
99840 - Vending Machine Attendant  
16.28  
99841 - Vending Machine Repairer  
20.24  
99842 - Vending Machine Repairer Helper  
16.28

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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)).

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5839  
Revision No.: 11  
Date Of Last Revision: 06/05/2019

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

State: Texas

Area: Texas Counties of Hood, Somervell

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
16.06	
01012 - Accounting Clerk II	
18.03	
01013 - Accounting Clerk III	
20.16	
01020 - Administrative Assistant	
28.52	
01035 - Court Reporter	

20.92  
01041 - Customer Service Representative I  
13.45  
01042 - Customer Service Representative II  
15.12  
01043 - Customer Service Representative III  
16.50  
01051 - Data Entry Operator I  
13.54  
01052 - Data Entry Operator II  
14.77  
01060 - Dispatcher, Motor Vehicle  
21.20  
01070 - Document Preparation Clerk  
15.33  
01090 - Duplicating Machine Operator  
15.33  
01111 - General Clerk I  
13.45  
01112 - General Clerk II  
14.68  
01113 - General Clerk III  
16.47  
01120 - Housing Referral Assistant  
21.60  
01141 - Messenger Courier  
15.56  
01191 - Order Clerk I  
15.73  
01192 - Order Clerk II  
17.16  
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  
22.98  
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  
28.52  
01420 - Survey Worker  
17.74  
01460 - Switchboard Operator/Receptionist  
13.60  
01531 - Travel Clerk I  
15.31  
01532 - Travel Clerk II  
16.50  
01533 - Travel Clerk III  
17.66  
01611 - Word Processor I  
15.10  
01612 - Word Processor II  
17.20  
01613 - Word Processor III  
19.24  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
22.70  
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



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05370 - Tire Repairer  
13.78  
05400 - Transmission Repair Specialist  
22.99  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
12.29  
07041 - Cook I  
12.69  
07042 - Cook II  
14.57  
07070 - Dishwasher  
10.05  
07130 - Food Service Worker  
10.80  
07210 - Meat Cutter  
13.63  
07260 - Waiter/Waitress  
9.21  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
17.81  
09040 - Furniture Handler  
11.79  
09080 - Furniture Refinisher  
16.19  
09090 - Furniture Refinisher Helper  
12.97  
09110 - Furniture Repairer, Minor  
14.23  
09130 - Upholsterer  
17.23  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
11.11  
11060 - Elevator Operator  
11.46  
11090 - Gardener  
17.82  
11122 - Housekeeping Aide  
11.63  
11150 - Janitor  
11.63  
11210 - Laborer, Grounds Maintenance  
13.26  
11240 - Maid or Houseman  
10.63  
11260 - Pruner

11.72  
11270 - Tractor Operator  
16.30  
11330 - Trail Maintenance Worker  
13.26  
11360 - Window Cleaner  
13.16  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.28  
12011 - Breath Alcohol Technician  
20.99  
12012 - Certified Occupational Therapist Assistant  
35.61  
12015 - Certified Physical Therapist Assistant  
33.92  
12020 - Dental Assistant  
19.08  
12025 - Dental Hygienist  
38.30  
12030 - EKG Technician  
28.89  
12035 - Electroneurodiagnostic Technologist  
28.89  
12040 - Emergency Medical Technician  
18.28  
12071 - Licensed Practical Nurse I  
18.75  
12072 - Licensed Practical Nurse II  
20.99  
12073 - Licensed Practical Nurse III  
23.39  
12100 - Medical Assistant  
16.14  
12130 - Medical Laboratory Technician  
25.58  
12160 - Medical Record Clerk  
17.46  
12190 - Medical Record Technician  
19.54  
12195 - Medical Transcriptionist  
20.16  
12210 - Nuclear Medicine Technologist  
42.41  
12221 - Nursing Assistant I  
12.72  
12222 - Nursing Assistant II  
14.30

12223 - Nursing Assistant III  
15.60  
12224 - Nursing Assistant IV  
17.51  
12235 - Optical Dispenser  
18.47  
12236 - Optical Technician  
16.47  
12250 - Pharmacy Technician  
15.60  
12280 - Phlebotomist  
16.07  
12305 - Radiologic Technologist  
29.62  
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)  
26.00  
12320 - Substance Abuse Treatment Counselor  
22.69  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.93  
13012 - Exhibits Specialist II  
25.93  
13013 - Exhibits Specialist III  
31.72  
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

27.42  
 Administrator  
 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

16.61  
 14042 - Computer Operator II

18.58  
 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  
16.61  
14160 - Personal Computer Support Technician  
24.67  
14170 - System Support Specialist  
26.50  
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  
32.43  
15070 - Flight Instructor (Pilot)  
50.81  
15080 - Graphic Artist  
24.97  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
44.09  
15086 - Maintenance Test Pilot, Rotary Wing  
44.09  
15088 - Non-Maintenance Test/Co-Pilot  
44.09  
15090 - Technical Instructor  
25.83  
15095 - Technical Instructor/Course Developer  
31.59  
15110 - Test Proctor  
20.85  
15120 - Tutor  
20.85  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.37  
16030 - Counter Attendant  
10.37  
16040 - Dry Cleaner  
13.32  
16070 - Finisher, Flatwork, Machine  
10.37  
16090 - Presser, Hand  
10.37  
16110 - Presser, Machine, Drycleaning

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10.37  
16130 - Presser, Machine, Shirts  
10.37  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.37  
16190 - Sewing Machine Operator  
14.13  
16220 - Tailor  
15.19  
16250 - Washer, Machine  
11.40  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
24.05  
19040 - Tool And Die Maker  
29.08  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.77  
21030 - Material Coordinator  
22.98  
21040 - Material Expediter  
22.98  
21050 - Material Handling Laborer  
13.91  
21071 - Order Filler  
13.57  
21080 - Production Line Worker (Food Processing)  
15.77  
21110 - Shipping Packer  
15.10  
21130 - Shipping/Receiving Clerk  
15.10  
21140 - Store Worker I  
12.14  
21150 - Stock Clerk  
17.60  
21210 - Tools And Parts Attendant  
15.77  
21410 - Warehouse Specialist  
15.77  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
34.36  
23019 - Aircraft Logs and Records Technician  
27.93  
23021 - Aircraft Mechanic I  
32.79

23022 - Aircraft Mechanic II  
34.36  
23023 - Aircraft Mechanic III  
35.97  
23040 - Aircraft Mechanic Helper  
23.51  
23050 - Aircraft, Painter  
31.11  
23060 - Aircraft Servicer  
27.93  
23070 - Aircraft Survival Flight Equipment Technician  
31.11  
23080 - Aircraft Worker  
29.51  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.51  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
32.79  
II  
23110 - Appliance Mechanic  
19.20  
23120 - Bicycle Repairer  
17.50  
23125 - Cable Splicer  
28.78  
23130 - Carpenter, Maintenance  
18.47  
23140 - Carpet Layer  
20.31  
23160 - Electrician, Maintenance  
22.21  
23181 - Electronics Technician Maintenance I  
25.82  
23182 - Electronics Technician Maintenance II  
27.21  
23183 - Electronics Technician Maintenance III  
28.68  
23260 - Fabric Worker  
21.14  
23290 - Fire Alarm System Mechanic  
21.71  
23310 - Fire Extinguisher Repairer  
17.69  
23311 - Fuel Distribution System Mechanic  
19.40  
23312 - Fuel Distribution System Operator  
15.47

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23370 - General Maintenance Worker  
18.92  
23380 - Ground Support Equipment Mechanic  
32.79  
23381 - Ground Support Equipment Servicer  
27.93  
23382 - Ground Support Equipment Worker  
29.51  
23391 - Gunsmith I  
17.69  
23392 - Gunsmith II  
20.31  
23393 - Gunsmith III  
22.56  
23410 - Heating, Ventilation And Air-Conditioning  
21.86  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
22.91  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
24.52  
23440 - Heavy Equipment Operator  
19.01  
23460 - Instrument Mechanic  
24.76  
23465 - Laboratory/Shelter Mechanic  
21.41  
23470 - Laborer  
13.31  
23510 - Locksmith  
21.23  
23530 - Machinery Maintenance Mechanic  
23.22  
23550 - Machinist, Maintenance  
19.83  
23580 - Maintenance Trades Helper  
15.40  
23591 - Metrology Technician I  
24.76  
23592 - Metrology Technician II  
25.95  
23593 - Metrology Technician III  
27.16  
23640 - Millwright  
26.43  
23710 - Office Appliance Repairer  
18.86



23760 - Painter, Maintenance  
16.52  
23790 - Pipefitter, Maintenance  
25.42  
23810 - Plumber, Maintenance  
24.13  
23820 - Pneudraulic Systems Mechanic  
22.56  
23850 - Rigger  
24.54  
23870 - Scale Mechanic  
20.31  
23890 - Sheet-Metal Worker, Maintenance  
19.89  
23910 - Small Engine Mechanic  
19.51  
23931 - Telecommunications Mechanic I  
24.65  
23932 - Telecommunications Mechanic II  
25.83  
23950 - Telephone Lineman  
28.48  
23960 - Welder, Combination, Maintenance  
18.82  
23965 - Well Driller  
20.65  
23970 - Woodcraft Worker  
22.56  
23980 - Woodworker  
17.69  
24000 - Personal Needs Occupations  
24550 - Case Manager  
17.05  
24570 - Child Care Attendant  
10.73  
24580 - Child Care Center Clerk  
13.39  
24610 - Chore Aide  
9.46  
24620 - Family Readiness And Support Services  
17.05  
Coordinator  
24630 - Homemaker  
17.73  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
30.15  
25040 - Sewage Plant Operator

19.67  
25070 - Stationary Engineer

30.15  
25190 - Ventilation Equipment Tender

20.72  
25210 - Water Treatment Plant Operator

19.67  
27000 - Protective Service Occupations  
27004 - Alarm Monitor

20.26  
27007 - Baggage Inspector

15.51  
27008 - Corrections Officer

21.13  
27010 - Court Security Officer

25.11  
27030 - Detection Dog Handler

18.61  
27040 - Detention Officer

21.13  
27070 - Firefighter

30.45  
27101 - Guard I

15.51  
27102 - Guard II

18.61  
27131 - Police Officer I

30.96  
27132 - Police Officer II

34.40  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

13.65  
28042 - Carnival Equipment Repairer

14.94  
28043 - Carnival Worker

9.82  
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

18.09  
28630 - Sports Official

12.63  
28690 - Swimming Pool Operator

18.88  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

26.45  
29020 - Hatch Tender

26.45  
29030 - Line Handler

26.45  
29041 - Stevedore I

24.76  
29042 - Stevedore II

27.51  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HF0) (see 2)

41.64  
30011 - Air Traffic Control Specialist, Station (HF0) (see 2)

28.72  
30012 - Air Traffic Control Specialist, Terminal (HF0) (see 2)

31.63  
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

28.44  
30052 - Cryogenic Technician II

31.41  
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

25.68  
30210 - Laboratory Technician

23.35  
30221 - Latent Fingerprint Technician I

26.61  
30222 - Latent Fingerprint Technician II

29.39  
30240 - Mathematical Technician

27.75  
30361 - Paralegal/Legal Assistant I

20.25  
30362 - Paralegal/Legal Assistant II

25.08  
30363 - Paralegal/Legal Assistant III

30.68  
30364 - Paralegal/Legal Assistant IV

37.12  
30375 - Petroleum Supply Specialist

31.41  
30390 - Photo-Optics Technician

27.75  
30395 - Radiation Control Technician

31.41  
30461 - Technical Writer I

25.69  
30462 - Technical Writer II

31.42  
30463 - Technical Writer III

38.01  
30491 - Unexploded Ordnance (UXO) Technician I

26.47  
30492 - Unexploded Ordnance (UXO) Technician II

32.02  
30493 - Unexploded Ordnance (UXO) Technician III

38.38  
30494 - Unexploded (UXO) Safety Escort

26.47  
30495 - Unexploded (UXO) Sweep Personnel

26.47  
   30501 - Weather Forecaster I  
 28.44  
   30502 - Weather Forecaster II  
 34.59  
   30620 - Weather Observer, Combined Upper Air Or (see 2)  
 24.97  
   Surface Programs  
   30621 - Weather Observer, Senior (see 2)  
 25.68  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 32.02  
   31020 - Bus Aide  
 13.31  
   31030 - Bus Driver  
 19.44  
   31043 - Driver Courier  
 16.55  
   31260 - Parking and Lot Attendant  
 10.64  
   31290 - Shuttle Bus Driver  
 18.09  
   31310 - Taxi Driver  
 12.16  
   31361 - Truckdriver, Light  
 18.09  
   31362 - Truckdriver, Medium  
 20.50  
   31363 - Truckdriver, Heavy  
 21.49  
   31364 - Truckdriver, Tractor-Trailer  
 21.49  
 99000 - Miscellaneous Occupations  
   99020 - Cabin Safety Specialist  
 15.61  
   99030 - Cashier  
 10.44  
   99050 - Desk Clerk  
 11.75  
   99095 - Embalmer  
 24.52  
   99130 - Flight Follower  
 26.47  
   99251 - Laboratory Animal Caretaker I  
 13.11  
   99252 - Laboratory Animal Caretaker II  
 14.34

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99260 - Marketing Analyst  
34.41  
99310 - Mortician  
24.52  
99410 - Pest Controller  
21.04  
99510 - Photofinishing Worker  
13.86  
99710 - Recycling Laborer  
19.52  
99711 - Recycling Specialist  
23.99  
99730 - Refuse Collector  
17.25  
99810 - Sales Clerk  
13.65  
99820 - School Crossing Guard  
10.97  
99830 - Survey Party Chief  
28.67  
99831 - Surveying Aide  
16.62  
99832 - Surveying Technician  
20.93  
99840 - Vending Machine Attendant  
15.50  
99841 - Vending Machine Repairer  
18.77  
99842 - Vending Machine Repairer Helper  
15.46

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

↑

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 per month\*

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

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

HOLIDAYS: A minimum of 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;



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(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

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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.

**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: \_\_\_\_\_



**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: \_\_\_\_\_

**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: \_\_\_\_\_

**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.