AO 367
(Rev. 3/24)

SECTION A — SOLICITATION / OFFER / ACCEPTANCE

1. Solicitation No.	2. Date Issued	3. Award No.
0539-26-129	**07/08/2025**	

4. Issued By:	5. E-mail Address Offer To (if other than Item 4):
Joe Lujan **1100 Commerce Street** **Room 1329** **Dallas, Texas 75242**	**Joe Lujan** **TXNP_treatmentservices@txnp.uscourts.gov**

SOLICITATION

6. Proposals for furnishing the required services listed in Section B will be received electronically via the e-mail address(es) specified in Item 4 or 5

until **03:00 PM** *(hour)* local time **08/12/2025** *(date)*

7. For Information call:	
a. Name **Rachel Doran**	b. Telephone **(325) 690-3983**

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OFFER

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

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

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

11. NAME AND ADDRESS OF OFFEROR	16. ☐ AWARD Your offer on Solicitation Number _____, including the additions or changes made by you which additions or changes are set forth in full above, is hereby accepted as to the items listed above and on any continuation sheets.
12. Telephone No. (Include area code)	
13. NAME AND TITLE OF PERSON AUTHORIZED TO SIGN OFFER *(Type or print)*	17A. NAME OF CONTRACTING OFFICER
	17B. UNITED STATES OF AMERICA BY _____ *(Signature Of Contracting Officer)* — 17C. DATE SIGNED
14. Signature — 15. Offer Date	

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 Tom Green County, 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. If the Government awards to more than one vendor, each vendor placed on the BPA will receive a share of the total quantity of Estimated Monthly Quantities stated.

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. In the event the Government has awarded to more than one vendor on a BPA, 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 four 12-month options, shall not exceed 60 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. An asterisk ***** indicates a requirement line item which has been modified under "Local Services." Offerors shall submit pricing and proposal information related to only the required services. Services proposed, but not required, will not be evaluated or included under any resultant agreement. Offerors failing to provide pricing on all identified project codes (with the exception of actual cost or administrative fees), will be considered technically unacceptable.

Note: the fiscal year for the federal Government begins on October 1 of one calendar year through September 30 of the next. Pricing shall include the base fiscal year, as well as pricing for each fiscal option year.

Note: Estimated Monthly Quantities (EMQs) represent the estimated total monthly quantities to be ordered per project code. However, EMQ's are estimates only and do not bind the government to meet these estimates.

DRUG TESTING:

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	1010	Urine Collection	**Base Year**	39	
			Option Year 1	41	
			Option Year2	43	
			Option Year3	45	
			Option Year4	47	
			Unit: Price: per specimen		

SUBSTANCE USE SERVICES :

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	2011	Substance Use Assessment	**Base Year**	1	
			Option Year 1	2	
			Option Year 2	3	
			Option Year 3	4	
			Option Year 4	5	
			Unit: per report		

	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X *	2010	Substance Use Individual Counseling	**Base Year**	61	
			Option Year 1	63	
			Option Year 2	65	
			Option Year 3	67	
			Option Year 4	69	
			Unit: per 30-minute session		

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE

X *	2020	Substance Use Group Counseling	**Base Year**	1	
			Option Year 1	2	
			Option Year 2	3	
			Option Year 3	4	
			Option Year 4	5	
				Unit: per 30-minute session	

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	2030	Substance Use Family Counseling	**Base Year**	1	
			Option Year 1	2	
			Option Year 2	3	
			Option Year 3	4	
			Option Year 4	5	
				Unit: per 30-minute session	

REIMBURSEMENT/COPAYMENT÷

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY		UNIT PRICE
X	1501	Administrative Fee	**Base Year**	Unknown	5% of fees collected by vendor
			Option Year 1	Unknown	
			Option Year 2	Unknown	
			Option Year 3	Unknown	
			Option Year 4	Unknown	
				Unit: unknown	

SECTION C. DESCRIPTION/STATEMENT OF WORK

PROVISION OF SERVICES

The United States Probation and Pretrial Services Office (hereafter USPO/USPSO) shall provide a Probation Form 45 for each defendant/person under supervision that authorizes the provision of services. The vendor shall provide services strictly in accordance with the Probation Form 45 for each defendant/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 on the Probation Form 45. During treatment, the United States Probation or Pretrial Services Officer may issue amended Probation Form 45's to reflect any changes in the service requirements. The USPO/USPSO will notify the vendor in writing via Probation Form 45 when services are to be terminated. The Judiciary shall not be liable for any services provided by the vendor subsequent to the written notification.

INTRODUCTION

A. Pursuant to the authority contained in 18 U.S.C. §§ 3154 and 367, contracts or Blanket Purchase Agreements may be awarded to provide services for defendants/persons 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, 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 (pending charges) or ask questions or administer tests that compel the defendant to make incriminating statements or 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 in the written report.

B. The services to be performed are specified in Sections B and C of this agreement. The vendor shall comply with all requirements and performance standards of this agreement to ensure the effective and efficient delivery of services. The vendor is responsible for their knowledge of the agreement and shall adhere to these standards to maintain the quality and integrity of the authorized services.

C. The judiciary will refer defendants/persons under supervision on an "as needed basis." The judiciary does not guarantee referrals for a specific quantity of services or a specific number of persons.

DEFINITIONS

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

B. **"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.

C. **"Contracting Officer"** (i.e. CO) means the 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 their written authority.

D. **"Defendant/Person Under Supervision"** means any pretrial releasee, probationer, parolee, mandatory releasee, mandatory parolee, or supervised releasee receiving drug/alcohol testing and/or substance use assessment/treatment, mental health assessment/evaluation/treatment, and or sex offense specific evaluation/treatment/testing while under the supervision of the Federal Probation or Pretrial Services Office. Hereinafter, the term defendant applies to those on pretrial supervision, whereas person under supervision applies to those on post-conviction supervision.

E. **"U.S. Probation Officer"** (i.e., USPO) and **"U.S. Pretrial Services Officer"** (i.e., USPSO) means an individual appointed by the United States District Court to provide pretrial, presentence and supervision (pre and post sentence) services for the court. USPO and USPSO refers to the individual responsible for the direct supervision of a defendant/person under supervision receiving drug/alcohol testing and/or substance use assessment/treatment, mental health assessment/evaluation/treatment, sex offense specific evaluation/treatment/testing, and/or specialized treatment for pretrial defendants charged with a sex offense.

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

G. **"Telehealth"** includes providing health care delivery, assessment, diagnosis, consultation, and treatment and the transfer of medical data through interactive audio, video, or electronic/data communications.

H. **"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.

I. **"AOUSC"** refers to the Administrative Office of the U.S. Courts.

J. **"Probation Form 45"** is the referring document submitted by the USPO/USPSO per defendant/person under supervision that outlines only those services the vendor is authorized to provide and invoice to the Judiciary. It should be noted the Probation Form 45 only requires the signature of the referral agent.

K. **"Monthly Sign-In Log"** is a document the vendor will use for each defendant/person under supervision to verify services are being offered/provided per Probation Form 45 requirements. The Monthly Sign In Log includes a place for defendant/person under supervision to sign for services based on project code, with a time in/out, vendor initials, co-payment received, and comments (to

include a comment if the defendant/person under supervision failed to report, if no services were provided/received within the month, and if telehealth was provided including the means in which the session was provided (teleconference, video conference, internet). This document accompanies the monthly invoice.

L. **"Case Staffing Conference"** is a collaborative meeting involving the officer, the vendor, and when possible, the defendant/person under supervision, to exchange information, identify issues, and ensure the purpose of services is focused on targeting the identified risk and needs of the individual.

M. **"DSM"** is the Diagnostic and Statistical Manual of Mental Disorders and "**ICD**" is the International Classification of Diseases.

N. **"Co-payment"** is any payment from defendant/person under supervision.

O. **"AMO"** is the Acquisition Management Office at the Administrative Office of the U.S. Courts.

P. **"PCRA"** means the Post-Conviction Risk Assessment, which is an assessment administered by the USPO with the person under supervision used to determine risk level, identify dynamic risk factors (criminogenic needs) and criminal thinking styles. A copy of the PCRA interpretation report with the identified risk level should be provided to the treatment vendor with the referral for services.

Q. "**Criminogenic Risk"** includes factors in a person under supervision's life that are directly related to recidivism. The most significant are Cognitions, Alcohol and Drugs, Employment/Education, Social Networks and Criminal History.

R. **"PTRA"** means the Pretrial Risk Assessment, which is an assessment administered by the USPSO with the defendant used to determine failure to appear and new criminal arrests or revocations due to technical violations.

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. General Requirements
C. Notifying USPO/USPSO of Defendant/Person under Supervision Behavior
D. Staff Requirements and Restrictions
E. Facility Requirements
F. Local Services (if applicable)

DRUG TESTING

1. Urine Collection (1010)

The vendor shall perform the following procedures related to the collection of urine specimens. The Designee will provide the vendor with the necessary urinalysis collection materials (i.e. Chain of Custody forms, vials, specimen bags, mailing boxes,

mailing labels which include the cost of shipping); however, the vendor is responsible for printer ink, disposable gloves, cleaning agents, coloring agent, etc.

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.

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 reviewed and acknowledged the federal OSHA Bloodborne Pathogen regulations (29 C.F.R. 1910.1030). The vendor shall document the same in the collector's personnel file and the collector must certify they have received and understand the regulations. The vendor shall provide the documentation to the CO upon request.

(2) The vendor shall ensure that all personnel handling urine specimens wear disposable gloves designed for protection against biohazards and are familiar with standard precautions for handling bodily fluids.

(3) The vendor shall ensure collector training includes fostering respectful and appropriate interactions with defendants/persons under supervision regardless of gender, race, ethnicity, religion, cultural background, sexual orientation, or other personal characteristics.

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. These items can be placed on a hook or table inside the collection area.
(b) Set aside purse or other carried items. These items can remain in the collection areas; however, must remain outside of immediate access from the defendant/person under supervision.
(c) Vigorously wash their hands using soap and water, then thoroughly rinse their hands to remove all soap and any adulterants from under the fingernails or on the skin, and finally dry their hands completely prior to voiding.
(d) Roll up long-sleeved shirts 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 collection container in view at all times prior to it being sealed and labeled.
(c) Complete a Chain of Custody (provided by the Designee) before a defendant/person under supervision voids following the chain of custody procedures and 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, unless specifically authorized by the Probation or Pretrial Services Office, as the nationally contracted laboratory will not test it due to insufficient quantity.
(e) Not flush urinals/commode until the collection is completed and the collector advises it is safe to do so (a coloring agent is not necessary for direct observation of urine collection).
(f) Observe and document any indication (unusual color, odor) of specimen dilution and/or adulteration, or any unusual

collection events or discrepancies.

(g) Close and tightly secure the specimen collection container, to ensure it will not leak. The collector shall ensure the container is tightly secured.

(h) Review the temperature of the specimen to determine if it is near body temperature, if applicable. If temperatures strips are provided by the Designee, 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 tamper evident tape or label across the top of the bottle cap and down the sides of the bottle, and the collector or defendant/person under supervision shall initial the tamper tape or label.

(j) Sign the Specimen Collection Statement of the Chain of Custody Form. The collector shall not sign the certification area of the form until the collection process is completed.

(k) Have the defendant/person under supervision sign the Chain of Custody Form after the collection process is completed.

(l) Follow notification protocols outlined in this Statement of Work under Notifying USPO/USPSO of Defendant/Person Under Supervision Behavior.

e. **Observed Urine Specimen Collection Procedures**

The vendor shall:

(1) Directly observe defendants/persons under supervision voiding into a specimen collection container. Collectors conducting direct observation of urine collection 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.

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. Unobserved urine collection should be a rare occurrence and not a general manner of vendor operations. 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 CO

for approval prior to the collection. If unobserved collection has not been approved, the vendor shall not invoice for the collection.

(2) 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.

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

(4) Clearly document on the Chain of Custody Form all unobserved collections and document and obvious signs of substitution or contaminants.

(5) When provided by the Designee, 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.

(6) Obtain a second specimen from defendant/person under supervision if the urine specimen temperature is outside the specified range. To prevent dilute specimens, limit fluid intake by the defendant/person under supervision to no more than 8 ounces per hour.

(7) Place a coloring agent in the commode to deter dilution of the specimen with commode water.

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

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 collection container specifically designed to withstand the rigors of transport. All collection containers shall be provided by the Designee.

(2) The collector places the specimen and corresponding Chain of Custody Form in the approved shipping container, notifies the shipper/delivery service/courier that specimen(s) are ready to be delivered to the laboratory, and places such containers in the custody of an approved delivery service or courier.

(3) Specimens shall be mailed/shipped no later than the close of

business the day the specimens are collected, or the morning of the day following the collection.

(4) Urine specimens are stored in a secure area with access limited only to collectors or other vendor authorized personnel.

h. **"No Test" Policy**

The urinalysis laboratories under national contract with the Administrative Office of the U.S. Courts **will only test** urine specimens if all 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** the above conditions are present for specimens sent to the national drug testing laboratories and local or regional on-site laboratories. For districts using a local or regional on-site laboratory for testing of samples, the Chain of Custody Form shall also include the signature of the defendant/person under supervision.

For specimens that are received by the national drug testing laboratories or local or regional on-site laboratories and are untestable in accordance with the no-test policy or failure to follow the required collection guidelines, the vendor shall not invoice the district for the cost of the collection. The Designee will provide notification to the vendor of untestable specimens.

i. **Random Urine Specimen Collection Procedures**

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

(1) The vendor shall collect random urine specimens at the frequency determined and authorized in the Probation Form 45.

(2) The vendor shall collect random urine specimens when the defendants/person under supervision have less than 24 hours' notice to submit a urine specimen.

(3) The vendor cannot change a randomly scheduled urine collection time and date without the advance approval of the CO.

(4) At the CO's request, the vendor shall develop and operate an automated notification system for random urine collections, subject to the approval of the CO before use.

j. **Urine Specimen Collection - Urinalysis Testing Log**

The vendor shall utilize the Urinalysis Testing Log (included within Section J attachments) for all urinalysis specimens collected which shall indicate:

(a) Defendant/person under supervision's name and PACTS number.
(b) Vendor name and agreement #
(c) Month/Year
(d) Collection Date
(e) Defendant's/person under supervision's signature
(f) Collector initials
(g) Bar Code number
(h) Special tests requested
(i) Drugs or medications taken, and
(j) Co-pay collected (if applicable)

Prior to the use of any other log to record this information, the vendor shall seek approval of the log from the CO.

NOTE: Allowing participants 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**

Some initial urine specimens are analyzed under a separate national laboratory contract secured by the Administrative Office of the U.S. Courts. Any confirmation testing completed on urine specimens that have a presumptive positive result shall be done by the national contract testing laboratory. The Designee shall provide supplies and instructions for the shipping and handling of specimens.

l. **Onsite Screening Urinalysis Laboratory**

Urine specimens are analyzed by onsite local or regional 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 CO 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 Assessment (2011)**

Treatment for drug use depends on the type of drug and the severity of abuse as well as other factors specific to the individual. The Substance Use Assessment is a comprehensive biopsychosocial assessment and report which shall be conducted by a practitioner who adheres to the standards of practice established by their state's regulatory board. This ensures the practitioner adheres to the highest level of professional conduct, maintains current certification or licensure, and provides services that align with regulatory guidelines and ethical standards.

The substance use assessment should include the following key components:

- **Presenting Concerns:** The main reason for the assessment, including specific concerns related to substance use.
- **Substance Use History and Assessment of Current Needs**: Detailed historical and current information about the type, amount, frequency, and duration of substance use, as well as current daily functioning and the severity of symptoms.
- **Mental Health History and Assessment of Current Needs**: Detailed historical and current information about diagnosis, symptoms and severity, hospitalizations, prescribed medications, and adherence.
- **History of Trauma and Assessment of Current Factors Affecting Treatment:** Use reliable and validated trauma-informed screening and assessment tools to assess the individual's trauma related symptoms and disorders to accurately identify and match appropriate treatment interventions. Examples of screening instruments include but are not limited to: Clinician Administered PTSD Scale for DSM (CAPS-5), Global Psychodrama Screen (GPS), Trauma History Questionnaire (THQ), Trauma Screening Questionnaire (TSQ), Brief Trauma Questionnaire (BTQ), and Life Events Checklist for DSM-5 (LEC-5). Should trauma-related symptoms be identified, the vendor should identify trauma-specific treatment interventions that emphasize empowerment and recovery.
- **Risk Assessment:** Assessment of risk of harm to self or others, including information related to historical suicidal ideation and gesturing, and/or homicidal ideation.
- **Cultural and Spiritual Factors:** Assess the individual's identified cultural background and spiritual beliefs that may influence effective treatment interventions.

- **Medical History:** Consider relevant medical conditions, treatments, and medications that may impact the individual's current functioning and any potential impact on treatment.
- **Assessment Tools and Results**: Results from validated and standardized screening and assessment tools used during the assessment which may include but are not limited to: SBIRT, ASI, SASSI, LSI-R, and DAST.
- **Strengths and Resources**: Identify protective factors that support recovery such as strong familial and/or social support, positive self-perception, consistent coping skills, safe and stable housing, education and/or employment stability.
- **Readiness to Change**: The individual's stated willingness and motivation to engage and participate in the recommended treatment.
- **Detailed Treatment Recommendations**: Provide detailed recommendations specific to the individual's risk, needs, and circumstances as identified by diagnostic tools, clinical interviews, and collateral information, and when applicable, the PCRA. Treatment recommendations should include diagnoses consistent with the DSM or ICD. Clearly outline the primary issues to be addressed in treatment and the appropriate level of care needed (e.g., early intervention, outpatient treatment, inpatient). Specify the recommended frequency/dosage and type of service (e.g., individual, group) appropriate to address the identified treatment needs of the individual.

  If treatment is not recommended, provide detailed information about available community support systems and resources that may benefit the individual. These resources should be tailored to meet the individual's specific needs, ensuring they receive appropriate support even in the absence of formal treatment recommendations.

Within 15 business days of receiving the referral, any time frame exceptions shall be approved by the CO and documented by the vendor (within the defendant/person under supervision file), the vendor shall provide:

(a) A comprehensive diagnostic interview for each defendant/person under supervision, to include a validated, structured diagnostic instrument, that is in accordance with state licensing standards. The vendor shall also take into consideration the biopsychosocial information shared by the USPO/USPSO, to include criminal history and personal characteristics.

(b) A typed report to the USPO/USPSO **within 10 business days** of the vendor's completion of the diagnostic interview with the defendant/person under supervision. At a minimum, the assessment report shall address the following:

(1) Basic identifying information, sources of the information for the report, and names of the diagnostic instrument and trauma screening assessments used.

(2) DSM or ICD diagnosis including severity of the substance use disorder (mild, moderate, severe).

(3) A biopsychosocial profile of symptoms that are related to substance use and mental health diagnoses, if applicable.

(4) The current level of functioning and the primary focus of the initial treatment plan.

(5) Current risk, need, responsivity factors as indicated by the PCRA (for post-conviction cases when provided by USPO),

(6) The defendant's/person under supervision's stated willingness and motivation to engage in treatment and make changes, and

(7) A treatment recommendation outlining suggestions for treatment option, interventions, and follow-up care. Recommendations shall include the appropriate level of care, frequency/dosage, and type of service (e.g. individual, group, etc.).

The comprehensive assessment report shall not be a synopsis or overview of any presentence, pretrial or institutional progress reports provided by the USPO/USPSO.

3. **Substance Use Counseling**

Counseling is a clinical interaction between the defendant/person under supervision and a practitioner that is based in current scientific research on drug use and addiction. Vendors should offer treatment that is readily accessible to reasonably accommodate the schedules of defendants/persons under supervision. Consistent treatment accessibility is essential to ensuring individuals can attend sessions without undue hardship. Additionally, vendors must provide flexible scheduling options, and if applicable, adhere to the additional requirements outlined in the Local Services Section regarding hours of operation and other identified areas of need.

Vendor recommendations for services shall incorporate one or more of the services referenced below for each defendant/person under supervision.

The vendor shall provide the services below or any combination thereof as indicated on the Probation Form 45 for each defendant/person under supervision:

(1) **Substance Use Individual Counseling (2010)** to one (1) defendant/person under supervision.

(2) **Substance Use Group Counseling (2020)** to two (2) or more defendants/persons under supervision but no more than twelve (12).

(3) **Substance Use 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, if the defendant/person under supervision is the primary beneficiary of the service provided.

For substance use counseling, the vendor shall:

(1) Provide treatment only as authorized on the Probation Form 45 and shall initiate services **within 10 business days** of receiving the initial or amended Probation Form 45, any time frame exceptions shall be approved by the CO and documented by the vendor (within the defendant/person under supervision file).
(2) Provide counseling based in current scientific research on drug use and addiction.
(3) Match treatment interventions to specific problems, risk, and needs of the defendant/person under supervision considering gender, ethnicity and culturally responsive treatment practices. Utilize a person-centered approach considering trauma and how it may affect behavior and treatment engagement and incorporate cultural values and beliefs into an integrated treatment plan. Include the use of cognitive behavioral techniques such as cognitive restructuring, skill building using structured learning (modeling, role play and feedback), and problem solving to change thought patterns and teach pro-social skills. For USPO referrals, use this type of intervention to address the identified dynamic risk factors and needs as identified in the PCRA interpretation report.
(4) Apply behavioral therapies, including motivation to change, motivational enhancement strategies, incentives for abstinence, skills to avoid and resist drug use and prevent relapse, constructive activity replacement, and improvement of problem solving, communication, and interpersonal relationships.
(5) Refer for medications when applicable.
(6) Continually assess the defendant/person under supervision to determine

appropriate treatment dosage and level of care and recommend modifications to treatment as necessary to meet the changing needs.

(7) Ensure that a typed **treatment plan** is submitted to the USPO/USPSO at the onset of treatment and in accordance with Vendor Reports under section f (1) **at least every 90 days**

(8) Ensure that a typed **transitional care plan** is submitted to the USPO/USPSO in accordance with Vendor Reports under section f (2).

The vendor shall ensure that all personnel meet the following qualifications:

(1) Practitioners shall be fully credentialed and maintain compliance with state statutes, regulations, and guidelines for providing direct substance use treatment services.

(2) Provisionally credentialed practitioner may be used only under the supervision of a fully credentialed practitioner in the state where services are delivered and in accordance with state regulations and guidelines for the scope of services, and after obtaining the approval of the CO.

4. REIMBURSEMENT/CO-PAYMENT

The vendor shall:

a. Collect any co-payment authorized on the Probation Form 45 and deduct any collected co-payment from the next invoice to be submitted to the judiciary. Ensure the co-payment does not exceed the cost of the service provided; however, the vendor can collect co-payment in arrears based on the rate established on the Probation Form 45. Proper documentation of the collected co-payment must be included on the invoice and supporting documentation.

b. Accept more than one co-payment type (e.g. check, credit card, cash, cashier's check, web-based transactions, etc.).

c. Provide bills and receipts for co-payments to defendants/persons under supervision at the time of payment collection. The vendor shall keep an individualized record of co-payment collection and have systems in place to both follow-up on collection of outstanding amounts and to resolve any discrepancies in the amount owed.

d. Document within the Monthly Sign-In Log any co-payment received or whether the expected co-payment was not provided.

e. In conjunction with submission of invoices, provide an outstanding co-payment due report itemizing the total amount outstanding per defendant/person under supervision. The vendor is responsible for ensuring that all records are accurate,

up-to-date, and readily accessible. This includes maintaining detailed logs of all transactions and communications related to co-payment collections, providing timely updates on outstanding balances, and addressing promptly and effectively any issues or disputes that may arise. The vendor must also ensure compliance will all relevant regulations and guidelines pertaining to financial transactions, billing insurance, Medicaid, and Medicare, as well as record-keeping. Adherence to these regulations is crucial for maintaining the integrity and legality of the billing process.

f. Reimburse the Judiciary as directed in Section G.

Note: The vendor may charge an **Administrative Fee (1501)** of five (5) percent of the monthly fees, which is a reasonable monthly fee, to administer the collection of fees from defendants/persons under supervision.

5. GENERAL REQUIREMENTS

a. Defendant/Person under supervision Records and Conferences

(1) File Maintenance

Treatment records shall be the property of the vendors, who are responsible for maintenance, disclosure, and retention. The vendor shall:

(a) Maintain a secure filing system for all information related to defendants/persons under supervision who receive services under this agreement. If information is stored electronically, the vendor shall ensure that it is accessible for review in the format specified by the CO, e.g. paper copy, flash drive, electronic access. The vendor shall timely provide access upon request of the CO.
(b) If maintaining paper files, separate defendant/person under supervision files from other vendor records. This will facilitate monitoring and promote defendant/person under supervision confidentiality.
(c) 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.
(d) Identify any records that disclose the identity of a defendant/person under supervision as **CONFIDENTIAL.**
(e) Maintain all records for defendants/persons under supervision for three years after receiving final payment, making them available for Judiciary inspection and review. In the event of litigation or settlement of claims

arising out of the performance of this agreement, retain these records until final disposition of such appeals, litigation, or claims. This requirement is in addition to, and not a substitute for, other local/state/federal record retention requirements.

(f) At the written request of the USPO/USPSO, at the expiration of the performance period of this agreement, the vendor shall provide the USPO/USPSO or CO a copy of all defendant/person under supervision records that have not been previously furnished.

(g) The vendor shall comply with the Health Insurance Portability and Accountability Act (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. This includes implementing necessary administrative, physical, and technical safeguards to ensure the confidentiality, integrity, and availability of all electronic protected health information (ePHI) that the vendor creates, receives, maintains, or transmits.

b. **Vendor Obligations for Disclosure of Information**

The vendor shall:

(1) Be responsible for ensuring compliance with all applicable federal, state and local laws and regulations regarding the confidentiality and safeguarding of protected information. As a covered entity this includes adherence to HIPAA.

(2) Protect **CONFIDENTIAL** records from disclosure except in accordance with item number b. (3), (4), (5), (6), (7), and (8) below.

(3) Using an agency specific release of information form, obtain defendant's/person under supervision's written informed consent to disclose confidential health information to the USPO/USPSO, except where permitted or required by law. The vendor, as the covered entity, shall be responsible for determining the appropriateness of personal health information disclosure. If the vendor is unable to obtain this disclosure, the vendor shall notify the USPO/USPSO immediately.

(4) Disclose defendant/person under supervision records upon request of the USPO/USPSO or designee to the USPO/USPSO or designee.

(5) Make its staff available to the USPO/USPSO to discuss treatment of a defendant/person under supervision.

(6) 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 these regulations. Note that the Judiciary is not a covered entity under these regulations. Should the vendor disclose records to someone other than the person receiving services, the vendor shall promptly notify the USPO/USPSO of the

request and disclosure. Additionally, the vendor must inform the USPO/USPSO of any exceptions to the disclosure of, or an individual's right of access to, treatment or protected health information that might apply.

(7) Not disclose "pretrial services information" concerning pretrial services defendants. "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.

(8) 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. The vendor must ensure that all personnel accessing this information understand the confidentiality requirements and strictly adhere to them to avoid any breaches.

(9) 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.

(10) Notify the CO immediately upon receipt of a subpoena requiring disclosure of defendant/person under supervision records maintained in accordance with this agreement.

(11) As a covered entity, the vendor is responsible for adhering to HIPAA requirements and providing and updating 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) Timely document all significant contacts with the defendant/person under supervision, including those with the USPO/USPSO and others, whether in person, by telephone, or through any other form of protected electronic communication. These records shall clearly document all notifications of absences and any apparent conduct violating programmatic rules and/or seen or unforeseen risk to the individual and/or the public.

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

(c) Include a signed disclosure and permission form from the defendant/person under supervision if Artificial Intelligence (AI) will be used for documentation. The consent form shall include a clear explanation of the purpose of AI, how AI works in the delivery of treatment services, the security measures in place, and the defendant's/person under supervision's right to withdraw consent for the use of AI at any time. AI technology shall be HIPAA compliant, secure, and confidential.

(d) Ensure a thorough and accurate record of the defendant's/person under supervision's treatment and progress and should include the following information: sessions attended; topics covered during each session; the defendant's/person under supervision's level of participation and motivation; clinical goals of treatment; methodologies and types of therapy applied any changes made to the treatment plan; the defendant's/person under supervision's observed progress, or lack thereof, toward reaching the goals; specific achievements; instances of failure to attend sessions without prior notice and approval; any failed assignments; programmatic rule violations; and consequences for noted violations.

(e) Are created in English, current and available for review by the USPO/USPSO or CO and by the Probation and Pretrial Services Office (PPSO) at the Administrative Office.

(f) Chronological notes shall be legible, dated and signed/electronically certified by the practitioner, to include the practitioner's licensure/credentials.

(2) Probation Form 45 and **Amended Probation Form 45** that:

(a) The USPO/USPSO prepares which identifies the vendor services to be provided to the defendant/person under supervision, as well as any required co-payments. These services are billed to the Judiciary under the terms of agreement. The Judiciary is not obligated to reimburse for any services that were not authorized on the Probation Form 45, nor for any services provided in excess of services authorized. Discretion for payments rests with the CO.

(b) The USPO/USPSO shall amend the Probation Form 45 when there are changes to the services the vendor shall perform, their frequency, or other administrative changes (e.g., co-payment amounts). Additionally, the USPO/USPSO will terminate the Probation Form 45 upon termination of services. This ensures the vendor obligations and authorizations are current and accurately documented, reflecting any modifications to the original Probation Form 45.

(3) **Authorization to Release Confidential Information** that:

(a) The defendant/person under supervision and USPO/USPSO and/or other witness sign prior to the defendant's/person under supervision's first appointment with the vendor. This Judiciary-based release of confidential information form is generally submitted with the initial referral packet.
(b) The vendor is responsible for ensuring HIPAA compliant informed consent is obtained and maintained in all files. This includes documenting informed consent in accordance with HIPAA regulations; ensuring all necessary defendant/person under supervision information is securely stored and accessible only to authorized personnel. The vendor shall obtain a signed release of information 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**.**
(c) The vendor must regularly review and update consent forms and procedures to remain compliant with current HIPAA guidelines.

(4) **Monthly Sign-In Log**

(a) Submitted with the monthly invoice for the corresponding month with one Monthly Sign-In Log per defendant/person under supervision.
(b) Includes all defendant's/person under supervision's scheduled contacts for the month (per project code) and includes vendor comments indicating failure to report on scheduled dates, or noting if a service was provided via telehealth.
(c) Defendant/person under supervision shall sign-in upon arrival to include the time in and time out of service with the vendor initialing to verify accuracy of time in/time out.
(d) Documents any co-payment collected, and
(e) Used by the USPO/USPSO or designee to certify the monthly invoice.
(f) For residential placements, only required to obtain defendant/person under supervision signature on first and last day of placement.

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

(5) **Urinalysis Testing Log** (if applicable) 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 has all applicable sections completed:
    1. Defendant's/person under supervision's name and PACTS number
    2. Vendor name and agreement #
    3. Month/Year
    4. Collection Date
    5. Defendant's/person under supervision's signature
    6. Collector's initials
    7. Bar Code number (if applicable)
    8. Special tests requested (if applicable)
    9. Drugs or medication taken
    10. Test Results (if applicable)
    11. Co-pay collected (if applicable)
(c) The vendor shall submit for CO approval if vendor Urinalysis Testing Log form differs from the sample form.
(d) 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 participants to see the names or signatures of other defendants/person under supervision violates federal confidentiality regulations regarding treatment records.

d. **Telehealth**

Telehealth may be authorized on a case-by-case basis to provide services outlined within this Statement of Work. The use of telehealth is authorized only after the vendor and the USPO/USPSO review the individual defendant's/person under supervision's case, determine they are appropriate for treatment via telehealth, identify which specific services are suitable for telehealth, and obtain approval from the district's contracting officer or designee. The vendor shall ensure the quality and availability of services remain consistent, whether provided via telehealth or in-person, adhering to all guidelines, and maintaining the highest standards of care.

NOTE: The use of telehealth is intended for the benefit of the Judiciary, not the convenience of the vendor. Telehealth services do not replace the vendor's ability to provide services in-person when appropriate. This requirement does not override the provisions that mandate the vendor (and any proposed subcontractor) to maintain an acceptable facility located within the defined catchment area.

(1) The vendor is authorized to provide specified services via telehealth, which includes providing health care delivery, assessment, diagnosis, consultation, and treatment and the transfer of medical data through interactive audio, video, or electronic/data communications. The vendor must adhere to and meet the same legal, ethical, and confidentiality standards when providing telehealth. The vendor shall also obtain consent of the defendant/person under supervision before the delivery of telehealth services and shall include documentation of the same in the individual's treatment record.

(2) When participants attend sessions, each must confirm their sole presence ensuring no one other than group participants are listening. Each participant will also enter into a confidentiality agreement before being allowed to participate in treatment.

(3) To verify that services were performed, the vendor shall complete the Monthly Sign- In Log with all necessary information; however, the vendor shall print the defendant's/person under supervision's name within the signature field, and the comment section shall reflect the means in which the session was conducted (i.e. teleconference, video conference, internet).

(4) For de-escalation, if an emotionally charged topic was discussed or the defendant/person under supervision appears emotionally agitated, the vendor shall follow up with additional contact later in the day to ensure that the defendant/person under supervision has successfully de-escalated. The vendor shall also remind the defendant/person under supervision to reach out to their social support system at any time.

e. **Case Staffing Conference**

The vendor shall participate in case staffing conferences and document the chronological notes regarding the content of the conference:

(1) Case staffing with the USPO/USPSO can be conducted in person, by telephone, or any other form of protected electronic communication. When applicable, the case staffing may include the vendor, the defendant/person under supervision, and the officer to clearly define expectations and clinical

treatment goals. Communication with the officer should be driven by risk, needs, and responsivity specific to the defendant/person under supervision. Additionally, case staffing shall occur:

a) A minimum of **every 30 days** for PCRA high and moderate risk referrals;
b) A minimum of **every 30 days**, regardless of risk level, for residential treatment placements;
c) A minimum of **every 90 days** for all other clinical services referrals; and
d) As requested by the USPO/USPSO.

(2) Case staffing should include, but is not limited to, the following:

a) The defendant's/person under supervision's motivation for treatment.
b) Appropriate type and frequency of treatment.
c) Treatment related goals that are specific, measurable, achievable, relevant and time-bound (SMART goals).
d) PCRA dynamic risk factors and elevated thinking styles (for USPO referrals).
e) Responsivity, cultural considerations for service delivery.
f) Non-compliance with supervision and/or treatment.
g) Community observation, collateral supports, officer delivered interventions.

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

f. **Vendor Reports (Substance Use, Mental Health, and Sex Offense Treatment Reports)**

The vendor shall submit to the USPO/USPSO, and maintain in the defendant's/person under supervision's file, the following:

(1) A typed **Treatment Plan**, created with the defendant/person under supervision, is submitted **at least every 90 days** that outlines the following:

a) Treatment related goals that are specific, measurable, achievable, relevant and time-bound (SMART) goals,
b) Action steps for the defendant/person under supervision to accomplish the identified treatment goals, to include appropriate type and frequency of treatment,
c) The defendant's/person under supervision's supportive social networks (e.g. family, friends, peer support, co-workers, etc.),
d) Medication management plan (when applicable),
e) Collaboration and coordination for community-based services

(when applicable),
f) Skills to assist in managing known risk and symptoms,
g) Adaptable skills for self-management,
h) Recommendation/justification for continued treatment services, and
i) Signed and dated by the vendor and defendant/person under supervision.

(2) A typed **Transitional Care Plan**, created with the defendant/person under supervision, when possible, that is submitted at the conclusion of contract treatment services, but no later than **15 business days** after treatment is terminated.

a. The community is best served when the person under supervision remains drug free, employed, and invested in healthy relationships beyond the period of supervision. Transitioning is defined as the process of moving a person under supervision from contract treatment services to a community-based aftercare program that is managed by the person under supervision. Transitioning from treatment occurs throughout the treatment process to ensure that the person under supervision possesses the tools and community resources necessary to function under decreasing levels of supervision which is monitored by the officer.

b. The typed transitional care plan shall outline the following:
1) the reason for concluding contract treatment services, to include unsuccessful discharge and the reasons why unsuccessful,
2) the defendant's/person under supervision's supportive social networks (e.g. family, friends, peer support, co-workers, etc.),
3) medication management plan (when applicable),
4) collaboration and coordination for community-based services (when applicable),
5) acquired skills to assist in managing known risk and symptoms,
6) adaptable skills for self-management,
7) diagnosis and prognosis, and
8) signed and dated by the vendor, and the defendant/person under supervision when possible.

g. **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
    a. a request by the United States Probation and/or Pretrial Services Offices, United States Attorney's Offices, or United States Parole Commission, or
    b. 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) Obtain the necessary consent/release forms required under federal, state or local law.
5) Not create, prepare, offer, or provide any opinions or reports related to legal proceedings of the federal court or Parole Commission, whether written or verbal that are not required by the treatment services statement of work or approved in writing by the Chief U.S. Probation Officer or Chief U.S. Pretrial Services Officer in the respective office where the information is requested.

h. **Emergency Services and Contact Procedures**

At the onset of services, the vendor shall establish and make available to all defendants/persons under supervision, emergency contact procedures that are accessible 24 hours a day, 7 days a week. This includes provisions for crisis intervention, schedule changes, local hotlines, and/or situations requiring immediate attention. Furthermore, the vendor shall ensure the availability of emergency services, such as after-hours staff phone numbers and local hotlines, for times when practitioners are not readily available.

i. **Monitoring**

The vendor shall participate in scheduled or unannounced monitoring which shall include:

1. Site inspection which includes the physical inspection of the vendor's facility where services are provided to defendants/persons under supervision to ensure it meets the required regulations and state determined standards.
2. Review of paper or electronic files for content, HIPAA compliant release of information forms, emergency services, case staffing conferences, reports, non-compliance notification, interactions with defendants/persons under supervision, etc.

3. Interviews with vendor/staff providing services under the agreement.
4. Interviews with defendants/persons under supervision receiving services.
5. Interviews with USPO/USPSO referring defendants/persons under supervision for services.
6. Observation of group counseling or other services under agreement which allows judiciary employees to gather feedback from direct observation to identify areas for improvement in service delivery, enhance understanding of information provided to defendants/persons under supervision, and make informed decisions about the vendor's adherence to the requirements of the agreement. Prior to the group observation, the vendor is responsible for obtaining appropriate, HIPAA- compliant informed consent from all non-federal group participants. The consent should be documented. The vendor is encouraged to have the group observer review and sign a vendor created privacy and confidentiality waiver to ensure the confidentiality and privacy of the participants' during and after the group observation; and
7. Review of invoices submitted under the agreement.

Within 180 days of awarding the agreement, or within 180 days of exercising an option to extend the agreement, the vendor shall receive a typed monitoring report from the CO. The monitoring report (see Section J attachments for monitoring report template) will contain a rating of Satisfactory (during the monitoring period, the vendor meets the requirements of the Statement of Work and operated within the terms and conditions of the agreement or there are few deficiencies with the vendor's performance) or Unsatisfactory (during the monitoring period, there are patterns of deficiencies with the performance of the vendor as to the requirements of the Statement of Work that must be corrected.

In the event of an Unsatisfactory rating, the vendor will be provided a timeframe in which they must complete their Corrective Action Plan. **Within five (5) business days** of receipt of the monitoring report, the vendor must submit a Corrective Action Plan outlining in detail how the vendor intends to correct the deficiencies within the time frame provided. Upon expiration of the Corrective Action time frame, the CO will complete a memo or letter documenting the vendor's compliance or noncompliance with the required corrective action plan. It should be noted the vendor must be performing at a Satisfactory rating (or a memo of compliance with Corrective Action Plan), in order to exercise an option to renew the agreement. Unsatisfactory performance can result in discontinued use of a vendor.

6. NOTIFYING USPO/USPSO OF DEFENDANT/PERSON UNDER SUPERVISION BEHAVIOR

The vendor shall notify the USPO/USPSO, or follow other notification protocol outlined

by the CO, **within 24 hours** or as specified in writing by the CO 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) Attempts or offers of bribery that involve any actions or suggestions made by the defendant/person under supervision to provide something of value to influence the actions, decisions, or behaviors of another person in an official role. This includes any direct or indirect attempts to offer money, gifts, or other incentives to obtain an unlawful advantage.
4) Attempts at deception and/or failure to produce a urine specimen for testing, including but not limited to stalling tactics, withholding a specimen, or failure to produce a specimen of sufficient quantity for testing. These actions indicate deliberate efforts to avoid or interfere with the testing process, compromising the integrity of the results. This also includes the use of adulterated specimens or other fake devices designed to manipulate or falsify test results.
5) Failure to appear as directed for any court-ordered authorized service on the Probation Form 45, including but not limited to, drug testing including urine collection, alcohol testing, and sweat patch testing, evaluation, assessment, counseling sessions, polygraph testing, medication appointments.
6) Failure to follow vendor staff direction.
7) Apparent failure to comply with programmatic rules or conditions of supervision, including but not limited to using drugs or admitting to the use of drugs, association with other persons under supervision or convicted felons, or engaging in criminal conduct. Additionally, this includes any actions that indicate non-compliance with the established guidelines and expectations of the treatment program.
8) Any behavior that might increase the risk of the defendant/person under supervision to the community or any specific third party. Behaviors under this subsection shall be immediately reported to the USPO/USPSO and CO.

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. It is the responsibility of the vendor to be familiar with the court-ordered requirements of the defendant/person under supervision, as outlined in the referral packet and/or discussed during case staffing conferences with the assigned officer.

7. STAFF REQUIREMENTS AND RESTRICTIONS

The vendor shall ensure that:

a. No staff member providing direct delivery of services under this contract are currently charged with or under investigation for a criminal offense and/or under current pretrial, probation, parole, mandatory release or supervised release (federal, state, or local). Additionally, such individuals shall not have access to any files of defendants/persons under supervision files.

b. 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 direct services under this agreement nor shall they have access to defendant/person under supervision files unless approved in writing by the CO after consultation with Office of General Counsel and AMO.

c. Persons providing direct delivery of services under this contract with any current disciplinary investigation, 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, or whose license has expired, shall not perform services under this agreement nor shall they have access to defendant/person under supervision files unless approved in writing by the CO after consultation with Office of General Counsel and AMO.

d. The vendors and its employees shall:
    1) Adhere to ethical responsibilities as outlined by the professional standards. This includes but is not limited to, avoiding compromising relationships or sexual relationships with defendants/persons under supervision and probation or pretrial services staff, avoiding conflicts of interest, maintaining privacy and confidentiality, ensuring proper access and disclosure of confidential records, preventing sexual harassment, and refraining from derogatory language. Additionally, it encompasses the obligation to uphold ethical conduct in all interactions and situations, ensuring the highest standards of professional behavior are maintained.
    2) Not employ, contract, or pay any defendant/person under active supervision, the defendant's/person under supervision's owned firm or business, or currently employed Judiciary employees to perform any work for the vendor related to consultation or services delivered as part of this agreement. This includes all work performed at the vendor's facilities or at locations of personal interest to the vendor.
    3) Report any such improprieties or the appearance thereof immediately to the USPO/USPSO or designee.

e. 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. **Within three business days**, the vendor shall notify the CO in writing of any staff changes. For any new staff, the vendor shall submit a Staff Qualifications

Statement (Section J Attachment) 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.

Should a vendor and/or subcontractor choose to relocate a facility or add an additional site within the catchment area, the vendor shall provide the CO written notification **no less than 30 days prior** and submit a Change or Addition of Performance Site (Section J Attachment). On site visits will be conducted to verify that the offeror's facility complies with the requirements of the RFP. Upon approval of the site, the CO will send an SF-30, Modification of Contract, for mutual agreement of the parties to accept the revision.

9. VENDOR COMPLIANCE

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: When an asterisk (*) is indicated in Section B for a project code, the vendor shall comply with additional requirements as outlined below.

DRUG TESTING

* 1010

The vendor shall operate a code-a-phone system for random urine collections and schedule urine collections three days per week from 10:00 a.m. to 8:30 p.m., and two weekends per month from 12:00 p.m. to 5:00 p.m.

SUBSTANCE USE SERVICES

* 2011

The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish speaking persons under supervision receive treatment services. Bilingual treatment

services may be provided directly by the vendors staff or through a subcontractor.
The vendors services are made available during the weekday (from 9:00 a.m. until 5:00 p.m.) and 2 evenings per week (from 5:00 p.m. until 8:00 p.m.).

The physical facility at which services are provided is located within mile of public transportation access.

* 2010

The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish speaking persons under supervision receive treatment services. Bilingual treatment services may be provided directly by the vendors staff or through a subcontractor.
The vendors services are made available during the weekday (from 9:00 a.m. until 5:00 p.m.) and 2 evenings per week (from 5:00 p.m. until 8:00 p.m.).

The physical facility at which services are provided is located within mile of public transportation access.

* 2020

The vendors services are made available during the weekday (from 9:00 a.m. until 5:00 p.m.) and 2 evenings per week (from 5:00 p.m. until 8:00 p.m.).

The physical facility at which services are provided is located within mile of public transportation access.

SECTION D. PACKAGING AND MARKING

NOT APPLICABLE

SECTION E - INSPECTION AND ACCEPTANCE

E.1 Vendors Performance (Mandatory Requirement)

The vendor and subcontractor shall:

(a) Maintain a physical facility, within the identified catchment area, that meets all applicable federal, state and local regulations (e.g., building codes). In the event the physical facility does not provide adequate access for defendants/persons under supervision with physical disabilities (e.g. no elevator access to second floor office space, etc.), the vendor shall have access to an alternate facility/space within the identified catchment area that meets the requirements.

(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 Defendants and Persons Under Supervision (Mandatory Requirements)

a. In an effort to protect the community by providing outpatient treatment services, the vendor shall have the capability to immediately place Federal defendants/persons under supervision in outpatient assessment/testing/evaluation/treatment or drug/alcohol testing 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, recognizing priority placement above other referrals.

c. The vendor shall not unilaterally refuse services to any defendant/person under supervision referred by the Judiciary, except where the defendant/person under supervision poses an apparent danger to the vendor's staff or other clients. The vendor shall not deny access to services solely based on the defendant's/person under supervision's current participation in medication-assisted treatment (MAT), medical condition, disability, religion, ethnic origins or criminal record. The vendor shall not refuse service without approval of the Judiciary.

d. Termination of defendants/persons under supervision from treatment or other authorized services, based upon a violation of the vendor's program rules and regulations shall not be made without the approval of the Judiciary. When necessary, the vendor may take appropriate and immediate action to protect staff and clients.

e. The vendor shall not tell defendants/persons under supervision 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, G, H and I 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/person under supervision 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/person under supervision 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. Note: this requirement is not in lieu of the vendor following other local/state/federal record retention requirements.

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, of the AO367. Additionally, the **Monthly Sign-In Logs, Drug Testing Logs,** documentation of any vendor related travel, and documentation of medication or transportation receipts (if applicable) shall be submitted to the CO or other authorized designee. NOTE: documentation submitted with the invoice is not forwarded to the USPO/USPSO; therefore, all required reports, evaluations, treatment plans, etc. shall be submitted in accordance with Section C requirements.

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 invoice template (Parts A and B) as provided by the CO (any substitute invoice template requires approval of the CO), indicating:

(1) Individual defendant/person under supervision names and identifying numbers,

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

(3) Receipt of all co-payments.

Note: The Administrative Office encourages computer generated billing and will accept a vendor's invoice in an Excel format. The vendor shall only submit invoices electronically in a manner approved by the CO 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, said signature can be electronic or physical:

(1) Is correct and accurate to the best of their knowledge, and

(2) Includes only charges for services actually provided to defendants/persons under supervision.

e. The vendor shall submit separate invoices for services provided to U.S. Pretrial Services defendants and services provided to U.S. Probation Office persons under supervision.

f. When formulating pricing for services, the vendor should consider incorporating the cost of "No-shows" into the unit price charged. A "No-show" occurs when a defendant/person under supervision does not report for scheduled services and/or does not cancel with at least 24 hours advance notice. It should be noted the vendor shall not invoice the Judiciary or receive reimbursement from the defendant/person under supervision for any no-shows. -

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 CO 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 Judiciary.

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
61-75	$25.00
76-90	$30.00

j. The vendor shall include the cost of written reports and case staffing conferences with the USPO/USPSO in the prices for defendant/person under supervision services unless the Probation Form 45 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, e-mails, texting, etc. with defendants/persons under supervision in the unit price for the services and shall not bill separately for these contacts.

l. For project codes 1010, 1011, and 1012, that are untestable in accordance with the no-test policy or failure to follow the required collection guidelines, the vendor shall not invoice the district. The USPO/USPSO will provide notification to the vendor of untestable specimens.

G.4 Reimbursements or Copayments (Mandatory Requirement)

a. The vendor shall not request or accept payment either directly or indirectly from the defendant/person under supervision for services under this agreement unless the USPO/USPSO authorizes on the Probation Form 45 a co-payment for partial or total payment by the defendant/person under supervision.

b. The vendor shall not submit invoices to the Judiciary for services under this agreement where the vendor already has submitted invoices or received payment for the same services from other sources (e.g. state funding, private insurance, Medicaid, Medicare, etc.). Note: if the vendor submitted invoices and received payment for the same services from other sources, the vendor is not authorized to collect an administrative fee for receipt of payment and/or co-payment paid to 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 Judiciary under this agreement, the vendor shall reimburse the Judiciary 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 or co-payment for services in an amount that exceeds the amount authorized in the contract/agreement with the Judiciary, or that exceeds the actual cost of the service.

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)(l) of this clause;

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

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

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

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

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

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

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

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

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

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

H.3 Government Furnished Property - (JAN 2003)

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

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

SECTION I - REQUIRED CLAUSES

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

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

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

I.2 Subcontracting

Services 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/persons under supervision 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.

The prime contractor is responsible to the judiciary for overall performance of the services required under this contract. If any services are subcontracted, the prime contractor shall ensure that the subcontractor is complying with the requirements of this contract, 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 5 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 2-57 Protecting, Reporting, and Responding to Incidents Involving Sensitive Information - (JUN 2024)

(a) Definitions. As used in this clause —

"Breach" means the loss of control, compromise, unauthorized disclosure, unauthorized acquisition, or any similar occurrence where an unauthorized person accesses or potentially accesses Sensitive Information, or an authorized user accesses Sensitive Information for an unauthorized purpose.

"Incident" means an occurrence that—

(1) Actually or imminently jeopardizes, without lawful authority, the integrity, confidentiality, or availability of information or an information system; or

(2) Constitutes a violation, or imminent threat of violation, of law, security policies, security procedures, or acceptable use policies.

"Information System" means a discrete set of information resources organized for the collection, processing, maintenance, use, sharing, dissemination, or disposition of information.

"Personally Identifiable Information (PII)" means information that can identify an individual, when used alone or with other relevant data. PII may contain direct identifiers (e.g., Social Security numbers) that can identify a person uniquely or quasi-identifiers (e.g., date of birth) that can be combined with other quasiidentifiers to successfully recognize an individual. The definition of PII is not anchored to any single category of information or technology. Examples of stand-alone PII that are particularly sensitive include: Social Security numbers (SSNs), driver's license or State identification numbers, Alien Registration Numbers (A-numbers), financial account numbers, and biometric identifiers.

"Privacy Information" means both PII and Sensitive Personally Identifiable Information (SPII).

"Sensitive Information" means any data or other information for which public disclosure, or disclosure to users without a need to know to perform their jobs, can harm individuals, the U.S. government, or private organizations. Sensitive Information includes Privacy Information and the following types of information:

(1) Agreement Information. Information received by judiciary organizations, according to agreements with other federal, state, local, tribal, territorial, or private sector partners, that is required to be protected under the agreement with that partner or other applicable laws.

(2) Procurement Information. Information related to procurements that is considered sensitive and is not normally shared with the public outside official processes. This includes internal information and documents related to procurements, source selection information, vendor proposals, and submitted information marked as proprietary or sensitive. This does not include the contractor's own proposal(s) or contract(s) with the judiciary.

(3) Information Systems Vulnerability Information (ISVI).
   (A) Information technology (IT) systems data (e.g., systems inventories, enterprise architecture models) that reveal infrastructure used for servers, desktops, and networks; application name, version, and release; switching, router, and gateway information; interconnections and access methods; and mission or business use or need.
   (B) Information about developing or current technology, the release of which could hinder judiciary objectives, compromise a technological advantage or countermeasure, cause a denial of service, or provide an adversary with sufficient information to clone, counterfeit, or circumvent a process or system.
   (C) System vulnerability or weakness information that could be used to compromise the confidentiality, integrity, or availability of an information system.

(4) Personnel Security Information. Information that could result in physical risk to judiciary personnel.

(5) Physical Security Information. Information related to the protection of judiciary buildings, grounds, or property, including reviews or reports that illustrate or disclose facility infrastructure or security vulnerabilities. Examples include threat assessments, system security plans, security diagrams for judiciary buildings, contingency plans, risk management plans, business impact analysis studies, and certification and accreditation documentation.

(6) Court Related Information. Sealed cases, sealed documents or other information marked as sensitive by a court. This includes Highly Sensitive Documents (HSD), which are documents or other materials that contain sensitive, but unclassified, information that warrants exceptional handling and storage procedures to prevent significant consequences from unauthorized access or disclosure.

(7) Privileged/confidential Information. Information protected through recognized confidential relationships.

(8) Official Business Information. Proposed budgets, draft plans or policies, other information intended only for consideration by internal decision makers or other confidential audiences.

"Sensitive Personally Identifiable Information (SPII)" is a subset of PII that if lost, compromised, or disclosed without authorization, could result in substantial harm, embarrassment, inconvenience, or unfairness to an individual.

(1) Multiple pieces of information, when combined, may pose an increased risk of harm to the individual. SPII may consist of any grouping of information that contains an individual's name or other unique identifier, plus one or more of the following elements:
(A) Truncated SSN (e.g., last four digits);
(B) Birthdate (month, day, and year);
(C) Citizenship or immigration status;
(D) Ethnic or religious affiliation;
(E) Sexual orientation;
(F) Criminal history;
(G) Medical information; and
(H) System authentication information (e.g., mother's birth name, account passwords, personal identification numbers (PINs)).

(2) Other PII (e.g., list of employees and their performance ratings, unlisted home address, unlisted phone number) that may present an increased risk of harm to the individual depending on its context. The context includes the purpose for which the PII was collected, maintained, and used. The same information in different contexts can reveal additional information about the impacted individual.

(b) Accessing and Protecting Sensitive Information

(1) Contractor roles and responsibilities regarding Sensitive Information. Before the contractor shall have access to Sensitive Information, the contractor shall coordinate with the contracting officer's representative (COR) about the contractor's roles and responsibilities regarding the Sensitive Information, and how an incident or suspected incident will be handled consistent with this clause and judiciary policies and procedures. Before they may access the Sensitive Information, the contractor, their staff, and subcontractors shall complete all forms, trainings, and briefings as may be necessary for security or other reasons.

(2) Training. Contractors that have access to Sensitive Information as part of this contract shall provide their staff with training before they access Sensitive Information, and then at least annually thereafter. The training shall comply with this clause and the training shall cover how to properly handle and safeguard judiciary Sensitive Information and how to identify and report incidents or suspected incidents regarding judiciary Sensitive Information consistent with this clause. The contractor shall provide an initial report, and then an annual report each year after that, to the COR that shows that contractor staff and any subcontractor staff working on the contract have all successfully completed such training. The Contractor shall also provide the COR confirmation that any new staff or subcontractor staff that join the contract after the contract has begun have also successfully completed such training.

(3) Access. Contractor shall have access only to those areas of judiciary Sensitive Information resources explicitly stated in this contract or approved by the contracting officer or COR in writing, as necessary for performance of the work under this contract. Any attempts by contractor personnel to gain access to any information resources not expressly authorized by the terms and conditions in this contract, or as approved in writing by the contracting officer or COR, are strictly prohibited. If this clause is violated, the

judiciary will take appropriate actions regarding the contract and the individual(s) involved.

(4) Protection Requirements

(A) Contractor shall safeguard all Sensitive Information and shall take reasonable measures to prevent the unauthorized use, disclosure, or loss of Sensitive Information. This includes Sensitive Information in any medium or form, including electronic, oral, or paper.

(B) Contractor and their subcontractors shall safeguard Sensitive Information whether it resides on judiciary owned and operated information systems, judiciary owned and contractor-operated information systems, contractor-owned and/or operated information systems operating on behalf of the judiciary, and any situation where contractor and/or subcontractor employees may have access to Sensitive Information because of their relationship with the judiciary.

(C) Sensitive Information shall not be stored on a mobile device or portable electronic media and shall be handled with awareness of the surroundings, so that the Sensitive Information is not disclosed to unauthorized individuals. Sensitive Information shall be secured when unattended or not in use. If performance of the contract requires the contractor to access Sensitive Information on a mobile device or portable electronic media, they shall notify the contracting officer and COR and provide details on the use case required and how such use will comply with this clause and all other applicable policies and guidelines. The COR will work with the contractor and determine if such a use case is acceptable. The contractor shall not use or store Sensitive Information on a mobile device or portable electronic media until the contracting officer provides acceptance of the use case.

(D) Contractor shall encrypt Sensitive Information if the Sensitive Information is in transit or is stored outside of judiciary networks. This includes any Sensitive Information that may reside on, or transit contractor-owned or operated information systems.

(E) All Sensitive Information must be appropriately labeled, secured, and be properly returned, disposed of, or sanitized when no longer needed or at the end of the contract. See section (e) of this clause for more guidance on returning, sanitizing, and disposing of judiciary Sensitive Information.

(F) Removal. The contracting officer may require the contractor to prohibit individuals from working on the contract if the judiciary deems their initial or continued employment on the contract contrary to the public interest for any reason, including, but not limited to, carelessness, insubordination, incompetence, or security concerns.

(c) Incident Reporting Requirements

(1) Contractors and subcontractors shall report all known or suspected incidents to the Security Operations Center (SOC), which is staffed 24 hours per day, seven days per week.

(A) When reporting incidents to the SOC, contractors and subcontractors shall submit the report by:

(i) email to soc@ao.uscourts.gov with courtesy copy to the contracting officer and COR using the contact information identified in the contract, or

(ii) phone call to 202-502-4370, in which case the contractor must notify the contracting officer and COR immediately after reporting to the SOC.

(B) Contractors and subcontractors shall report all known or suspected incidents involving PII or SPII within one hour of discovery. All other incidents shall be reported within eight hours of discovery.

(C) Subcontractors shall notify the prime contractor if they have reported a known or suspected incident to the SOC. Lower tier subcontractors shall also notify their higher tier subcontractor, until the prime contractor is reached.

(2) The judiciary will determine whether information exposed in an unauthorized disclosure or security breach of information under the contractor's control or in an information system under the contractor's control at the time of the incident is Sensitive Information, PII, or SPII by performing an assessment of the specific risk that an individual could be identified using the exposed information with other information that is linked or linkable to the individual. Information that is not PII when considered alone can become PII or SPII whenever additional information becomes available, in any medium or from any source, that would make it possible to identify an individual. Certain data elements are particularly sensitive and may alone present an increased risk of harm to an individual. Final determination of the categorization of exposed information as Sensitive Information, PII, or SPII will be made in writing by the contracting officer.

(3) Sensitive Information transmitted via email shall be protected by encryption. When using regular email channels, contractors and subcontractors shall not include any Sensitive Information in the subject or body of any email. The Sensitive Information shall be included as a password-protected attachment with the password provided under separate cover, including as a separate email. Recipients of Sensitive Information shall comply with any email restrictions imposed by the originator.

(4) No incident may, by itself, be interpreted as evidence that the contractor or subcontractor has failed to provide adequate information security safeguards for Sensitive Information or has otherwise failed to meet the requirements of the contract.

(5) If an incident involves PII or SPII, contractors and subcontractors shall also provide as many of the following data elements that are available at the time the incident is reported, with any remaining data elements provided within 24 hours of submission of the initial incident report:
(A) Unique Entity Identifier (UEI);
(B) Contract numbers affected, unless all contracts by the company are affected;
(C) Facility CAGE code, if the location of the event is different than the prime contractor location;
(D) Point of contact (POC), if different than the POC recorded in the System for Award Management (address, position, telephone, and email);
(E) Contracting officer POC (address, telephone, and email);
(F) Contract clearance level;
(G) Name of subcontractor and CAGE code, if this was an incident on a subcontractor network;
(H) Government programs, platforms, or systems involved;
(I) Location(s) of incident;
(J) Date and time the incident was discovered;
(K) Server names where Privacy Information resided at the time of the incident, both at the

contractor and subcontractor level;
(L) Description of the government PII or SPII contained within the system; and
(M) Any additional information relevant to the incident.

(d) Incident Response Requirements

(1) All determinations by the judiciary related to incidents, including response activities, will be made in writing by the contracting officer.

(2) The contractor shall provide full access and cooperation for all activities determined by the government to be required to ensure an effective incident response, including providing all requested images, log files, and event information to facilitate rapid resolution of incidents.

(3) Incident response activities determined to be required by the government may include, but are not limited to, the following:
(A) Inspections;
(B) Investigations;
(C) Forensic reviews;
(D) Data analyses and processing; and
(E) Revocation of the Authority to Operate (ATO), if applicable.

(4) The contractor shall immediately preserve and protect images of known affected information systems and all available monitoring or packet capture data. The monitoring or packet capture data shall be retained for at least 180 days from submission of the incident report to allow the judiciary to request the media or decline interest.

(5) The judiciary, at its sole discretion, may obtain assistance from other Federal agencies and/or third-party firms to aid in incident response activities.

(e) Certificate of Sanitization of Government and Government-Activity-Related Files and Information

Upon the conclusion of the contract by expiration, termination, cancellation, or as otherwise indicated in the contract, the contractor shall return all Sensitive Information to the judiciary and/or destroy it physically and/or logically as identified in the contract, unless the contract states that return and/or destruction of Sensitive Information is not required. Destruction shall conform to the guidelines for media sanitization contained in NIST SP 800–88, Guidelines for Media Sanitization. The contractor shall certify and confirm the sanitization of all government and government-activity related files and information. The contractor shall submit the certification to the COR and contracting officer following the template provided in NIST SP 800–88, Guidelines for Media Sanitization, Appendix G.

(f) Other Reporting Requirements

Incident reporting required by this clause does not rescind the contractor's responsibility for other incident reporting pertaining to its information systems under other clauses that may apply to its contract(s), or as a result of other applicable statutory or regulatory requirements, or other government requirements.

(g) PII and SPII Incident Notification Requirements

(1) All determinations by the judiciary related to notifications to affected individuals and/or federal agencies and related services (e.g., credit monitoring) will be made in writing by the contracting officer.

(2) No later than five business days after being directed by the contracting officer, or as otherwise required by applicable law, the contractor shall notify any individual whose PII or SPII was either under the control of the contractor or resided in an information system under control of the contractor at the time the incident occurred. The method and content of any notification by the contractor shall be coordinated with, and subject to prior written approval by, the contracting officer. The contractor shall not proceed with notification unless directed in writing by the contracting officer.

(3) Subject to government analysis of the incident and direction to the contractor regarding any resulting notification, the notification method may consist of letters to affected individuals sent by first-class mail, electronic means, or general public notice, as approved by the contracting officer. Notification may require the contractor's use of address verification and/or address location services. At a minimum, the notification shall include:

(A) A brief description of the incident;
(B) A description of the types of PII or SPII involved;
(C) A statement as to whether the PII or SPII was encrypted or protected by other means;
(D) Steps individuals may take to protect themselves;
(E) What the contractor and/or the government are doing to investigate the incident, mitigate the incident, and protect against any future incidents; and
(F) Information identifying who individuals may contact for additional information.

(h) Credit Monitoring Requirements

The contracting officer may direct the contractor to:

(1) Provide notification to affected individuals, as described in paragraph (g)(2).

(2) Provide credit monitoring services to individuals whose PII or SPII was under the control of the contractor or resided in the information system at the time of the incident for a period beginning the date of the incident and extending not less than 18 months from the date the individual is notified. Credit monitoring services shall be provided from a company with which the contractor has no affiliation. At a minimum, credit monitoring services shall include:

(A) Triple credit bureau monitoring;
(B) Daily customer service;
(C) Alerts provided to the individual for changes and fraud; and
(D) Assistance to the individual with enrollment in the services and the use of fraud alerts.

(3) Establish a dedicated call center. Call center services shall include:
(A) A dedicated telephone number to contact customer service within a fixed period;
(B) Information necessary for enrollees to access credit reports and credit

scores;

(C) Escalation of calls that cannot be handled by call center staff, to call center management or AOUSC, as appropriate;

(D) Weekly reports on call center volume, issue escalation, and other key metrics;

(E) Customized frequently asked questions, approved in writing by the contracting officer in coordination with the Judiciary Breach Response Team (BRT); and

(F) Information for enrollees to contact customer service and fraud resolution representatives for credit monitoring assistance.

(i) Subcontracts

(1) The contractor shall insert this clause in all subcontracts and require subcontractors to include this clause in all lower tier subcontracts when subcontractor employees will:

(A) have access to Sensitive Information;
(B) have access to or handle systems containing Sensitive Information;
(C) collect or maintain Sensitive Information on behalf of the Judiciary; or
(D) use a subcontractor information system(s) to process, store, or transmit Sensitive Information.

(2) Any violation by a subcontractor of any of the provisions established in this clause will be attributed to the contractor.

(3) Any breach or incident, as defined in paragraph (a) (Definitions) of this clause, experienced by a subcontractor will be attributed to the contractor for the purpose of triggering contractor compliance with the requirements in paragraphs (c) (Incident Reporting Requirements), (d) (Incident Response Requirements), (f) (Other Reporting Requirements), (g) (PII and SPII Incident Notification Requirements), and (h) (Credit Monitoring Requirements) of this clause.

I.6 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	MAR 2019
Clause 3-160	Service Contract Labor Standards	MAR 2019
Clause 3-205	Protest After Award	JAN 2003

Clause 3-210 Protests JUN 2014

Clause 3-300 Registration in the System for Award Management OCT 2023

(a) Definitions. As used in this clause –

"System for Award Management (SAM)" means the federal government owned and operated free website that replaced the Central Contractor Registration (CCR) and is the primary government repository for contractor information required for the conduct of business with the government.

Unique entity identifier (UEI) means a number or other identifier used to identify a specific commercial, nonprofit, or Government entity. See www.sam.gov for the designated entity for establishing UEI.

"Registered in the SAM database" means that –

(1) The contractor has entered all mandatory information, including the UEI, into the SAM database; and
(2) The government has validated all mandatory data fields, to include validation of the Taxpayer Identification Number (TIN) with the Internal Revenue Service (IRS), and has marked the record "Active". The contractor will be required to provide consent for TIN validation to the government as a part of the SAM registration process.

(b) (1) By submission of an offer, the offeror acknowledges the requirement that a Prospective awardee shall be registered in the SAM database prior to award, during performance, and through final payment of any contract, basic agreement, basic ordering agreement, or blanket purchasing agreement resulting from this solicitation.
(2) The offeror shall enter, in the block with its name and address on the cover page of its offer, the annotation "Unique Entity Identifier" followed by the UEI that identifies the offeror's name and address exactly as stated in the offer. The UEI will be used by the contracting officer to verify that the offeror is registered in the SAM database.

(c) If the offeror does not have a UEI, it may obtain one at SAM.gov. The offeror should be prepared to provide the following information:
(1) company legal business name;
(2) tradestyle, doing business, or other name by which your entity is commonly recognized;
(3) company physical street address, city, state and ZIP code;
(4) company mailing address, city, state and ZIP code (if different from physical);
(5) company telephone number;
(6) date the company was started;
(7) number of employees at your location;
(8) chief executive officer/key manager;
(9) line of business (industry);
(10) company headquarters name and address (reporting relationship within your entity).

(d) If the offeror does not become registered in the SAM database within the time prescribed by the contracting officer, the contracting officer will proceed to award to the next otherwise successful registered offeror.

(e) Processing time, which normally takes 48 hours, should be taken into consideration when registering. Offerors who are not registered should consider applying for registration immediately upon receipt of this solicitation.

(f) The contractor is responsible for the accuracy and completeness of the data within the SAM database, and for any liability resulting from the government's reliance on inaccurate or incomplete data. To remain registered in the SAM database after the initial registration, the contractor is required to review and update on an annual basis from the date of initial registration or subsequent updates its information in the SAM database to ensure it is current, accurate and complete. Updating information in the SAM does not alter the terms and conditions of this contract and is not a substitute for a properly executed contractual document.

(g) Change of Name and Novation Agreements:

(1) If a contractor has legally changed its business name, "doing business as" name, or division name (whichever is shown on the contract), or has transferred the assets used in performing the contract, but has not completed the necessary requirements regarding novation and change-of name agreements, the contractor shall provide the responsible contracting officer a minimum of one business day's written notification of its intention to:

i. Change the name in the SAM database;
ii. comply with the requirements of Guide to Judiciary Policy, Vol. 14, § 745.55; and
iii. agree in writing to the timeline and procedures specified by the responsible contracting officer. The contractor must provide with the notification sufficient documentation to support the legally changed name.

(2) If the contractor fails to comply with the requirements of paragraph (g)(1) of this clause, or fails to perform the agreement at paragraph (g)(1)(iii) of this clause, and, in the absence of a properly executed novation or change-of-name agreement, the SAM information showing the contractor to be other than the contractor indicated in the contract will be considered to be incorrect information within the meaning of the "Suspension of Payment" paragraph of the electronic funds transfer (EFT) clause of this contract.

(h) Assignment of Claims The contractor shall not change the name or address for EFT payments or manual payments, as appropriate, in the SAM record to reflect an assignee for the purpose of assignment of claims. Assignees shall be separately registered in the SAM database. Information provided to the contractor's SAM record that indicates payments, including those made by EFT, to an ultimate recipient other than the contractor will be considered to be incorrect information within the meaning of the "Suspension of payment" paragraph of the EFT clause of this contract.

(i) Offerors and contractors may obtain information on registration and annual confirmation requirements via the internet at http://www.SAM.gov or by calling 1-866-606-8220 or at http://www.FSD.gov.

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 1-5	Conflict of Interest	
Clause 1-10	Gratuities or Gifts	JAN 2010
Clause 3-35	Covenant Against Contingent Fees	
Clause 3-40	Restrictions on Subcontractor Sales to the Government	
Clause 3-45	Anti-Kickback Procedures	
Clause 3-50	Cancellation, Rescission, and Recovery of Funds for Illegal or Improper Activity	
Clause 3-55	Price or Fee Adjustment for Illegal or	

	Improper Activity
Clause 3-105	Audit and Records
Clause 3-120	Order of Precedence
Clause 7-20	Security Requirements
Clause 7-25	Indemnification
Clause 7-100B	Limitation of Liability (Services)
Clause 7-110	Bankruptcy
Clause 7-130	Interest (Prompt Payment)
Clause 7-210	Payment of Emergency Closures
Clause 7-215	Notification of Ownership Changes

SECTION J - LIST OF ATTACHMENTS

J.1 SAMPLE PROGRAM PLAN

J.2 MONTHLY SIGN IN LOG

J.3 REMOVED

J.4 INVOICE TEMPLATE

J.5 TESTING LOGS (URINALYSIS, SWEAT PATCH, BREATHALYZER)

J.6 APA MODEL SEX HISTORY DISCLOSURE POLYGRAPH QUESTIONNAIRE (disclaimer: this content contains sensitive subject matter that may be offensive to the reader) – MAY BE REMOVED FROM SOLICITATION DOCUMENTS WHEN NOT APPLICABLE

J.7 STAFF QUALIFICATION STATEMENT

J.8 CHANGE OR ADDITION OF PERFORMANCE SITE(S)

J.9 MONITORING REPORT TEMPLATE

J.10 DEPARTMENT OF LABOR WAGE DETERMINATION
(As required by the Service Contract Act, when applicable.)

Attachment J.1

Prob. Form 45 Today's Date:

Client Identifying Information

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

Provider Information

Provider:
Provider Location:
Attn:
Location Address:

Phone:
Fax:

Procurement No:
Effective Date:
Termination Date:

Authorized Services

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

Services Ordered

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

Instructions to Provider Regarding Client Needs and Goals of Treatment

_____ _____ _____

Officer: Referral Agent: Client:

Revised 5-2023

MONTHLY SIGN IN LOG

Complete one form per person per month. Include all scheduled contacts. In the event the person does not attend a scheduled service, indicate "no show" in the comment column. In the event the person does not attend any services within the month, include a comment noting why no services were provided/received. If telemedicine is provided, print the defendant's/person under supervision's name within the signature field, and the comment section shall reflect the means in which the session was provided (i.e. teleconference, video conference, internet).

Vendor:

Agreement #:

Defendant/Person Under Supervision:

PACTS #: ☐ Pretrial ☐ Post-Conviction

Service Month/Year:

Required co-payment (if applicable):

Date	Defendant/Person under Supervision signature	Project Code	Time In	Time Out	Vendor Initials	Co-pay Received	Comments (i.e., no show, delivery method of telemedicine, no services)

Additional Page

Defendant/Person Under Supervision Name:

Date	Defendant/Person under Supervision signature	Project Code	Time In	Time Out	Vendor Initials	Co-pay Received	Comments (i.e., no show, delivery method of telemedicine, no services)

Date _____ Page _____ of _____

ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
TREATMENT SERVICES INVOICE

(PART A)

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

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

_____
Authorized Administrator

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

Date _____ Page _____ of _____

ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
TREATMENT SERVICES INVOICE

(PART B)

Subtotal all costs for each client listed below:

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

BREATHALYZER INSTRUMENT LOG

Vendor Name _____

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

Attachment J.5

BREATHALYZER LOG

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name_____ PACTS #_____ Month/Year_____

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

Comments (please note any unusual occurrences):

SWEAT PATCH TESTING LOG

COMPLETE ONE FORM PER CLIENT PER MONTH - to be used for project code 1012
COMPLETE THE FIRST FIVE COLUMNS UPON APPLICATION, AND THE LAST FOUR UPON REMOVAL (bill only upon removal)

Client Name _____ PACTS # _____ Month/Year_____

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

Comments (please note any unusual occurrences):

Urinalysis Testing Log

Complete one form per person per month - to be used for project codes 1010 and 1011

Defendant/Person Under Supervision Name:

PACTS #:

Vendor Name & BPA #:

Month/Year:

Date Collected	Defendant/Person Under Supervision Signature	Collector initials	Bar Code # (for 1010)	Special test (for 1010)	Meds taken	Test Result (for 1011 only)	Co-pay collected

Form Disclosure

This Model Sex History Disclosure Polygraph Questionnaire ("Model Policy Questionnaire") was prepared by the American Polygraph Association's (APA) Post Conviction Sex Offender Committee (PCSOT Committee) and approved by the APA Board of Directors on August 26, 2023. The PCSOT Committee endeavored to incorporate in this Model Policy Questionnaire the most current information and contemporary professional judgment on this issue. However, no "model" policy or "model" questionnaire can meet all the needs of any given agency, polygraph examiner, or other sex offender team member (sex offender team). While this Model Policy is provided to assist in standardizing and promoting the effectiveness of the Sexual History Exam each sex offender team operates in a unique environment of federal court rulings, state laws and court rulings, local ordinances, regulations, and administrative decisions. In addition to these considerations, the formulation of specific sex offender team policies and questionnaires should consider local political and community perspectives and customs, prerogatives and demands; divergent strategies and philosophies; and the impact of varied resource capabilities, unique circumstances of the sex offender, among other factors.

This Model Policy Questionnaire is informational and not intended as professional, legal, or other advice or as a substitute for advice from a professional or attorney. If you require professional, legal, or other advice about the subject of this Model Policy Questionnaire, you should seek the services of a professional or attorney in your jurisdiction.

The APA disclaims all liability to any party for any direct, indirect, implied, punitive, special, incidental, or other consequential damages arising directly or indirectly from any use of this Model Policy Questionnaire.

American Polygraph Association
Model Sexual History Disclosure Polygraph Questionnaire
August 26, 2023

Information for Treatment and Supervision Team Members

This Model Sex History Disclosure Polygraph Questionnaire is provided to assist convicted persons, treatment providers, supervising officers and polygraph professionals to increase the standardization and effectiveness of the Sexual History Exam (SHE), as described in the APA Model Policy for Post Conviction Sex Offender Testing. The SHE is a screening polygraph used to investigate the veracity of a convicted persons' self-reported history of involvement, in uncharged or unreported sexual offense behaviors and sexual behaviors that may be indicators of sexual compulsivity, sexual pre-occupation, or sexual deviancy. The SHE should be used when a referring professional wants to investigate a convicted person's lifetime history of uncharged/unreported sexual offense behaviors. The SHE is conducted on persons convicted of sexual offenses, in the absence of any allegation or incident other than the crime of conviction or other known historical convictions. Polygraph testing via the SHE is not intended to investigate reportable crime information and should not be interpreted as deterministic or infallible. Instead, test results can be thought of as categorical conclusions based on the probabilistic strength of information or margin of uncertainty along with the stated tolerance for risk of error.

Behavioral targets should be selected in collaboration with the referring professional for their operational relevance to risk assessment, risk management and treatment planning. Target questions may include behaviors related to the selection of, access to, control or silencing of, and impact on abused persons. Target issues may also include non-contact sexual offense behaviors, as well as behaviors related to grooming, manipulation, use of violence, physical force, restraint, threats of harm, and building or exploiting relationships as a means of gaining access to others for sexual abuse. Target issues may also provide information about involvement or non-involvement in behaviors that may be indicative of sexual compulsivity or preoccupation. Although it is unrealistic to attempt to test and fully resolve every possible sex history target, or to assume that it is possible to know everything about a convicted person's entire lifetime of sexual behavior, the SHE commonly addresses a range of different target behaviors that are interpreted with an assumption of independence. In other words, the SHE is a multiple issue test, subject to the advantages and limitations of omnibus analysis. The SHE can also be conducted as a narrowly focused single-issue exam, or as a series of single-issue exams. Validated polygraph test formats can be used with two to four relevant target issues.

Examiners should familiarize themselves with the types of sexual behavior that play an important role in sex offense risk assessment and sex offense treatment. Some sexual behaviors, for example, may be indicative of sexual compulsivity or preoccupation for which the actual number of incidents, for those who admit these behaviors, may not add additional information – though such test questions may be useful with convicted persons who substantially deny any involvement in those behaviors.

Information and results from these examinations are intended to assist in risk assessment, risk management and treatment planning. The goal of these polygraph examinations is not to identify prosecutable crimes, but to obtain information about an individual's sexual attitudes and behaviors, and to help clarify whether a person has a history of acting on particular sexual interests, desires, or patterns of problematic sexual behavior. For persons who have not engaged in particular behaviors, the goal is to establish a basis of evidence to support professional conclusions to accept the veracity of the individual's statements. Information and results from these examinations should be reported only to the professional members of the supervision or treatment team unless otherwise directed by law.

Information for Examinees

Information requested in this Sex History Disclosure Polygraph Questionnaire is intended to help your treatment and supervision team members with treatment planning, risk assessment tasks, and risk management goals. *Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.* Something that is "uncharged" is a behavior you have not been convicted of. Examples of this may include (but are not limited to) a sexual behavior where you plead to a non-sexually related crime, a sexual behavior that led to a violation instead of a new conviction, the sexual behavior qualified for youthful offender status, and/or deferred sentencing such as accelerated rehabilitation. However, you are requested to be truthful and honest about your history of sexual behavior patterns. The information and forms in this Sexual History document are designed to help you to be truthful and successful. Refer to the included Operational Definitions and talk to your treatment and supervision team members for information if you have any difficulty understanding the information or these instructions. Truthfulness about your sexual history may be viewed as a milestone or indicator of engagement and progress in treatment.

Directions:

1. Complete every page (every form) even if you have nothing to report. If you have nothing to report about a particular behavioral question simply state that on the form, or cross out the form, and then sign and date the form. If someone assisted you in completing each form, have them write their name at the bottom of each form.
2. ***Do not*** include personal identifying information for any other person. This includes:
   a. Their name,
   b. Relationship to you (such as identifying children, nieces, grandparents, etc.).
   c. The exact dates of a behavior or incident,
   d. The exact location or jurisdiction where a behavior or incident occurred, and
   e. Other identifying information.
3. When completing the forms, please include only the information requested (i.e., age of the other person, gender of the other person, if they were related to you or not, if you knew the person more or less than 24 hours, etc.)
4. If you do not understand any information requested, you may write or indicate that on the form. Then sign and date the form.
5. If you prefer to discuss the information with your treatment provider or with your supervising officer before completing each form, or during the polygraph interview you may write or indicate that on the form. Then sign and date the form.
6. The timeframe of interest to your Sex History Polygraph is your entire lifetime. However, your treatment and/or supervision team member may provide you with individualized instruction or guidance about how to complete the Sex History Disclosure Polygraph Questionnaire which may include a different time frame.
7. Complete all of the sexual behavior forms first. *Again, do not put any other person's personal identifying information on these forms*. There are four sections in the Sexual History Document: Personal Sexual History, Sexual Offense Behaviors, Non-Contact Sexual Offense Behaviors, and Viewing Nudity/Pornography/Erotica/Sexual Stimulating Image.
8. Complete the summary forms for the first 2 after you have completed the sexual behavior forms.

Please talk with your treatment and supervision team member if you have any difficulty understanding the information. You are not required to provide identifying and reportable information about unknown crimes.

Operational Definitions

From Section 6.0 of the Post Conviction Sex Offender Testing (PCSOT) Model Policy

Every behavior of concern to the multi-disciplinary supervision and treatment team is anchored by an operational definition. *Experience has shown that all of these behaviors can be discussed without disclosing personally identifiable or reportable information.*

A. **Physical sexual contact:** refers to rubbing or touching another person's sexual organs (i.e., breasts, buttocks, genitalia) whether over or under clothing, for the purpose of sexual arousal, sexual gratification, sexual stimulation or sexual "curiosity." This includes having, allowing, or causing another person to rub or touch one's own sexual organs, whether over or under clothing. This does not include medical care with adults or children, or parental contact with children's private areas in the form of diapering, wiping, bathing, dressing, or changing, unless done for the purpose of sexual arousal or stimulation.

B. **Non-contact sexual behavior:** refers to sexual behaviors such as exhibitionism, voyeurism, public masturbation, child pornography, or other sexual behaviors that are unlawful but do not involve physical contact.

C. **Sexual contact:** any form of contact with an individual for the purpose of sexual arousal, sexual gratification, sexual stimulation or sexual "curiosity."

D. **Force (real or implied violence):** any form of real or implied violence, including for sexual arousal, physical restraint to prevent a victim from leaving, escaping, or moving away from the assault, or threats of harm to a victim's family members or pets. Force/restraint may also include alcohol or drug use in a manner that deprives a person of an ability to consent.

E. **Coercion (non-violent):** any non-violent means to gain compliance of a victim who expresses his or her reluctance to comply (e.g., bribery, threats to embarrass or end a relationship, etc.). Coercion may also include using or providing alcohol or drugs in a manner that influences a person's thoughts, choices and behavior in ways that would differ from those when not under the influence.

F. **Grooming (child grooming):** any means of building trust or exploiting a relationship; this could include befriending family members to gain access to a child which could allow the victim to surmise a perception of complicity, this also applies to internet-based behaviors.

G. **Manipulation:** any means of trickery to gain the compliance of a victim who is unaware of the sexual motives of the offender (e.g., wrestling, horseplay, tickling and similar behaviors).

H. **Relative (family member):** any person related by blood, marriage, or adoption, or where a relationship has a legal status. Also include persons for whom there was the appearance of a family relationship (e.g., dating or live-in relationship with the person(s) natural, step or adoptive parent).

I. **Minor, child, youth, and underage person:** includes any person defined by local laws and legislature as being below the age of consent to engage in sexual behavior.

J. **Incidental contact:** refers to any brief, unanticipated or unplanned contact, greeting (e.g., waving, or smiling), interaction (i.e., verbal), or incidental physical contact (e.g., shaking hands, hugging, patting the head, bumping into, exchanging money or merchandise, etc.).

K. **Physical contact:** includes shaking hands, hugging, patting the back or head, bumping into, exchanging money or merchandise along with other forms of physical contact including sitting on one's lap, holding, wrestling or athletic activities, etc.

L. **Unapproved contact with minors:** any contact or activity with minors that goes against the examinee's agreement with treatment, probation, or parole (whether state or federal). This may include a variety of restricted behaviors that vary for individuals, including being alone with a minor, non-sexual physical contact, and/or other interactions.

M. **Alone/unsupervised contact with minors:** interaction, activity or contact with minors in any context which takes place in the absence of someone approved by treatment and/or supervision to supervise this contact.

N. **Approved Supervisor:** an individual who the supervision and/or treatment team has agreed can supervise contact between the examinee and a minor.

O. **Pornography:** the explicit depiction of sexual subject matter for the purpose of sexually arousing the viewer, sometimes referred to as X-rated or XXX material, though there is no formal rating system.

P. **Child Sexually Explicit Material (CSEM)/Indecent Images of Children (IIOC):** any visual depiction of sexually explicit conduct involving a minor (someone under 18). May include videos, digital or computer-generated images indistinguishable from an actual minor, and images created, adapted, or modified, but appear to depict an identifiable, actual minor. Undeveloped film or videotape, and electronically stored data that can be converted into a visual image. (USCC.Gov, 2021)

Q. **Sexually stimulating materials/erotica:** the use of sexually arousing imagery, especially for masturbation purposes.

R. **Sexual thought:** thoughts or patterns of thoughts, often in the form of mental imagery with the goal of creating or enhancing sexual arousal or sexual feelings.

S. **Sexual Fantasy/Erotic fantasy:** can be a developed or spontaneous story, or a short mental flash of sexual imagery. This differs from a sexual thought by length and narrative complexity. Short sexual thoughts often lead into a sexual fantasy.

T. **Masturbation:** refers to sexual stimulation of one's genitals, often, though not always, to the point of orgasm. Stimulation can be over or under clothing, either manually or through other types of bodily contact, through the use of objects or devices, or through a combination of these methods. Although masturbation with a partner is not uncommon, masturbation for the purpose of this Model Policy refers to self-masturbation.

Additional Definitions (not included in the PCSOT Model Policy)

A. **Use of technology for sexual purposes:** refers to smart-phones, tablets, computers, gaming devices, smart TVs, computers and other electronic devices that were used for sexual purposes including masturbation or contacting/interacting with other persons for sexual purposes.

B. **Uncharged Sexual Behavior:** refers to behavior you have not been convicted of. Examples of this may include (but are not limited to) a sexual behavior where you plead to a non-sexually related crime, a sexual behavior that led to a violation instead of a new conviction, the sexual behavior qualified for youthful offender status, and/or deferred sentencing such as accelerated rehabilitation.

Section 1: Personal Sex History Form

The following information is requested because it may help your treatment provider and supervising officer to understand your case and your individual circumstances more fully.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.

1. With how many people have you engaged in a sexual relationship (non-abusive or lawful) - whether committed, dating, long term or casual?

2. With how many persons have you engaged in sexual contact where you had no ongoing intimate, romantic, dating, or long-term relationship?

3. With how many persons have you engaged in acts of sexual infidelity during a long-term marital or dating relationship?

4. With how many sexual or intimate partners have you engaged in escalated and physical conflicts, regardless of whether or not police were called to the scene?

5. Do you recall ever being sexually abused or sexually victimized by others?

6. How many times have you paid others for sexual contact or had others pay you for sexual contact?

7. How many times have you visited or frequented adult entertainment businesses such as topless bars or strip-clubs?

8. How old were you when you first viewed pornographic materials?

9. How many times have you engaged in sex chats or sexually-based web-cam activities via an internet-connected app on a phone, tablet, computer, gaming device, or smart TV or other electronic device?

10. With how many people have you engaged in sexual contact whom you first met online?

11. How many times have you engaged in sexual contact in an institutional setting? (i.e., hospitals, jails, detention centers, group homes, treatment centers, etc.)

12. How many times have you engaged in group sex activities?

13. How many times have you used non-human objects such as sex-toys or other objects for masturbation or sexual activities with others?

14. How many times have you engaged in online group-sex activities via an app on a phone, tablet, computer, gaming device, smart TV or other internet connected device?

15. Please list any other sexual behavior - not already included in this sex history document - that you think your treatment provider or supervision officer would consider important to discuss with them (i.e., other paraphilic activities such as sadism, masochism, fetishism).

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

Section 2: Sexual Offense Behaviors

(Section 8.2 in PCSOT Model Policy)

Directions: Complete the following sexual behavior forms before completing the summary form. Talk with your treatment and supervision team member if you have any difficulty understanding the information.

A. In-person sexual contact with underage persons, as defined by local laws/statutes regarding the legal age of majority and consent, while you were legally an adult.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

B. Sexual contact with relatives, whether by blood, marriage, adoption, or where a relationship has a legal meaning or is in effect a family relationship (e.g., a dating or live-in relationship with the person(s) natural, step or adoptive parent).

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

C. Use of violence to engage in sexual contact, including any real or implied violence, physical force, restraint, or threats of harm toward an abused person or their family members, possibly including pets. This may include the use of a weapon or any physical or verbal means of violence.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

D. Sexual contact with persons who appeared to be unconscious, asleep, or incapacitated with drugs or alcohol, or who were mentally or physically helpless for other reasons. The defining characteristic of this type of abuse is that an abused person appeared to be asleep or unconscious at the time of an abuse as no one except the abused person can know for certain if they were actually asleep/unconscious or feigning sleep or unconsciousness at the time.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

H. Frottage/sexual rubbing, including genitally rubbing against or touching a non-consenting person without their knowledge or permission, by standing or walking too close in public locations (e.g., work, stores, school, or other crowded places).

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

J. Sexual contact with animals, refers to all sexual behaviors (including attempts) involving pets, (whether belonging to the person filling out this form or others), domesticated (farm/ranch) animals, or wild animals, whether living or deceased, and whether whole or dismembered. This is often referred to as bestiality.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.

Animal's Identifier	Type of Animal	Please Circle Animal's Gender	Age of Animal	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A		Female Male Unknown						
B		Female Male Unknown						
C		Female Male Unknown						
D		Female Male Unknown						
E		Female Male Unknown						
F		Female Male Unknown						
G		Female Male Unknown						
H		Female Male Unknown						
I		Female Male Unknown						

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

L. Use of a computer to solicit minors for sexual activities, including ever using the internet, or any electronic communication device in an attempt to solicit and/or engage an underage person for sexual contact. It also includes engaging in online sex-chats or cyber-sex activities with minor-aged persons via internet relay chat, instant messaging, web chat, social media applications, dating/ "meet up" apps (applications), email and/or any other electronic method. For the purpose of this worksheet, and all online sex activities, minor age refers to any person under age 18.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person.

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

Section 2 Summary

Directions: Summarize the information on the preceding worksheets.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Behavior:	Answer
Sexual contact with persons who were legally underage while you were an adult.	How many different males:
	How many different females:
Sexual contact with persons who were related to you.	How many different males:
	How many different females:
Used any form of verbal threat of harm or physical force for sexual contact:	How many different males:
	How many different females:
	How many different minors:
Sexual contact with persons who were unconscious/unaware/asleep/incapacitated.	How many different males:
	How many different females:
	How many different minors:
Sexual contact with someone who could not consent due to a mental or cognitive disability.	How many different males:
	How many different females:
	How many different minors:
Used a position of authority to have sexual contact with a person. • Boss • Teacher • Coach • Volunteer • Medical Professional • Rabbi/Priest/Minister/Faith L eader • Mental Health Professional	How many different males:
	How many different females:
	How many different minors:

Rubbed against someone for sexual gratification who was unaware of you doing it.	How many different males:
	How many different females:
	How many different minors:
Had sexual contact with an animal:	If yes, what did you do:
Use of a computer to solicit and/or engage minors for sexual contact:	How many different males:
	How many different females:
	How many different minors:

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

Section 3: Non-Contact Sexual Offense Behaviors

Directions: Complete the following sexual behavior forms before completing the summary form. Talk with your treatment and supervision team member if you have any difficulty understanding the information.

E. Voyeurism/sexual peeping activities, including attempts to view someone naked, undressing/dressing, or engaging in sexual acts without their permission or knowledge. This includes the use or creation of a hole or opening to view others for sexual arousal, the use of optical technology or optical devices (e.g., cameras, mirrors, binoculars, or telescope) to view others for sexual purposes, and the use of cell phones to take pictures or videos of persons without their permission (e.g., up the skirt, under a bathroom stall, by hacking into or setting up a video camera or internet-connected optical device).

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

F. Exhibitionism/indecent exposure, including all attempts to intentionally or to appear to have "accidentally" exposed one's private parts to unsuspecting persons in public places, including the wearing of loose or baggy clothing for the purpose of enabling the sexual organs to become exposed to others for sexual purposes. Also include use of any camera or internet connected optical device to expose oneself to others for sexual purposes either "accidentally" or purposefully.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

G. Theft or use of underwear/undergarments for sexual arousal or masturbation, including taking or keeping undergarments (including other personal property or "trophies") from relatives, friends, sexual partners, acquaintances, or strangers for masturbation or sexual arousal. This may also include incidents of wearing another person's underwear or undergarments without that person's knowledge or permission, in addition to incidents in which underwear, undergarments, or personal property was returned after use for masturbation or other use for sexual arousal.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

I. Child pornography (Child Sex Exploitation Material), including any history of viewing, possessing, producing, using, or distributing indecent images of minors in sexually provocative poses, with or without clothes, or engaging in sexual acts either alone or with others.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

K. Stalking/following behaviors, including all incidents of following, tracking, or observing someone for sexual or aggressive/angry reasons. It also includes all other efforts to monitor or observe another person's behavior in person, electronically or by using a surrogate, without that person's knowledge or permission. Also includes online stalking behaviors.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

M. Masturbation or sexual acts in public places where one could be seen by others such as in workplace/school locations, public restrooms, or adult entertainment businesses. Although not a public place, masturbating at home in front of a window in order to be seen by others is also relevant.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Person's Identifier	Please Circle Relation Below	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Max # Sexual Contacts	First Sexual Contact (Year)	Last Sexual Contact (Year)	Type of Sexual Contact
A	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
B	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
C	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
D	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
E	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
F	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
G	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					
H	Related Unrelated	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

N. Online sex activities, including sex-chat, sex-games, and web-cam sex activities, as well as online masturbation and/or virtual activities.

I. Describe how you attempted to seek sexual contacts/interactions on the computer or electronic devices (including frequency & time frames):

_____

_____

_____

_____

_____

II. List all persons with whom you had in-person or face-to-face contact as a result of meeting through a cellphone app, tablet, computer, gaming device, smart TV, other electronic device or similar means.

Person's Identifier	Please Circle Person's Gender	Please Circle Age Range of Person at Time	Your Age(s) at Time	Where did you meet or attempt to meet	Number of Face-to-Face Contacts	Number of Sexual Contacts	Type of Sexual Contact
A	Female Male Nonbinary	Infant Child Teenager Adult					
B	Female Male Nonbinary	Infant Child Teenager Adult					
C	Female Male Nonbinary	Infant Child Teenager Adult					
D	Female Male Nonbinary	Infant Child Teenager Adult					
E	Female Male Nonbinary	Infant Child Teenager Adult					
F	Female Male Nonbinary	Infant Child Teenager Adult					

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

Section 3 Summary

Directions: Summarize the information on the preceding worksheets.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Behavior	Answer
Exposed your sexual body part to some-one who could not or did not consent either online (via internet or electronic means) or in person (e.g. flashing).	*How many different males:*
	How many different females:
	How many different minors:
Masturbated in an area where another could have seen either online (via internet or electronic means) or in person.	*If yes, approximately how many times:*
Secretly watched another person for a sexual purpose either online (via internet or electronic means) or in person (e.g. peeping or voyeuring).	*If yes, approximately how many times:*
Viewed some form of pornography that included children under the age of 18.	*If yes, approximately how many times:*
Sexually communicated by phone, text, social media or over the internet with someone below the age of 18 when you were over the age of 18.	*If yes, approximately how many times:*

Sent or received nude images through the mail, over the internet, social media or text of someone who was below the age of 18 when you were over the age of 18.	*If yes, approximately how many times:*
	Explain:
Stolen anything for a sexual purpose.	*If yes, how many times:*
	List items:
Visited or used the dark web.	*If yes, how many times:*
	List search topics:
Viewed any form of pornography that included the use of force (such as rape).	*If yes, explain:*
Used the internet to stalk someone.	*If yes, explain:*

Used the internet to research a fetish.	*If yes, explain:*
Used the internet to find information on sadism or masochism.	*If yes, explain:*
Had sexual contact with a dead person either online (via internet or electronic means) or in person.	*If yes, explain:*

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

Section 4: Viewing Nudity/Pornography/Erotica/Sexual Stimulating Images

Directions: Please answer the following questions about sexual behavior that involved viewing nudity.

Do not provide any identifying information of uncharged sexual behavior such as; dates, location, relationship, or any other information that reveals the identity of another person

Behavior	Answer
How old were you when you first saw pornography?	
How did you initially access pornography?	
Is there a point in your life when pornography became a daily habit?	*At what age?*
	How long did this last?
At what time in your life did you view pornography the most?	
What is the largest collection of pornography you've ever had at one time?	
How did you organize and maintain your collection?	

How much and how often did you access, use or interact with your pornography collection?	
Have you ever lost nights of sleep or been unable to go to work the next day due to your pornography habits?	*If yes, explain:*
Did you ever produce any pornographic videos?	*If yes, explain:*
What was your preferred medium? (downloaded still images, videos, magazines, etc.)	
When is the last time you have seen anything pornographic?	

Printed Name: _____

Signature: _____ Date: _____

Name of person who assisted filling out this form: _____

STAFF QUALIFICATION STATEMENT

Within three business days, the vendor shall notify the CO in writing of any staff changes. For any new staff added under the agreement, the vendor complete the certification section below.

CERTIFICATIONS

By signing below, I certify the following:

- No proposed staff members providing direct delivery of services under this contract are currently under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release (federal, state, or local).
- No proposed staff members providing direct delivery of services under this contract have been convicted of any sex 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 sex offender registries.

- Staff specified to provide services listed by project code have the required education, relevant experience and current licenses/credentials listed in Section C of the RFP.

PRINTED NAME OF VENDOR: _____

VENDOR SIGNATURE: _____ DATE: _____

Name	Services performed specified by Project Code for each staff person	Education	Relevant Experience	Current Licensure/Credentials

CHANGE OR ADDITION OF PERFORMANCE SITE(S)

Should a vendor and/or subcontractor choose to relocate a facility or add an additional site within the catchment area, the vendor shall complete the below outlining the changes. Said notification shall be provided no less than 30 days prior and include the facility address. On site visits will be conducted to verify that the offeror's facility complies with the requirements of the RFP. Upon approval of the site, the CO will send an SF-30, Modification of Contract, for mutual agreement of the parties to accept the revision.

1. Full address where services will be provided.

2. Identify whether this is a vendor change in site location or a subcontractor change in site location.

3. Indicate whether this is an additional site location or a complete change of location.

4. Indicate which project codes or services will be provided at the site:

CERTIFICATIONS

By signing below, I certify that our agency and any subcontractor(s) will maintain compliance with all applicable business and/or operating licenses as required by state and local laws and regulations, and maintain compliance with all federal, state and local fire, safety and health codes.

PRINTED NAME OF OFFEROR : _____

SIGNATURE: _____ DATE: _____

MONITORING REPORT

District: Click or tap here to enter text.		**Procurement Number:** Click or tap here to enter text.
Vendor: Click or tap here to enter text.		**Reviewed By:** Click or tap here to enter text.
Date of Visit: Click or tap to enter a date.	**Date of Report:** Click or tap to enter a date.	**Monitoring Period Covered:** Click or tap here to enter text.
Number of Open Plans: Click or tap here to enter text.		**Number of Files Reviewed:** Click or tap here to enter text.
Final Overall Rating: ☐Satisfactory ☐Unsatisfactory		**Corrective Action Plan:** ☐Not Required ☐ Required within 5 business days

RATING CRITERIA

Rating	Description
Satisfactory (S)	During the monitoring period, the vendor meets the requirements of the Statement of Work and operated within the terms and conditions of the agreement or there are few deficiencies with the vendor's performance.
Unsatisfactory (U)	During the monitoring period, there are patterns of deficiencies with the performance of the vendor as to the requirements of the Statement of Work that must be corrected.

Records, Conferences, Disclosures and Emergency Procedures	S	U	N/A
1. File Content & Maintenance *(Section C. General Requirements, Subsection A&C)* • The vendor's file contains chronological notes reflecting all significant contacts, topics covered during sessions, and modalities of therapies used. • The vendor's file contains the Confidential Release of Information, the Program Plan 45 (all Amended or Terminated Program Plan 45), initial and updated Treatment Plans (every 90 days), Monthly Sign In Logs, Transitional Care Plans, Drug Testing Log (if applicable), and/or Assessments and Evaluations/Reports. • The vendor's file contains prior approval for telemedicine.	☐	☐	☐

2. Disclosure *(See Section C. General Requirements, Subsection B)* • The vendor protects persons under supervision information including pretrial records. • The vendor notifies the officer upon receipt of legal process requiring disclosure of defendant/person under supervision records.	☐	☐	☐
3. Vendor Testimony *(See Section C., General Requirements, Subsection G)* • The vendor does not create, prepare, offer, or provide any opinions, reports or testimony that is not outlined by this statement of work.	☐	☐	☐
4. Emergency Services and Contact Procedures *(See Section C, General Requirements, Subsection H)*	☐	☐	☐
Comments and Positive Feedback: Click or tap here to enter text.			
Deficiencies: Click or tap here to enter text.			

Provision of Services	**S**	**U**	**N/A**
1. Case Staffing Conference *(See Section C. General Requirements, Subsection E.)* • The vendor is communicating with the USPO/USPSO at the following frequency: - *PCRA High and Moderate* – Minimum of every 30 Days - *All Residential Treatment Placements* – Minimum of every 30 Days - *All Other Referrals* – Minimum of every 90 Days - *Upon request of USPO/USPSO* - *Pretrial PTRA 3, 4, 5* – Minimum of every 30 days - *Pretrial PTRA 1, 2* – Minimum of every 90 days - *Pretrial SO* – ongoing - *Post-Conviction SO* – Minimum of every 30 days • The vendor's staff conferences with the USPO/USPSO include the defendant's/person under supervision's motivation for treatment, modality and frequency of treatment, SMART goals (specific – not vague and tied to presenting problem; measurable – quantifiable; achievable – realistic; relevant – treatment related; and time-bound – start, incremental and attainable), PCRA Risk Factors (post-conviction only), responsivity factors, cultural considerations for service delivery factors, noncompliance with supervision or treatment, community observations, collateral supports, and/or officer delivered interventions.	☐	☐	☐

2. Vendor Reports *(See Section C., General Requirements, Subsection F.)* • The Treatment Plan must be signed by the vendor and defendant/person under supervision, and must include information regarding SMART goals, actions steps, support networks, medication management, community-based services, skills developed to manage risk, self-management skills, target completion dates, recommendations and justifications for continued treatment (where applicable). - *Treatment Plans* are sent initially and every 90 days thereafter. • The Transitional Care Plan must include the reason for concluding contract treatment, the supportive social networks, medication management, community-based services, skills developed to manage risk, self-management skills, and diagnosis and prognosis. - *Transitional Care Plans* are sent at the conclusion of contract services, but no later than 15 days after treatment is terminated.	☐	☐	☐
3. Notifying USPO/USPSO of Defendant/Person Under Supervision Behavior • The vendor provides notification in writing within 24 hours of any violation behaviors including no-shows, positive drug tests or drug testing violations, behavior that may increase risk, and or/not following staff direction. *(See Section C., Notifying USPO/USPSO of Defendant/Person under Supervision Behavior)*	☐	☐	☐
4. Interactions with defendant/person under supervision *(See Section C.)* • Interactions include the use of cognitive and behavioral techniques, including but not limited to cognitive restructuring, skill building using a structured learning approach (including modeling, role rehearsal and feedback), and teaching the skill of problem solving to change thought patterns while teaching pro-social skills. • Interventions address risk and needs as defined in the treatment plan.	☐	☐	☐
Comments and Positive Feedback: Click or tap here to enter text.			
Deficiencies: Click or tap here to enter text.			

Staff, Facility, and Invoice Requirements	**S**	**U**	**N/A**
1. Invoicing *(See Section G)* • The vendor submits invoices on time (no later than the 10th of the month), correct, and complete.	☐	☐	☐
2. Vendor's compliance with Sections E, F, G, and H of the Statement of Work • Physical location in catchment area. • Office space preserves confidentiality. • Immediate placement of federal clients. • All requests to terminate treatment for a defendant/person under supervision must be approved and Prob45 completed.	☐	☐	☐
Comments and Positive Feedback: Click or tap here to enter text.			
Deficiencies: Click or tap here to enter text.			

Interviews/Observations	
1. Defendant/Person Under Supervision - A representative sample of defendants/persons under supervision will be interviewed. Circle the appropriate response for questions 1-5 below: 1. I feel understood, supported, or reassured by my counselor. Not at All, Somewhat, or Very Much 2. I have a clear understanding of the problems I need to work on in treatment. Not at All, Somewhat, or Very Much 3. I understand and agree with my treatment goals. Not at All, Somewhat, or Very Much 4. I have improved my skills and learned new strategies to cope with my problems. Not at All, Somewhat, or Very Much 5. I am personally invested in my treatment and what I need to do to achieve my goals. Not at All, Somewhat, or Very Much 6. What recommendations do you have for program improvement? 7. What else is important for us to know?	
Number of Interviews:	Click or tap here to enter text.
Summary of Responses: Click or tap here to enter text.	

2. USPO/USPSO – A representative sample of officers will be interviewed.

1. Do officers have a collaborative working relationship with the person providing service delivery?
2. What is going well?
3. What recommendations do you have for program improvement?
4. What else is important for us to know?

Number of Interviews	Click or tap here to enter text.

Summary of Responses:

Click or tap here to enter text.

3. Vendor – A representative sample of those providing service delivery will be interviewed.

1. Does the person providing service delivery have a collaborative working relationship with officers?
2. Describe the clinical interventions used to address risk factors. (If applicable)
3. What is going well?
4. What else is important for us to know?

Number of Interviews	Click or tap here to enter text.

Summary of Responses:

Click or tap here to enter text.

4. Group Observation (if applicable)

Number of Observations: Click or tap here to enter text.

Summary of Observations:

Click or tap here to enter text.

Rating	
Satisfactory: ☐	**Unsatisfactory ☐**
Justification: Click or tap here to enter text.	
Deficiencies Requiring Corrective Action Plans (if applicable): Click or tap here to enter text.	

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

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 10, acknowledgment of amendments.
(3) Block 11, name and address of Offeror.
(4) Block 12, telephone number.
(5) Block 13, name and title of person authorized to sign the offer.
(6) Block 14, signature of Offeror (this shall be signed by a representative authorized to commit the Offeror to contractual obligations. Signature can be electronic or physical.).
(7) Block 15, date signed.

Section B - Submission of Prices

(1) **Services**

The Offeror must provide a price for each identified project code (with the exception of actual cost or administrative fees).

(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. Note: the fiscal year for the federal Government begins on October 1 of one calendar year through September 30 of the next. Pricing shall include the base fiscal year, as well as pricing for each fiscal option year.

(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 project codes the Offeror will be subcontracting, the Offeror shall insert the letter "S" following the price inserted in the Unit Price column. Subcontracting includes all services outsourced in order to fulfill the requirements of the agreement.

(d) **Prices and "No Shows"**

The Judiciary does not reimburse vendors for defendant/person under supervision no-shows. When formulating pricing for services, the Offeror should consider incorporating the cost of "No-shows" into the proposed unit price. A "No-show" occurs when a defendant/person under supervision does not report for scheduled services and/or does not cancel with at least 24 hours advance notice.

(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. Estimated Monthly Quantities are based on the specific unit indicated within the project code. (For example, if one unit is equal to thirty minutes at a unit rate of $10, but the service provided is ninety minutes, that would equate to three units of the service for a total cost of $30. Within Section B, the Offeror shall include the pricing based on the unit indicated). *These figures are estimates only and the government is not bound to meet these estimates.* Note that if the government awards to multiple Offerors, the Estimated Monthly Quantities would be spread amongst the multiple Offerors; however, the government is not required to award to multiple Offerors, even if indicated in Section B. An Offeror should be prepared to provide the full amount of Estimated Monthly Quantities reflected. If the Offeror is unable to provide the full amount of Estimated Monthly Quantities, the Offeror must expressly state this within its proposal and provide the reasoning behind it, as well as indicate the volume of services the Offeror would be capable of providing.

Proposal Submission

Proposals are due by the Date and Time specified in Section A Block 6 of the Solicitation/Offer/Acceptance. *Proposals shall be e-mailed to the person designated in Block 4 and/or 5 of Section A, Solicitation/Offer/Acceptance.* All e-mail submissions must reference in the subject line, the Solicitation # indicated in Section A, Block 1 of the Solicitation/Offer/Acceptance. Hard copies will not be accepted, unless otherwise noted. It is the responsibility of the offeror to confirm the government's receipt of the proposal.

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 shall not submit solicitation sections C, D, E, F, G, H, I, and J as part of its proposal.**

Section I – Required Clauses

The Offeror shall register in the System for Award Management (www.sam.gov) at the time an offer is submitted. Note: if awarded, the Offeror shall maintain registration in www.sam.gov. Failure to do so could result in delay in payments. Registration in www.sam.gov is not used in determining technical acceptability.

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 submit the full section as that of the Proposal. Completion of Section K is not used in determining technical acceptability.

The Offeror's Statements, Qualifications, and References (if applicable) 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, G, H, and I 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) on the Certification of Compliance Statement and certify they will provide services in compliance with the requirements of the RFP.

Preparation of Background Disclosure (Attachment B)

1. Each Offeror shall prepare and submit as part of its offer a **BACKGROUND DISCLOSURE** addressing the requirements in paragraphs 2.a. through d below. (See Attachment B). The Offeror shall identify and clearly label all required documents included in the submitted proposal. 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 DISCLOSURE** the Offeror shall:

   a. provide copies of all monitoring/compliance/audit/performance reports for the previous 24 months from all federal, state and local agencies. Offerors who are currently awarded an agreement with the USPO/USPSO conducting the solicitation are not required to provide copies of USPO/USPSO monitoring reports. However, the Offeror shall provide copies of all monitoring/ compliance/audit/performance reports for the previous 24 months from other federal, state, and local agencies for similar services provided and/or any and all reports from any other USPO/USPSO agencies within the previous 24 months. The government reserves the right to review past performance information from other sources.

      If the Offeror is not able to provide copies of monitoring/ compliance/audit/performance reports, or other certification of compliance due to no such documents existing (i.e. being a private practice or other documented reasons), the Offeror shall thoroughly document within its proposal the reason for no such reports.

      To be considered technically acceptable, an Offeror must have received ratings of satisfactory (or have remedied any unsatisfactory rating and provided documentation of same) or have expressly stated in its proposals that it does not have monitoring/compliance/audit/performance reports or other certification/letters of compliance. Monitoring/ compliance/audit/performance reports for proposed subcontractors are not required.

   b. specifically identify each performance site at which the Offeror and all proposed subcontractors intend to provide services in response to this solicitation. Offeror and subcontractor sites shall be located within the solicitation's identified catchment area and shall be operational sites at the time of the RFP submission. Onsite evaluations will be individually performed at Offeror and subcontractor sites.

   c. maintain compliance with all applicable business and/or operating licenses as required by state and local laws and regulations. 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. maintain compliance with all federal, state and local fire, safety and health codes. 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 DISCLOSURE** the Offeror certifies 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 providing direct delivery of services under any resultant contract. The Offeror shall include the name, services that will be performed specified by numeric project code, education, relevant experience, and current licenses/credentials.–

Note: the Offeror is not required to provide documentation of the education, credentials, licenses, and certification of staff members; however, the Offeror shall verify the information is accurate and that any required licenses are current.

In addition, the Offeror shall certify that no proposed staff members are currently under investigation for or charged with a criminal offense and/or no proposed staff members are currently 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.

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 the same or similar type of treatment and other services identified in this RFP within the past 3 years. Offerors who are currently awarded an agreement with the USPO/USPSO agency soliciting these services, are not required to provide references. Agreements with other federal agencies, even if for same or similar type of services, are required to provide references. Note: references should not include current USPO/USPSO employees, or other U.S. Courts employees. Provide the name, agency and title, phone number and e-mail address for the contact person. It is the responsibility of the Offeror to notify references 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) 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.

(2) *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.

(3) Offerors shall submit offers in response to this solicitation in English and in U.S. dollars.

(4) 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.

(5) Offerors may submit revised offers only if requested or allowed by the contracting officer.

(6) 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 post-award debriefings to other Offerors:

(i) the Overall evaluated price or price and technical rating of the successful Offeror;

(ii) the overall ranking of all Offerors, when any ranking was developed by the judiciary during source selection;
(iii) a summary of the rationale for award; and
(iv) for procurements of commercial items, the make and model of the item to be delivered by the successful Offeror.

Attachment A

OFFEROR'S CERTIFICATION OF COMPLIANCE STATEMENT

As required in Section L.1, Preparation of Certification of Compliance Statement, the Offeror shall complete the certification below.

I, the Offeror, hereby certify I will provide the mandatory requirements stated in Sections C, E, F, G, H and I 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.

I, the Offeror, hereby certify all the below listed subcontractors (if applicable) will provide the mandatory requirements stated in Sections C, E, F, G, H and I 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.

Include below the names of all subcontractors (if applicable):

PRINTED NAME OF OFFEROR: _____

SIGNATURE OF OFFEROR: _____ DATE: _____

TITLE:_____

Attachment B

OFFEROR'S BACKGROUND DISCLOSURE

As required in Section L.1, Preparation of the Background Disclosure, the Offeror shall complete and sign the Background Disclosure below (attach pages as needed labeled as subsets of this Attachment number).

Attach monitoring/compliance/audit/performance reports as referenced in 2(a), if applicable. If the Offeror is not able to provide copies of monitoring/ compliance/audit/performance reports, or other certification of compliance, the Offeror shall thoroughly document the reason for no such reports.

List below the full address(es) of each performance site where services will be provided (as well as all performance sites a subcontractor will utilize) and, if utilizing multiple performance sites, specify which project codes or services will be provided at each site:

CERTIFICATIONS

By signing below, I certify that all information provided in the BACKGROUND DISCLOSURE is accurate, complete, and correct and that the offeror is in compliance with the requirements as listed in paragraphs 2(a) through 2(d).

PRINTED NAME OF OFFEROR: _____

SIGNATURE: _____ DATE: _____

Attachment C

OFFEROR'S STAFF QUALIFICATIONS

As required in Section L.1, Preparation of Staff Qualifications, the Offeror shall prepare and submit below, (attach pages as needed labeled as subsets of this attachment number), for all staff providing direct delivery of services under any resultant Agreement. The Offeror shall complete the certification section below.

CERTIFICATIONS

By signing below, I, the Offeror, certify the following:

- No proposed staff members providing direct delivery of services under this contract are currently under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release (federal, state, or local).

- No proposed staff members providing direct delivery of services under this contract have been convicted of any sex 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 sex offender registries.

- Staff specified to provide services listed by project code have the required education, relevant experience and current licenses/credentials listed in Section C of the RFP.

PRINTED NAME OF OFFEROR: _____

SIGNATURE: _____ DATE: _____

Name	Services performed specified by Project Code for each staff person	Education	Relevant Experience	Current Licensure/Credentials

Attachment D

OFFEROR'S REFERENCES

As required in Section L.1, the new Offerors shall provide three (3) references below:

Reference #1

Name and Title:

Agency Name and Physical Address:

Phone Number:

Email Address:

Reference #2

Name and Title:

Agency Name and Physical Address:

Phone Number:

Email Address:

Reference #3

Name and Title:

Agency Name and Physical Address:

Phone Number:

Email Address:

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**. In the event all offeror proposals are deemed technically unacceptable, all offerors will be provided the opportunity to correct deficiencies and resubmit a technically acceptable proposal. 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, and the Offeror's Staff Qualifications. Each of these shall demonstrate how the offeror will perform/meet the requirements of the RFP.

SECTION A – SOLICITATION / OFFER / ACCEPTANCE FORM (AO 367)

Offeror completed Blocks 8, 10, 11, 12, 13, 14 and 15 of the Solicitation/Offer/Acceptance Form (AO 367)

YES or NO

Proposal was electronically (unless otherwise noted) submitted within the designated date/time indicated in Section A

YES or NO

SECTION B – SUBMISSION OF PRICES

Offeror provided pricing for every identified project code (with the exception of actual cost or administrative fees).

YES or NO

SECTION I – REQUIRED CLAUSES

The Offeror has registered in the System for Award Management (www.sam.gov)? Must be completed prior to award, but it is not used in determining technical acceptability.

YES or NO

SECTION K – REPRESENTATIONS, CERTIFICATIONS, AND OTHER STATEMENTS OF OFFERORS OR QUOTERS

Offeror checked or completed all applicable boxes or blocks in the paragraphs under Section K of the Solicitation Document and resubmitted the full section with the Proposal. (Required, but not used in determining technical acceptability).

YES or NO

SECTION L – CERTIFICATION OF COMPLIANCE STATEMENT

Offeror signed and submitted Attachment A, OFFEROR'S CERTIFICATION OF COMPLIANCE STATEMENT.

YES or NO

Offeror identified all subcontractors in the OFFEROR'S CERTIFICATION OF COMPLIANCE STATEMENT.

YES or NO or N/A

SECTION L – BACKGROUND DISCLOSURE

Offeror provided copies of all monitoring/compliance/audit/performance reports for the previous 24 months from all federal, state and local agencies *for similar services*.

Offerors who are currently awarded an agreement with the USPO/USPSO conducting the solicitation are not required to provide copies of USPO/USPSO monitoring reports. However, the Offeror shall provide copies of all monitoring/compliance/audit/performance reports for the previous 24 months from other federal, state, and local agencies for similar services provided and/or any and all reports from any other USPO/USPSO agency within the previous 24 months.

YES or NO or N/A

Offeror *expressly stated in its proposal* that it is not able to provide copies of monitoring/ compliance/audit/performance reports, or other certification of compliance due to no such documents existing (i.e. being a private practice or other documented reasons)

YES or NO or N/A

Monitoring/compliance/audit/performance report have a rating of satisfactory (or have remedied any unsatisfactory rating and provided documentation of same)

YES or NO or N/A

Offeror's (and all proposed subcontractor) site(s) at which services will be provided is/are located in catchment area and are operational at time of RFP submission.

YES or NO or N/A

Offeror signed and submitted Attachment B, OFFEROR'S BACKGROUND DISCLOSURE, certifying compliance with the requirements as listed in paragraphs 2(a) through 2(d) of Section L.

YES or NO

SECTION L – STAFF QUALIFICATIONS

Offeror signed and submitted Attachment C, OFFEROR'S STAFF QUALIFICATIONS, to identify staff (and any proposed subcontractor) providing direct delivery of services, including name, services that will be performed specified by numeric project code, education, relevant experience and current licensures/credentials.

YES or NO

Offeror (and any proposed subcontractor) meets all minimum staff requirements listed in Section C of the RFP.

YES or NO

SECTION L – PREPARATION OF OFFEROR'S REFERENCES

Offeror provided three references (Federal, State, or local government agencies and/or private organizations), using Attachment D, for whom the Offeror has provided the same or similar type of treatment and other services identified in this RFP within the past 3 years. Offerors who are currently awarded an agreement with the judiciary are not required to provide references.

YES or NO or N/A

SECTION C – FACILITY REQUIREMENTS (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.

An on-site visit is not required for Offerors who are currently awarded an agreement with the judiciary unless the Offeror's proposal includes a performance site where services are not currently provided under the existing agreement.

Offeror's (and any proposed subcontractor) facility meets requirements listed in Statement of Work.

YES or NO

Is there private office space preserving both the integrity of the confidential relationship and the personal dignity of the client?

YES or NO

Is there a secured filing or electronic storage system to preserve confidentiality of defendant/person under supervision services?

YES or NO

Did the vendor establish 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.

YES or NO

The facility provides adequate access for defendants/persons under supervision with physical disabilities (e.g. elevator access to second floor office space, etc.). In the event the space does not, the vendor has provided an alternative facility/space within the identified catchment area that meets the requirements.

YES or NO

Residential Treatment Only

Are emergency and evacuation plans and diagrams posted?

YES or NO

Are there smoke detectors on each floor?

YES or NO

Is the facility in compliance with state and local licensure requirements for residential treatment?

YES or NO

Urine Collection Testing Only

Is there a dedicated bathroom or one that can be secured for collecting urine?

YES or NO

Is there a secured room for the storage of specimens and supplies?

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 project code. Yearly prices of project codes are totaled to arrive at Total Evaluated Price for each offeror.

(b) Project codes 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) Project codes that are reimbursable at actual prices or at a travel regulation rate are not considered in the price comparison.

(d) Project codes 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. For an offeror to be found responsible, the offeror must not be on the List of Parties Excluded from Federal Procurement and Non-Procurement Programs and references (if applicable) must show satisfactory performance. If the offeror is found non-responsible, that offeror will be rejected and will receive no further consideration for award. In the event an offeror is rejected based on a determination of non-responsibility, a determination will be made on the next apparent successful offeror.

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-6003
Revision No.: 1
Date Of Last Revision: 05/29/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Maverick

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.46***
01012 - Accounting Clerk II		18.47
01013 - Accounting Clerk III		20.66
01020 - Administrative Assistant		27.48
01035 - Court Reporter		20.42

01041 - Customer Service Representative I 15.07***
01042 - Customer Service Representative II 16.45***
01043 - Customer Service Representative III 18.46
01051 - Data Entry Operator I 15.41***
01052 - Data Entry Operator II 16.81***
01060 - Dispatcher, Motor Vehicle 18.53
01070 - Document Preparation Clerk 16.27***
01090 - Duplicating Machine Operator 16.27***
01111 - General Clerk I 15.00***
01112 - General Clerk II 16.37***
01113 - General Clerk III 18.37
01120 - Housing Referral Assistant 22.76
01141 - Messenger Courier 13.25***
01191 - Order Clerk I 14.91***
01192 - Order Clerk II 16.27***
01261 - Personnel Assistant (Employment) I 18.26
01262 - Personnel Assistant (Employment) II 20.42
01263 - Personnel Assistant (Employment) III 22.76
01270 - Production Control Clerk 22.76
01290 - Rental Clerk 17.19***
01300 - Scheduler, Maintenance 18.26
01311 - Secretary I 18.26
01312 - Secretary II 20.42
01313 - Secretary III 22.76
01320 - Service Order Dispatcher 16.57***
01410 - Supply Technician 27.48
01420 - Survey Worker 19.14
01460 - Switchboard Operator/Receptionist 13.94***
01531 - Travel Clerk I 16.27***
01532 - Travel Clerk II 17.90
01533 - Travel Clerk III 20.42
01611 - Word Processor I 16.27***
01612 - Word Processor II 18.26
01613 - Word Processor III 20.42
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 20.09
05010 - Automotive Electrician 19.80
05040 - Automotive Glass Installer 18.51
05070 - Automotive Worker 18.51
05110 - Mobile Equipment Servicer 16.02***
05130 - Motor Equipment Metal Mechanic 21.05
05160 - Motor Equipment Metal Worker 18.51
05190 - Motor Vehicle Mechanic 21.05
05220 - Motor Vehicle Mechanic Helper 14.88***
05250 - Motor Vehicle Upholstery Worker 17.24***
05280 - Motor Vehicle Wrecker 18.51
05310 - Painter, Automotive 19.80
05340 - Radiator Repair Specialist 18.51
05370 - Tire Repairer 15.19***
05400 - Transmission Repair Specialist 21.05
07000 - Food Preparation And Service Occupations
07010 - Baker 14.93***
07041 - Cook I 13.28***
07042 - Cook II 15.35***

07070 - Dishwasher 11.26***
07130 - Food Service Worker 11.89***
07210 - Meat Cutter 17.91
07260 - Waiter/Waitress 11.37***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 15.62***
09040 - Furniture Handler 9.99***
09080 - Furniture Refinisher 15.62***
09090 - Furniture Refinisher Helper 11.74***
09110 - Furniture Repairer, Minor 13.60***
09130 - Upholsterer 15.62***
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.77***
11060 - Elevator Operator 13.77***
11090 - Gardener 17.70***
11122 - Housekeeping Aide 13.77***
11150 - Janitor 13.77***
11210 - Laborer, Grounds Maintenance 13.85***
11240 - Maid or Houseman 11.63***
11260 - Pruner 12.44***
11270 - Tractor Operator 16.44***
11330 - Trail Maintenance Worker 13.85***
11360 - Window Cleaner 15.33***
12000 - Health Occupations
12010 - Ambulance Driver 16.78***
12011 - Breath Alcohol Technician 22.41
12012 - Certified Occupational Therapist Assistant 30.74
12015 - Certified Physical Therapist Assistant 37.14
12020 - Dental Assistant 19.09
12025 - Dental Hygienist 48.75
12030 - EKG Technician 33.94
12035 - Electroneurodiagnostic Technologist 33.94
12040 - Emergency Medical Technician 16.78***
12071 - Licensed Practical Nurse I 20.03
12072 - Licensed Practical Nurse II 22.41
12073 - Licensed Practical Nurse III 24.97
12100 - Medical Assistant 17.13***
12130 - Medical Laboratory Technician 25.44
12160 - Medical Record Clerk 18.36
12190 - Medical Record Technician 20.54
12195 - Medical Transcriptionist 20.03
12210 - Nuclear Medicine Technologist 49.23
12221 - Nursing Assistant I 13.89***
12222 - Nursing Assistant II 15.63***
12223 - Nursing Assistant III 17.05***
12224 - Nursing Assistant IV 19.14
12235 - Optical Dispenser 22.12
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 21.15
12280 - Phlebotomist 15.98***
12305 - Radiologic Technologist 33.94
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) 27.75
12320 - Substance Abuse Treatment Counselor 25.43
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 Administrator 24.56
13058 - Library Technician 16.22***
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 18.12
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)
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) 30.22
15020 - Aircrew Training Devices Instructor (Rated) 36.56
15030 - Air Crew Training Devices Instructor (Pilot) 43.82
15050 - Computer Based Training Specialist / Instructor 30.22
15060 - Educational Technologist 37.42
15070 - Flight Instructor (Pilot) 43.82
15080 - Graphic Artist 25.98
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 43.82
15086 - Maintenance Test Pilot, Rotary Wing 43.82
15088 - Non-Maintenance Test/Co-Pilot 43.82

15090 - Technical Instructor 22.40
15095 - Technical Instructor/Course Developer 25.98
15110 - Test Proctor 16.35***
15120 - Tutor 16.35***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.91
19040 - Tool And Die Maker 31.11
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 15.64***
21030 - Material Coordinator 22.70
21040 - Material Expediter 22.70
21050 - Material Handling Laborer 15.60***
21071 - Order Filler 16.38***
21080 - Production Line Worker (Food Processing) 15.64***
21110 - Shipping Packer 15.00***
21130 - Shipping/Receiving Clerk 15.00***
21140 - Store Worker I 13.30***
21150 - Stock Clerk 18.12
21210 - Tools And Parts Attendant 15.64***
21410 - Warehouse Specialist 15.64***
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.99
23019 - Aircraft Logs and Records Technician 26.33
23021 - Aircraft Mechanic I 32.15
23022 - Aircraft Mechanic II 33.99
23023 - Aircraft Mechanic III 35.85
23040 - Aircraft Mechanic Helper 22.73
23050 - Aircraft, Painter 30.24
23060 - Aircraft Servicer 26.33
23070 - Aircraft Survival Flight Equipment Technician 30.24
23080 - Aircraft Worker 28.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.15
23110 - Appliance Mechanic 24.91
23120 - Bicycle Repairer 20.15
23125 - Cable Splicer 36.43
23130 - Carpenter, Maintenance 21.04
23140 - Carpet Layer 23.28
23160 - Electrician, Maintenance 28.34
23181 - Electronics Technician Maintenance I 30.84

23182 - Electronics Technician Maintenance II 33.01
23183 - Electronics Technician Maintenance III 35.09
23260 - Fabric Worker 21.69
23290 - Fire Alarm System Mechanic 26.48
23310 - Fire Extinguisher Repairer 20.15
23311 - Fuel Distribution System Mechanic 24.07
23312 - Fuel Distribution System Operator 18.32
23370 - General Maintenance Worker 16.34***
23380 - Ground Support Equipment Mechanic 32.15
23381 - Ground Support Equipment Servicer 26.33
23382 - Ground Support Equipment Worker 28.27
23391 - Gunsmith I 20.15
23392 - Gunsmith II 23.28
23393 - Gunsmith III 26.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23.91
23430 - Heavy Equipment Mechanic 24.35
23440 - Heavy Equipment Operator 21.10
23460 - Instrument Mechanic 26.48
23465 - Laboratory/Shelter Mechanic 24.91
23470 - Laborer 15.60***
23510 - Locksmith 24.91
23530 - Machinery Maintenance Mechanic 27.05
23550 - Machinist, Maintenance 23.72
23580 - Maintenance Trades Helper 15.12***
23591 - Metrology Technician I 26.48
23592 - Metrology Technician II 27.99
23593 - Metrology Technician III 29.53
23640 - Millwright 26.48
23710 - Office Appliance Repairer 24.91
23760 - Painter, Maintenance 25.54
23790 - Pipefitter, Maintenance 21.39
23810 - Plumber, Maintenance 20.12
23820 - Pneudraulic Systems Mechanic 26.48
23850 - Rigger 26.48
23870 - Scale Mechanic 23.28
23890 - Sheet-Metal Worker, Maintenance 26.48
23910 - Small Engine Mechanic 23.28
23931 - Telecommunications Mechanic I 25.54
23932 - Telecommunications Mechanic II 27.01
23950 - Telephone Lineman 26.39
23960 - Welder, Combination, Maintenance 22.53
23965 - Well Driller 26.48
23970 - Woodcraft Worker 26.48
23980 - Woodworker 20.15
24000 - Personal Needs Occupations
24550 - Case Manager 17.12***
24570 - Child Care Attendant 10.86***
24580 - Child Care Center Clerk 13.54***
24610 - Chore Aide 11.07***
24620 - Family Readiness And Support Services Coordinator 17.12***

24630 - Homemaker 17.12***
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.14
25040 - Sewage Plant Operator 17.71***
25070 - Stationary Engineer 22.14
25190 - Ventilation Equipment Tender 15.65***
25210 - Water Treatment Plant Operator 17.71***
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.21***
27007 - Baggage Inspector 14.35***
27008 - Corrections Officer 21.78
27010 - Court Security Officer 22.97
27030 - Detection Dog Handler 16.05***
27040 - Detention Officer 21.78
27070 - Firefighter 24.13
27101 - Guard I 14.35***
27102 - Guard II 16.05***
27131 - Police Officer I 23.01
27132 - Police Officer II 25.57
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.85***
28042 - Carnival Equipment Repairer 15.98***
28043 - Carnival Worker 11.32***
28210 - Gate Attendant/Gate Tender 19.14
28310 - Lifeguard 16.58***
28350 - Park Attendant (Aide) 21.41
28510 - Recreation Aide/Health Facility Attendant 15.63***
28515 - Recreation Specialist 26.52
28630 - Sports Official 17.05***
28690 - Swimming Pool Operator 21.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.28
29020 - Hatch Tender 23.28
29030 - Line Handler 23.28
29041 - Stevedore I 21.69
29042 - Stevedore II 24.91
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) 46.96
30011 - Air Traffic Control Specialist, Station (HFO) 32.38
30012 - Air Traffic Control Specialist, Terminal (HFO) 35.66
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 21.60
30362 - Paralegal/Legal Assistant II 26.76
30363 - Paralegal/Legal Assistant III 32.74
30364 - Paralegal/Legal Assistant IV 39.61
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 29.84
30492 - Unexploded Ordnance (UXO) Technician II 36.11
30493 - Unexploded Ordnance (UXO) Technician III 43.28
30494 - Unexploded (UXO) Safety Escort 29.84
30495 - Unexploded (UXO) Sweep Personnel 29.84
30501 - Weather Forecaster I 21.59
30502 - Weather Forecaster II 26.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 16.36***
30621 - Weather Observer, Senior (see 2) 18.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 36.11
31020 - Bus Aide 13.93***
31030 - Bus Driver 19.16
31043 - Driver Courier 16.74***
31260 - Parking and Lot Attendant 12.87***
31290 - Shuttle Bus Driver 15.21***
31310 - Taxi Driver 12.38***
31361 - Truckdriver, Light 18.04
31362 - Truckdriver, Medium 19.45
31363 - Truckdriver, Heavy 23.15
31364 - Truckdriver, Tractor-Trailer 23.15
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.60***
99030 - Cashier 13.37***
99050 - Desk Clerk 12.00***
99095 - Embalmer 29.84
99130 - Flight Follower 29.84
99251 - Laboratory Animal Caretaker I 19.65
99252 - Laboratory Animal Caretaker II 21.15
99260 - Marketing Analyst 35.87
99310 - Mortician 29.84
99410 - Pest Controller 22.76
99510 - Photofinishing Worker 15.68***
99710 - Recycling Laborer 16.87***

99711 - Recycling Specialist	20.02
99730 - Refuse Collector	15.16***
99810 - Sales Clerk	13.59***
99820 - School Crossing Guard	14.87***
99830 - Survey Party Chief	23.55
99831 - Surveying Aide	16.01***
99832 - Surveying Technician	19.70
99840 - Vending Machine Attendant	19.65
99841 - Vending Machine Repairer	24.44
99842 - Vending Machine Repairer Helper	19.65

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

2) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-6005
Revision No.: 1
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Harrison

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.99
01012 - Accounting Clerk II		20.19
01013 - Accounting Clerk III		22.58
01020 - Administrative Assistant		28.85
01035 - Court Reporter		28.17

01041 - Customer Service Representative I	15.36***
01042 - Customer Service Representative II	16.76***
01043 - Customer Service Representative III	18.81
01051 - Data Entry Operator I	15.48***
01052 - Data Entry Operator II	16.89***
01060 - Dispatcher, Motor Vehicle	21.08
01070 - Document Preparation Clerk	16.60***
01090 - Duplicating Machine Operator	16.60***
01111 - General Clerk I	15.72***
01112 - General Clerk II	17.15***
01113 - General Clerk III	19.26
01120 - Housing Referral Assistant	23.22
01141 - Messenger Courier	15.77***
01191 - Order Clerk I	17.69***
01192 - Order Clerk II	19.30
01261 - Personnel Assistant (Employment) I	19.02
01262 - Personnel Assistant (Employment) II	21.28
01263 - Personnel Assistant (Employment) III	23.71
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	15.16***
01300 - Scheduler, Maintenance	18.63
01311 - Secretary I	18.63
01312 - Secretary II	20.84
01313 - Secretary III	23.22
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	28.85
01420 - Survey Worker	16.96***
01460 - Switchboard Operator/Receptionist	14.95***
01531 - Travel Clerk I	16.60***
01532 - Travel Clerk II	18.50
01533 - Travel Clerk III	20.27
01611 - Word Processor I	16.60***
01612 - Word Processor II	18.63
01613 - Word Processor III	20.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	21.49
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	17.73***
05130 - Motor Equipment Metal Mechanic	22.68
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.68
05220 - Motor Vehicle Mechanic Helper	16.41***
05250 - Motor Vehicle Upholstery Worker	19.04
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.49
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	17.63***
05400 - Transmission Repair Specialist	22.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.23***
07041 - Cook I	13.77***
07042 - Cook II	15.85***

07070 - Dishwasher 12.06***
07130 - Food Service Worker 12.15***
07210 - Meat Cutter 14.20***
07260 - Waiter/Waitress 11.20***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.37
09040 - Furniture Handler 13.02***
09080 - Furniture Refinisher 20.37
09090 - Furniture Refinisher Helper 15.54***
09110 - Furniture Repairer, Minor 18.04
09130 - Upholsterer 20.37
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.86***
11060 - Elevator Operator 14.36***
11090 - Gardener 21.15
11122 - Housekeeping Aide 14.36***
11150 - Janitor 14.36***
11210 - Laborer, Grounds Maintenance 16.16***
11240 - Maid or Houseman 12.72***
11260 - Pruner 14.28***
11270 - Tractor Operator 19.57
11330 - Trail Maintenance Worker 16.16***
11360 - Window Cleaner 16.25***
12000 - Health Occupations
12010 - Ambulance Driver 16.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 36.65
12015 - Certified Physical Therapist Assistant 36.26
12020 - Dental Assistant 18.09
12025 - Dental Hygienist 40.11
12030 - EKG Technician 23.23
12035 - Electroneurodiagnostic Technologist 23.23
12040 - Emergency Medical Technician 16.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 17.33***
12130 - Medical Laboratory Technician 28.41
12160 - Medical Record Clerk 17.86
12190 - Medical Record Technician 19.98
12195 - Medical Transcriptionist 20.64
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 13.60***
12222 - Nursing Assistant II 15.31***
12223 - Nursing Assistant III 16.71***
12224 - Nursing Assistant IV 18.75
12235 - Optical Dispenser 20.89
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 18.50
12280 - Phlebotomist 18.02
12305 - Radiologic Technologist 34.51
12311 - Registered Nurse I 26.18
12312 - Registered Nurse II 32.02
12313 - Registered Nurse II, Specialist 32.02

12314 - Registered Nurse III 38.75
12315 - Registered Nurse III, Anesthetist 38.75
12316 - Registered Nurse IV 46.43
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 24.06
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.49
13012 - Exhibits Specialist II 25.38
13013 - Exhibits Specialist III 31.05
13041 - Illustrator I 20.49
13042 - Illustrator II 25.38
13043 - Illustrator III 31.05
13047 - Librarian 28.11
13050 - Library Aide/Clerk 13.78***
13054 - Library Information Technology Systems Administrator 25.38
13058 - Library Technician 15.84***
13061 - Media Specialist I 18.32
13062 - Media Specialist II 20.49
13063 - Media Specialist III 22.85
13071 - Photographer I 18.32
13072 - Photographer II 20.49
13073 - Photographer III 25.38
13074 - Photographer IV 31.05
13075 - Photographer V 37.56
13090 - Technical Order Library Clerk 17.30***
13110 - Video Teleconference Technician 21.88
14000 - Information Technology Occupations
14041 - Computer Operator I 20.53
14042 - Computer Operator II 22.96
14043 - Computer Operator III 25.59
14044 - Computer Operator IV 28.44
14045 - Computer Operator V 31.50
14071 - Computer Programmer I (see 1) 23.62
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 20.53
14160 - Personal Computer Support Technician 28.44
14170 - System Support Specialist 31.50
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.98
15020 - Aircrew Training Devices Instructor (Rated) 42.33
15030 - Air Crew Training Devices Instructor (Pilot) 50.73
15050 - Computer Based Training Specialist / Instructor 34.98
15060 - Educational Technologist 37.69
15070 - Flight Instructor (Pilot) 50.73
15080 - Graphic Artist 21.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

15090 - Technical Instructor 21.07
15095 - Technical Instructor/Course Developer 25.77
15110 - Test Proctor 17.01***
15120 - Tutor 17.01***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.72***
16030 - Counter Attendant 11.72***
16040 - Dry Cleaner 14.77***
16070 - Finisher, Flatwork, Machine 11.72***
16090 - Presser, Hand 11.72***
16110 - Presser, Machine, Drycleaning 11.72***
16130 - Presser, Machine, Shirts 11.72***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.72***
16190 - Sewing Machine Operator 15.48***
16220 - Tailor 16.39***
16250 - Washer, Machine 12.75***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.25
19040 - Tool And Die Maker 25.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.26
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.46***
21080 - Production Line Worker (Food Processing) 19.26
21110 - Shipping Packer 17.66***
21130 - Shipping/Receiving Clerk 17.66***
21140 - Store Worker I 14.05***
21150 - Stock Clerk 19.91
21210 - Tools And Parts Attendant 19.26
21410 - Warehouse Specialist 19.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.41
23019 - Aircraft Logs and Records Technician 27.43
23021 - Aircraft Mechanic I 32.74
23022 - Aircraft Mechanic II 34.41
23023 - Aircraft Mechanic III 36.07
23040 - Aircraft Mechanic Helper 23.63
23050 - Aircraft, Painter 30.33
23060 - Aircraft Servicer 27.43
23070 - Aircraft Survival Flight Equipment Technician 30.33
23080 - Aircraft Worker 29.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.74
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 20.38
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 21.48
23140 - Carpet Layer 23.46
23160 - Electrician, Maintenance 23.96
23181 - Electronics Technician Maintenance I 36.21

23182 - Electronics Technician Maintenance II 38.35
23183 - Electronics Technician Maintenance III 40.52
23260 - Fabric Worker 21.93
23290 - Fire Alarm System Mechanic 24.54
23310 - Fire Extinguisher Repairer 20.38
23311 - Fuel Distribution System Mechanic 23.20
23312 - Fuel Distribution System Operator 17.88
23370 - General Maintenance Worker 20.02
23380 - Ground Support Equipment Mechanic 32.74
23381 - Ground Support Equipment Servicer 27.43
23382 - Ground Support Equipment Worker 29.25
23391 - Gunsmith I 20.38
23392 - Gunsmith II 23.46
23393 - Gunsmith III 26.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.45
23430 - Heavy Equipment Mechanic 26.70
23440 - Heavy Equipment Operator 22.10
23460 - Instrument Mechanic 26.44
23465 - Laboratory/Shelter Mechanic 24.85
23470 - Laborer 16.96***
23510 - Locksmith 24.85
23530 - Machinery Maintenance Mechanic 28.01
23550 - Machinist, Maintenance 22.34
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 26.44
23592 - Metrology Technician II 27.80
23593 - Metrology Technician III 29.18
23640 - Millwright 28.17
23710 - Office Appliance Repairer 21.19
23760 - Painter, Maintenance 20.31
23790 - Pipefitter, Maintenance 24.58
23810 - Plumber, Maintenance 23.10
23820 - Pneudraulic Systems Mechanic 26.44
23850 - Rigger 24.68
23870 - Scale Mechanic 23.46
23890 - Sheet-Metal Worker, Maintenance 22.93
23910 - Small Engine Mechanic 22.01
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 36.77
23960 - Welder, Combination, Maintenance 24.66
23965 - Well Driller 26.44
23970 - Woodcraft Worker 26.44
23980 - Woodworker 20.38
24000 - Personal Needs Occupations
24550 - Case Manager 19.21
24570 - Child Care Attendant 10.91***
24580 - Child Care Center Clerk 13.60***
24610 - Chore Aide 11.11***
24620 - Family Readiness And Support Services Coordinator 19.21

24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.34
25040 - Sewage Plant Operator	21.33
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	16.86***
25210 - Water Treatment Plant Operator	19.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.95
27007 - Baggage Inspector	14.57***
27008 - Corrections Officer	22.09
27010 - Court Security Officer	22.76
27030 - Detection Dog Handler	16.30***
27040 - Detention Officer	22.09
27070 - Firefighter	22.29
27101 - Guard I	14.57***
27102 - Guard II	16.30***
27131 - Police Officer I	26.19
27132 - Police Officer II	29.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.51***
28042 - Carnival Equipment Repairer	16.76***
28043 - Carnival Worker	11.51***
28210 - Gate Attendant/Gate Tender	18.67
28310 - Lifeguard	12.87***
28350 - Park Attendant (Aide)	20.88
28510 - Recreation Aide/Health Facility Attendant	15.24***
28515 - Recreation Specialist	25.86
28630 - Sports Official	16.63***
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.08
29020 - Hatch Tender	30.08
29030 - Line Handler	30.08
29041 - Stevedore I	28.12
29042 - Stevedore II	31.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	49.12
30011 - Air Traffic Control Specialist, Station (HFO)	33.87
30012 - Air Traffic Control Specialist, Terminal (HFO)	37.30
30021 - Archeological Technician I	20.88
30022 - Archeological Technician II	23.35
30023 - Archeological Technician III	28.93
30030 - Cartographic Technician	28.93
30040 - Civil Engineering Technician	28.07
30051 - Cryogenic Technician I	32.04
30052 - Cryogenic Technician II	35.39
30061 - Drafter/CAD Operator I	20.88
30062 - Drafter/CAD Operator II	23.35
30063 - Drafter/CAD Operator III	26.04
30064 - Drafter/CAD Operator IV	32.04
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70

30084 - Engineering Technician IV 30.61
30085 - Engineering Technician V 37.44
30086 - Engineering Technician VI 45.30
30090 - Environmental Technician 25.56
30095 - Evidence Control Specialist 28.93
30210 - Laboratory Technician 29.34
30221 - Latent Fingerprint Technician I 30.77
30222 - Latent Fingerprint Technician II 33.98
30240 - Mathematical Technician 28.93
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 35.39
30390 - Photo-Optics Technician 28.93
30395 - Radiation Control Technician 35.39
30461 - Technical Writer I 27.83
30462 - Technical Writer II 34.31
30463 - Technical Writer III 41.27
30491 - Unexploded Ordnance (UXO) Technician I 31.21
30492 - Unexploded Ordnance (UXO) Technician II 37.77
30493 - Unexploded Ordnance (UXO) Technician III 45.27
30494 - Unexploded (UXO) Safety Escort 31.21
30495 - Unexploded (UXO) Sweep Personnel 31.21
30501 - Weather Forecaster I 32.04
30502 - Weather Forecaster II 38.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 26.04
30621 - Weather Observer, Senior (see 2) 28.93
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 37.77
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 15.53***
31260 - Parking and Lot Attendant 12.25***
31290 - Shuttle Bus Driver 15.31***
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 16.96***
31362 - Truckdriver, Medium 18.25
31363 - Truckdriver, Heavy 23.61
31364 - Truckdriver, Tractor-Trailer 23.61
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.41
99030 - Cashier 12.26***
99050 - Desk Clerk 13.02***
99095 - Embalmer 29.28
99130 - Flight Follower 31.21
99251 - Laboratory Animal Caretaker I 15.46***
99252 - Laboratory Animal Caretaker II 16.65***
99260 - Marketing Analyst 28.74
99310 - Mortician 29.28
99410 - Pest Controller 18.40
99510 - Photofinishing Worker 16.40***
99710 - Recycling Laborer 20.96

99711 - Recycling Specialist	25.48
99730 - Refuse Collector	18.52
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	15.84***
99830 - Survey Party Chief	24.42
99831 - Surveying Aide	14.96***
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	21.79
99841 - Vending Machine Repairer	27.40
99842 - Vending Machine Repairer Helper	21.79

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

2) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-6007
Revision No.: 1
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Cochran, Garza, Hockley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.54***
01012 - Accounting Clerk II		18.57
01013 - Accounting Clerk III		20.77
01020 - Administrative Assistant		30.03
01035 - Court Reporter		20.96

01041 - Customer Service Representative I 14.75***
01042 - Customer Service Representative II 16.09***
01043 - Customer Service Representative III 18.06
01051 - Data Entry Operator I 16.04***
01052 - Data Entry Operator II 17.50***
01060 - Dispatcher, Motor Vehicle 23.56
01070 - Document Preparation Clerk 16.70***
01090 - Duplicating Machine Operator 16.70***
01111 - General Clerk I 14.30***
01112 - General Clerk II 16.25***
01113 - General Clerk III 17.51***
01120 - Housing Referral Assistant 23.36
01141 - Messenger Courier 14.49***
01191 - Order Clerk I 18.02
01192 - Order Clerk II 19.87
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 21.48
01290 - Rental Clerk 15.47***
01300 - Scheduler, Maintenance 18.74
01311 - Secretary I 18.74
01312 - Secretary II 20.96
01313 - Secretary III 23.36
01320 - Service Order Dispatcher 21.06
01410 - Supply Technician 30.03
01420 - Survey Worker 16.74***
01460 - Switchboard Operator/Receptionist 14.39***
01531 - Travel Clerk I 15.41***
01532 - Travel Clerk II 16.67***
01533 - Travel Clerk III 17.77
01611 - Word Processor I 16.70***
01612 - Word Processor II 18.74
01613 - Word Processor III 20.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.32
05010 - Automotive Electrician 23.02
05040 - Automotive Glass Installer 21.56
05070 - Automotive Worker 21.56
05110 - Mobile Equipment Servicer 18.58
05130 - Motor Equipment Metal Mechanic 24.56
05160 - Motor Equipment Metal Worker 21.56
05190 - Motor Vehicle Mechanic 24.56
05220 - Motor Vehicle Mechanic Helper 17.08***
05250 - Motor Vehicle Upholstery Worker 20.05
05280 - Motor Vehicle Wrecker 21.56
05310 - Painter, Automotive 23.02
05340 - Radiator Repair Specialist 21.56
05370 - Tire Repairer 14.86***
05400 - Transmission Repair Specialist 24.56
07000 - Food Preparation And Service Occupations
07010 - Baker 13.75***
07041 - Cook I 14.51***
07042 - Cook II 16.84***

07070 - Dishwasher 12.47***
07130 - Food Service Worker 12.58***
07210 - Meat Cutter 17.57***
07260 - Waiter/Waitress 11.64***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.38
09040 - Furniture Handler 13.16***
09080 - Furniture Refinisher 21.38
09090 - Furniture Refinisher Helper 15.89***
09110 - Furniture Repairer, Minor 18.62
09130 - Upholsterer 21.38
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.68***
11060 - Elevator Operator 14.25***
11090 - Gardener 20.65
11122 - Housekeeping Aide 14.25***
11150 - Janitor 14.25***
11210 - Laborer, Grounds Maintenance 15.70***
11240 - Maid or Houseman 13.13***
11260 - Pruner 14.48***
11270 - Tractor Operator 19.06
11330 - Trail Maintenance Worker 15.70***
11360 - Window Cleaner 15.50***
12000 - Health Occupations
12010 - Ambulance Driver 17.29***
12011 - Breath Alcohol Technician 24.11
12012 - Certified Occupational Therapist Assistant 36.30
12015 - Certified Physical Therapist Assistant 34.83
12020 - Dental Assistant 17.51***
12025 - Dental Hygienist 40.38
12030 - EKG Technician 36.55
12035 - Electroneurodiagnostic Technologist 36.55
12040 - Emergency Medical Technician 17.29***
12071 - Licensed Practical Nurse I 21.56
12072 - Licensed Practical Nurse II 24.11
12073 - Licensed Practical Nurse III 26.90
12100 - Medical Assistant 17.35***
12130 - Medical Laboratory Technician 28.75
12160 - Medical Record Clerk 17.18***
12190 - Medical Record Technician 19.22
12195 - Medical Transcriptionist 19.60
12210 - Nuclear Medicine Technologist 53.00
12221 - Nursing Assistant I 13.67***
12222 - Nursing Assistant II 15.38***
12223 - Nursing Assistant III 16.78***
12224 - Nursing Assistant IV 18.84
12235 - Optical Dispenser 16.85***
12236 - Optical Technician 21.56
12250 - Pharmacy Technician 18.23
12280 - Phlebotomist 16.85***
12305 - Radiologic Technologist 30.76
12311 - Registered Nurse I 25.61
12312 - Registered Nurse II 31.33
12313 - Registered Nurse II, Specialist 31.33

12314 - Registered Nurse III 37.90
12315 - Registered Nurse III, Anesthetist 37.90
12316 - Registered Nurse IV 45.43
12317 - Scheduler (Drug and Alcohol Testing) 29.89
12320 - Substance Abuse Treatment Counselor 22.83
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.91
13012 - Exhibits Specialist II 24.67
13013 - Exhibits Specialist III 30.18
13041 - Illustrator I 19.91
13042 - Illustrator II 24.67
13043 - Illustrator III 30.18
13047 - Librarian 27.32
13050 - Library Aide/Clerk 13.61***
13054 - Library Information Technology Systems Administrator 24.67
13058 - Library Technician 18.85
13061 - Media Specialist I 17.81
13062 - Media Specialist II 19.91
13063 - Media Specialist III 22.20
13071 - Photographer I 17.81
13072 - Photographer II 19.91
13073 - Photographer III 24.67
13074 - Photographer IV 30.18
13075 - Photographer V 36.52
13090 - Technical Order Library Clerk 17.08***
13110 - Video Teleconference Technician 19.32
14000 - Information Technology Occupations
14041 - Computer Operator I 19.18
14042 - Computer Operator II 21.45
14043 - Computer Operator III 23.91
14044 - Computer Operator IV 26.58
14045 - Computer Operator V 29.43
14071 - Computer Programmer I (see 1) 22.91
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.18
14160 - Personal Computer Support Technician 26.58
14170 - System Support Specialist 29.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.64
15020 - Aircrew Training Devices Instructor (Rated) 40.70
15030 - Air Crew Training Devices Instructor (Pilot) 48.80
15050 - Computer Based Training Specialist / Instructor 33.64
15060 - Educational Technologist 31.79
15070 - Flight Instructor (Pilot) 48.80
15080 - Graphic Artist 23.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.80
15086 - Maintenance Test Pilot, Rotary Wing 48.80
15088 - Non-Maintenance Test/Co-Pilot 48.80

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 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.84***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.74***
16220 - Tailor 14.65***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.68
19040 - Tool And Die Maker 29.70
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.67
21030 - Material Coordinator 21.48
21040 - Material Expediter 21.48
21050 - Material Handling Laborer 16.94***
21071 - Order Filler 16.61***
21080 - Production Line Worker (Food Processing) 20.67
21110 - Shipping Packer 19.77
21130 - Shipping/Receiving Clerk 19.77
21140 - Store Worker I 13.80***
21150 - Stock Clerk 17.39***
21210 - Tools And Parts Attendant 20.67
21410 - Warehouse Specialist 20.67
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.67
23019 - Aircraft Logs and Records Technician 23.39
23021 - Aircraft Mechanic I 28.85
23022 - Aircraft Mechanic II 30.67
23023 - Aircraft Mechanic III 32.42
23040 - Aircraft Mechanic Helper 20.05
23050 - Aircraft, Painter 26.98
23060 - Aircraft Servicer 23.39
23070 - Aircraft Survival Flight Equipment Technician 26.98
23080 - Aircraft Worker 25.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.85
23110 - Appliance Mechanic 23.68
23120 - Bicycle Repairer 19.10
23125 - Cable Splicer 32.08
23130 - Carpenter, Maintenance 24.06
23140 - Carpet Layer 22.18
23160 - Electrician, Maintenance 28.70
23181 - Electronics Technician Maintenance I 34.82

23182 - Electronics Technician Maintenance II 37.17
23183 - Electronics Technician Maintenance III 39.65
23260 - Fabric Worker 20.62
23290 - Fire Alarm System Mechanic 25.26
23310 - Fire Extinguisher Repairer 19.10
23311 - Fuel Distribution System Mechanic 27.38
23312 - Fuel Distribution System Operator 20.69
23370 - General Maintenance Worker 18.66
23380 - Ground Support Equipment Mechanic 28.85
23381 - Ground Support Equipment Servicer 23.39
23382 - Ground Support Equipment Worker 25.19
23391 - Gunsmith I 19.10
23392 - Gunsmith II 22.18
23393 - Gunsmith III 25.26
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.74
23430 - Heavy Equipment Mechanic 27.36
23440 - Heavy Equipment Operator 22.80
23460 - Instrument Mechanic 25.26
23465 - Laboratory/Shelter Mechanic 23.68
23470 - Laborer 16.94***
23510 - Locksmith 23.68
23530 - Machinery Maintenance Mechanic 28.76
23550 - Machinist, Maintenance 23.33
23580 - Maintenance Trades Helper 15.56***
23591 - Metrology Technician I 25.26
23592 - Metrology Technician II 26.79
23593 - Metrology Technician III 28.29
23640 - Millwright 27.44
23710 - Office Appliance Repairer 23.68
23760 - Painter, Maintenance 19.86
23790 - Pipefitter, Maintenance 27.42
23810 - Plumber, Maintenance 25.70
23820 - Pneudraulic Systems Mechanic 25.26
23850 - Rigger 28.34
23870 - Scale Mechanic 22.18
23890 - Sheet-Metal Worker, Maintenance 24.00
23910 - Small Engine Mechanic 22.18
23931 - Telecommunications Mechanic I 28.71
23932 - Telecommunications Mechanic II 30.52
23950 - Telephone Lineman 26.23
23960 - Welder, Combination, Maintenance 23.17
23965 - Well Driller 25.26
23970 - Woodcraft Worker 25.26
23980 - Woodworker 19.10
24000 - Personal Needs Occupations
24550 - Case Manager 18.41
24570 - Child Care Attendant 12.61***
24580 - Child Care Center Clerk 15.72***
24610 - Chore Aide 11.78***
24620 - Family Readiness And Support Services Coordinator 18.41

24630 - Homemaker 18.41
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.54
25040 - Sewage Plant Operator 22.01
25070 - Stationary Engineer 23.54
25190 - Ventilation Equipment Tender 16.36***
25210 - Water Treatment Plant Operator 22.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.49
27007 - Baggage Inspector 15.27***
27008 - Corrections Officer 24.60
27010 - Court Security Officer 24.98
27030 - Detection Dog Handler 17.08***
27040 - Detention Officer 24.60
27070 - Firefighter 25.27
27101 - Guard I 15.27***
27102 - Guard II 17.08***
27131 - Police Officer I 25.60
27132 - Police Officer II 28.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.96***
28042 - Carnival Equipment Repairer 16.21***
28043 - Carnival Worker 11.33***
28210 - Gate Attendant/Gate Tender 17.67***
28310 - Lifeguard 11.86***
28350 - Park Attendant (Aide) 19.77
28510 - Recreation Aide/Health Facility Attendant 14.43***
28515 - Recreation Specialist 24.17
28630 - Sports Official 15.74***
28690 - Swimming Pool Operator 18.80
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.51
29020 - Hatch Tender 32.51
29030 - Line Handler 32.51
29041 - Stevedore I 30.23
29042 - Stevedore II 34.72
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) 34.99
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 25.88
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 16.49***
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 20.70

30084 - Engineering Technician IV 25.64
30085 - Engineering Technician V 31.37
30086 - Engineering Technician VI 37.95
30090 - Environmental Technician 28.66
30095 - Evidence Control Specialist 27.50
30210 - Laboratory Technician 32.31
30221 - Latent Fingerprint Technician I 30.46
30222 - Latent Fingerprint Technician II 33.64
30240 - Mathematical Technician 27.50
30361 - Paralegal/Legal Assistant I 21.38
30362 - Paralegal/Legal Assistant II 26.49
30363 - Paralegal/Legal Assistant III 32.40
30364 - Paralegal/Legal Assistant IV 39.19
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 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 30.46
30502 - Weather Forecaster II 37.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.74
30621 - Weather Observer, Senior (see 2) 27.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 13.45***
31030 - Bus Driver 19.05
31043 - Driver Courier 16.33***
31260 - Parking and Lot Attendant 13.43***
31290 - Shuttle Bus Driver 15.65***
31310 - Taxi Driver 11.54***
31361 - Truckdriver, Light 17.69***
31362 - Truckdriver, Medium 19.05
31363 - Truckdriver, Heavy 23.68
31364 - Truckdriver, Tractor-Trailer 23.68
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.45***
99050 - Desk Clerk 13.16***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 18.95
99252 - Laboratory Animal Caretaker II 20.64
99260 - Marketing Analyst 31.01
99310 - Mortician 29.28
99410 - Pest Controller 19.65
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 20.15

99711 - Recycling Specialist	24.46
99730 - Refuse Collector	18.52
99810 - Sales Clerk	13.79***
99820 - School Crossing Guard	16.13***
99830 - Survey Party Chief	25.18
99831 - Surveying Aide	17.51***
99832 - Surveying Technician	24.03
99840 - Vending Machine Attendant	19.07
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	19.07

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

2) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-6009
Revision No.: 1
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Bosque

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		26.72
01035 - Court Reporter		21.58

01041 - Customer Service Representative I 16.72***
01042 - Customer Service Representative II 18.24
01043 - Customer Service Representative III 20.47
01051 - Data Entry Operator I 17.01***
01052 - Data Entry Operator II 18.56
01060 - Dispatcher, Motor Vehicle 20.66
01070 - Document Preparation Clerk 16.87***
01090 - Duplicating Machine Operator 16.87***
01111 - General Clerk I 16.18***
01112 - General Clerk II 17.65***
01113 - General Clerk III 19.81
01120 - Housing Referral Assistant 23.62
01141 - Messenger Courier 16.72***
01191 - Order Clerk I 17.03***
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 18.92
01262 - Personnel Assistant (Employment) II 21.16
01263 - Personnel Assistant (Employment) III 23.60
01270 - Production Control Clerk 23.48
01290 - Rental Clerk 16.56***
01300 - Scheduler, Maintenance 18.93
01311 - Secretary I 18.93
01312 - Secretary II 21.18
01313 - Secretary III 23.62
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 26.72
01420 - Survey Worker 18.40
01460 - Switchboard Operator/Receptionist 15.31***
01531 - Travel Clerk I 16.87***
01532 - Travel Clerk II 18.93
01533 - Travel Clerk III 21.07
01611 - Word Processor I 16.87***
01612 - Word Processor II 18.93
01613 - Word Processor III 21.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.40
05010 - Automotive Electrician 21.17
05040 - Automotive Glass Installer 19.79
05070 - Automotive Worker 19.79
05110 - Mobile Equipment Servicer 17.07***
05130 - Motor Equipment Metal Mechanic 22.45
05160 - Motor Equipment Metal Worker 19.79
05190 - Motor Vehicle Mechanic 22.45
05220 - Motor Vehicle Mechanic Helper 15.71***
05250 - Motor Vehicle Upholstery Worker 18.41
05280 - Motor Vehicle Wrecker 19.79
05310 - Painter, Automotive 21.17
05340 - Radiator Repair Specialist 19.79
05370 - Tire Repairer 16.96***
05400 - Transmission Repair Specialist 22.45
07000 - Food Preparation And Service Occupations
07010 - Baker 15.14***
07041 - Cook I 15.06***
07042 - Cook II 17.48***

07070 - Dishwasher 12.52***
07130 - Food Service Worker 13.39***
07210 - Meat Cutter 16.70***
07260 - Waiter/Waitress 12.06***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.94
09040 - Furniture Handler 13.62***
09080 - Furniture Refinisher 22.38
09090 - Furniture Refinisher Helper 16.56***
09110 - Furniture Repairer, Minor 19.46
09130 - Upholsterer 22.38
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.54***
11060 - Elevator Operator 14.62***
11090 - Gardener 22.52
11122 - Housekeeping Aide 14.62***
11150 - Janitor 14.62***
11210 - Laborer, Grounds Maintenance 17.09***
11240 - Maid or Houseman 13.23***
11260 - Pruner 15.25***
11270 - Tractor Operator 20.72
11330 - Trail Maintenance Worker 17.09***
11360 - Window Cleaner 16.51***
12000 - Health Occupations
12010 - Ambulance Driver 17.28***
12011 - Breath Alcohol Technician 25.81
12012 - Certified Occupational Therapist Assistant 37.14
12015 - Certified Physical Therapist Assistant 36.57
12020 - Dental Assistant 17.88
12025 - Dental Hygienist 44.72
12030 - EKG Technician 32.28
12035 - Electroneurodiagnostic Technologist 32.28
12040 - Emergency Medical Technician 17.28***
12071 - Licensed Practical Nurse I 23.07
12072 - Licensed Practical Nurse II 25.81
12073 - Licensed Practical Nurse III 28.76
12100 - Medical Assistant 18.44
12130 - Medical Laboratory Technician 24.88
12160 - Medical Record Clerk 17.83
12190 - Medical Record Technician 19.94
12195 - Medical Transcriptionist 21.00
12210 - Nuclear Medicine Technologist 56.71
12221 - Nursing Assistant I 14.82***
12222 - Nursing Assistant II 16.68***
12223 - Nursing Assistant III 18.20
12224 - Nursing Assistant IV 20.42
12235 - Optical Dispenser 16.92***
12236 - Optical Technician 23.07
12250 - Pharmacy Technician 20.02
12280 - Phlebotomist 17.67***
12305 - Radiologic Technologist 32.39
12311 - Registered Nurse I 30.88
12312 - Registered Nurse II 37.77
12313 - Registered Nurse II, Specialist 37.77

12314 - Registered Nurse III 45.69
12315 - Registered Nurse III, Anesthetist 45.69
12316 - Registered Nurse IV 54.77
12317 - Scheduler (Drug and Alcohol Testing) 31.96
12320 - Substance Abuse Treatment Counselor 26.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.12
13012 - Exhibits Specialist II 23.69
13013 - Exhibits Specialist III 28.97
13041 - Illustrator I 19.66
13042 - Illustrator II 24.37
13043 - Illustrator III 29.79
13047 - Librarian 26.24
13050 - Library Aide/Clerk 15.94***
13054 - Library Information Technology Systems Administrator 23.69
13058 - Library Technician 17.23***
13061 - Media Specialist I 17.11***
13062 - Media Specialist II 19.12
13063 - Media Specialist III 21.32
13071 - Photographer I 17.11***
13072 - Photographer II 19.12
13073 - Photographer III 23.69
13074 - Photographer IV 28.97
13075 - Photographer V 35.07
13090 - Technical Order Library Clerk 20.01
13110 - Video Teleconference Technician 17.22***
14000 - Information Technology Occupations
14041 - Computer Operator I 18.94
14042 - Computer Operator II 21.19
14043 - Computer Operator III 23.62
14044 - Computer Operator IV 26.25
14045 - Computer Operator V 28.96
14071 - Computer Programmer I (see 1) 22.85
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 18.94
14160 - Personal Computer Support Technician 26.25
14170 - System Support Specialist 26.86
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.27
15020 - Aircrew Training Devices Instructor (Rated) 40.25
15030 - Air Crew Training Devices Instructor (Pilot) 48.26
15050 - Computer Based Training Specialist / Instructor 33.27
15060 - Educational Technologist 33.80
15070 - Flight Instructor (Pilot) 48.26
15080 - Graphic Artist 23.53
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.26
15086 - Maintenance Test Pilot, Rotary Wing 48.26
15088 - Non-Maintenance Test/Co-Pilot 48.26

15090 - Technical Instructor 23.88
15095 - Technical Instructor/Course Developer 29.20
15110 - Test Proctor 19.37
15120 - Tutor 19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.01***
16030 - Counter Attendant 11.01***
16040 - Dry Cleaner 14.58***
16070 - Finisher, Flatwork, Machine 11.01***
16090 - Presser, Hand 11.01***
16110 - Presser, Machine, Drycleaning 11.01***
16130 - Presser, Machine, Shirts 11.01***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.01***
16190 - Sewing Machine Operator 15.39***
16220 - Tailor 16.15***
16250 - Washer, Machine 12.28***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.88
19040 - Tool And Die Maker 31.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.49
21030 - Material Coordinator 23.48
21040 - Material Expediter 23.48
21050 - Material Handling Laborer 16.27***
21071 - Order Filler 17.38***
21080 - Production Line Worker (Food Processing) 18.49
21110 - Shipping Packer 19.39
21130 - Shipping/Receiving Clerk 19.39
21140 - Store Worker I 13.10***
21150 - Stock Clerk 18.05
21210 - Tools And Parts Attendant 18.49
21410 - Warehouse Specialist 18.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.53
23019 - Aircraft Logs and Records Technician 25.32
23021 - Aircraft Mechanic I 30.88
23022 - Aircraft Mechanic II 32.53
23023 - Aircraft Mechanic III 34.22
23040 - Aircraft Mechanic Helper 21.60
23050 - Aircraft, Painter 29.13
23060 - Aircraft Servicer 25.32
23070 - Aircraft Survival Flight Equipment Technician 29.13
23080 - Aircraft Worker 27.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.88
23110 - Appliance Mechanic 25.88
23120 - Bicycle Repairer 20.86
23125 - Cable Splicer 34.53
23130 - Carpenter, Maintenance 20.70
23140 - Carpet Layer 24.20
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 22.51
23290 - Fire Alarm System Mechanic 23.28
23310 - Fire Extinguisher Repairer 20.86
23311 - Fuel Distribution System Mechanic 28.19
23312 - Fuel Distribution System Operator 21.43
23370 - General Maintenance Worker 19.12
23380 - Ground Support Equipment Mechanic 30.88
23381 - Ground Support Equipment Servicer 25.32
23382 - Ground Support Equipment Worker 27.23
23391 - Gunsmith I 20.86
23392 - Gunsmith II 24.20
23393 - Gunsmith III 27.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.56
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.04
23430 - Heavy Equipment Mechanic 26.50
23440 - Heavy Equipment Operator 23.60
23460 - Instrument Mechanic 27.45
23465 - Laboratory/Shelter Mechanic 25.88
23470 - Laborer 16.27***
23510 - Locksmith 25.88
23530 - Machinery Maintenance Mechanic 28.04
23550 - Machinist, Maintenance 23.26
23580 - Maintenance Trades Helper 15.71***
23591 - Metrology Technician I 27.45
23592 - Metrology Technician II 28.92
23593 - Metrology Technician III 30.43
23640 - Millwright 27.45
23710 - Office Appliance Repairer 23.53
23760 - Painter, Maintenance 20.72
23790 - Pipefitter, Maintenance 27.62
23810 - Plumber, Maintenance 26.05
23820 - Pneudraulic Systems Mechanic 27.45
23850 - Rigger 27.45
23870 - Scale Mechanic 24.20
23890 - Sheet-Metal Worker, Maintenance 23.50
23910 - Small Engine Mechanic 22.92
23931 - Telecommunications Mechanic I 30.87
23932 - Telecommunications Mechanic II 32.53
23950 - Telephone Lineman 30.35
23960 - Welder, Combination, Maintenance 22.65
23965 - Well Driller 27.45
23970 - Woodcraft Worker 27.45
23980 - Woodworker 20.86
24000 - Personal Needs Occupations
24550 - Case Manager 18.78
24570 - Child Care Attendant 11.87***
24580 - Child Care Center Clerk 14.81***
24610 - Chore Aide 11.37***
24620 - Family Readiness And Support Services Coordinator 18.78

24630 - Homemaker 18.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.13
25040 - Sewage Plant Operator 23.12
25070 - Stationary Engineer 27.13
25190 - Ventilation Equipment Tender 18.99
25210 - Water Treatment Plant Operator 23.12
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.37
27007 - Baggage Inspector 15.36***
27008 - Corrections Officer 23.28
27010 - Court Security Officer 24.77
27030 - Detection Dog Handler 17.18***
27040 - Detention Officer 23.28
27070 - Firefighter 23.01
27101 - Guard I 15.36***
27102 - Guard II 17.18***
27131 - Police Officer I 28.55
27132 - Police Officer II 31.72
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.05***
28042 - Carnival Equipment Repairer 16.38***
28043 - Carnival Worker 10.96***
28210 - Gate Attendant/Gate Tender 17.41***
28310 - Lifeguard 12.43***
28350 - Park Attendant (Aide) 19.47
28510 - Recreation Aide/Health Facility Attendant 14.21***
28515 - Recreation Specialist 24.12
28630 - Sports Official 15.51***
28690 - Swimming Pool Operator 19.01
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.52
29020 - Hatch Tender 27.52
29030 - Line Handler 27.52
29041 - Stevedore I 25.59
29042 - Stevedore II 29.43
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) 52.13
30011 - Air Traffic Control Specialist, Station (HFO) 35.95
30012 - Air Traffic Control Specialist, Terminal (HFO) 39.60
30021 - Archeological Technician I 20.76
30022 - Archeological Technician II 23.22
30023 - Archeological Technician III 28.76
30030 - Cartographic Technician 28.76
30040 - Civil Engineering Technician 24.66
30051 - Cryogenic Technician I 31.86
30052 - Cryogenic Technician II 35.19
30061 - Drafter/CAD Operator I 20.76
30062 - Drafter/CAD Operator II 23.22
30063 - Drafter/CAD Operator III 25.88
30064 - Drafter/CAD Operator IV 31.86
30081 - Engineering Technician I 20.25
30082 - Engineering Technician II 22.73
30083 - Engineering Technician III 25.42

30084 - Engineering Technician IV 31.50
30085 - Engineering Technician V 38.53
30086 - Engineering Technician VI 46.62
30090 - Environmental Technician 28.76
30095 - Evidence Control Specialist 28.76
30210 - Laboratory Technician 26.08
30221 - Latent Fingerprint Technician I 31.86
30222 - Latent Fingerprint Technician II 35.19
30240 - Mathematical Technician 28.76
30361 - Paralegal/Legal Assistant I 21.43
30362 - Paralegal/Legal Assistant II 26.55
30363 - Paralegal/Legal Assistant III 32.48
30364 - Paralegal/Legal Assistant IV 39.29
30375 - Petroleum Supply Specialist 35.19
30390 - Photo-Optics Technician 28.71
30395 - Radiation Control Technician 35.19
30461 - Technical Writer I 28.76
30462 - Technical Writer II 35.19
30463 - Technical Writer III 42.57
30491 - Unexploded Ordnance (UXO) Technician I 33.14
30492 - Unexploded Ordnance (UXO) Technician II 40.09
30493 - Unexploded Ordnance (UXO) Technician III 48.05
30494 - Unexploded (UXO) Safety Escort 33.14
30495 - Unexploded (UXO) Sweep Personnel 33.14
30501 - Weather Forecaster I 31.86
30502 - Weather Forecaster II 38.75
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.88
30621 - Weather Observer, Senior (see 2) 28.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.09
31020 - Bus Aide 13.28***
31030 - Bus Driver 18.98
31043 - Driver Courier 16.59***
31260 - Parking and Lot Attendant 13.46***
31290 - Shuttle Bus Driver 15.57***
31310 - Taxi Driver 11.96***
31361 - Truckdriver, Light 18.03
31362 - Truckdriver, Medium 19.46
31363 - Truckdriver, Heavy 23.57
31364 - Truckdriver, Tractor-Trailer 23.57
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.55
99030 - Cashier 13.02***
99050 - Desk Clerk 13.48***
99095 - Embalmer 31.59
99130 - Flight Follower 33.14
99251 - Laboratory Animal Caretaker I 14.24***
99252 - Laboratory Animal Caretaker II 15.48***
99260 - Marketing Analyst 33.05
99310 - Mortician 31.59
99410 - Pest Controller 22.57
99510 - Photofinishing Worker 17.41***
99710 - Recycling Laborer 21.10

99711 - Recycling Specialist	25.58
99730 - Refuse Collector	18.92
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	15.84***
99830 - Survey Party Chief	28.06
99831 - Surveying Aide	17.51***
99832 - Surveying Technician	23.98
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	24.90
99842 - Vending Machine Repairer Helper	19.75

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

2) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-6011
Revision No.: 1
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Panola

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.99
01012 - Accounting Clerk II		20.19
01013 - Accounting Clerk III		22.58
01020 - Administrative Assistant		27.85
01035 - Court Reporter		28.17

01041 - Customer Service Representative I	15.47***
01042 - Customer Service Representative II	16.88***
01043 - Customer Service Representative III	18.95
01051 - Data Entry Operator I	15.48***
01052 - Data Entry Operator II	16.89***
01060 - Dispatcher, Motor Vehicle	21.08
01070 - Document Preparation Clerk	16.38***
01090 - Duplicating Machine Operator	16.38***
01111 - General Clerk I	16.68***
01112 - General Clerk II	18.20
01113 - General Clerk III	20.43
01120 - Housing Referral Assistant	22.91
01141 - Messenger Courier	14.34***
01191 - Order Clerk I	17.69***
01192 - Order Clerk II	19.30
01261 - Personnel Assistant (Employment) I	18.20
01262 - Personnel Assistant (Employment) II	20.35
01263 - Personnel Assistant (Employment) III	22.69
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	16.68***
01300 - Scheduler, Maintenance	18.38
01311 - Secretary I	18.38
01312 - Secretary II	20.56
01313 - Secretary III	22.91
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	27.85
01420 - Survey Worker	15.42***
01460 - Switchboard Operator/Receptionist	14.53***
01531 - Travel Clerk I	16.38***
01532 - Travel Clerk II	18.38
01533 - Travel Clerk III	20.27
01611 - Word Processor I	16.38***
01612 - Word Processor II	18.38
01613 - Word Processor III	20.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.72
05010 - Automotive Electrician	21.49
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	17.73***
05130 - Motor Equipment Metal Mechanic	22.68
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.68
05220 - Motor Vehicle Mechanic Helper	16.41***
05250 - Motor Vehicle Upholstery Worker	19.04
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.49
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	16.23***
05400 - Transmission Repair Specialist	22.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.45***
07041 - Cook I	14.01***
07042 - Cook II	16.17***

07070 - Dishwasher 11.33***
07130 - Food Service Worker 13.31***
07210 - Meat Cutter 15.19***
07260 - Waiter/Waitress 11.20***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.37
09040 - Furniture Handler 13.02***
09080 - Furniture Refinisher 20.37
09090 - Furniture Refinisher Helper 15.54***
09110 - Furniture Repairer, Minor 18.04
09130 - Upholsterer 20.37
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.86***
11060 - Elevator Operator 14.19***
11090 - Gardener 21.15
11122 - Housekeeping Aide 14.19***
11150 - Janitor 14.19***
11210 - Laborer, Grounds Maintenance 16.40***
11240 - Maid or Houseman 12.89***
11260 - Pruner 14.82***
11270 - Tractor Operator 19.57
11330 - Trail Maintenance Worker 16.40***
11360 - Window Cleaner 16.00***
12000 - Health Occupations
12010 - Ambulance Driver 16.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 38.05
12015 - Certified Physical Therapist Assistant 37.00
12020 - Dental Assistant 18.09
12025 - Dental Hygienist 41.86
12030 - EKG Technician 22.72
12035 - Electroneurodiagnostic Technologist 22.72
12040 - Emergency Medical Technician 16.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 28.41
12160 - Medical Record Clerk 16.46***
12190 - Medical Record Technician 18.41
12195 - Medical Transcriptionist 20.64
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 14.96***
12222 - Nursing Assistant II 16.84***
12223 - Nursing Assistant III 18.38
12224 - Nursing Assistant IV 20.63
12235 - Optical Dispenser 20.89
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 19.35
12280 - Phlebotomist 17.65***
12305 - Radiologic Technologist 33.74
12311 - Registered Nurse I 28.80
12312 - Registered Nurse II 35.22
12313 - Registered Nurse II, Specialist 35.22

12314 - Registered Nurse III 42.63
12315 - Registered Nurse III, Anesthetist 42.63
12316 - Registered Nurse IV 51.07
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 24.06
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.90
13012 - Exhibits Specialist II 25.89
13013 - Exhibits Specialist III 31.66
13041 - Illustrator I 20.90
13042 - Illustrator II 25.89
13043 - Illustrator III 31.66
13047 - Librarian 28.67
13050 - Library Aide/Clerk 13.78***
13054 - Library Information Technology Systems Administrator 25.89
13058 - Library Technician 14.40***
13061 - Media Specialist I 18.68
13062 - Media Specialist II 20.90
13063 - Media Specialist III 23.29
13071 - Photographer I 18.68
13072 - Photographer II 20.90
13073 - Photographer III 25.89
13074 - Photographer IV 31.66
13075 - Photographer V 38.30
13090 - Technical Order Library Clerk 17.30***
13110 - Video Teleconference Technician 21.88
14000 - Information Technology Occupations
14041 - Computer Operator I 19.83
14042 - Computer Operator II 22.18
14043 - Computer Operator III 24.73
14044 - Computer Operator IV 27.48
14045 - Computer Operator V 30.43
14071 - Computer Programmer I (see 1) 23.62
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.83
14160 - Personal Computer Support Technician 27.48
14170 - System Support Specialist 30.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.48
15020 - Aircrew Training Devices Instructor (Rated) 46.56
15030 - Air Crew Training Devices Instructor (Pilot) 55.80
15050 - Computer Based Training Specialist / Instructor 38.48
15060 - Educational Technologist 34.98
15070 - Flight Instructor (Pilot) 55.80
15080 - Graphic Artist 21.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 55.80
15086 - Maintenance Test Pilot, Rotary Wing 55.80
15088 - Non-Maintenance Test/Co-Pilot 55.80

15090 - Technical Instructor 19.15
15095 - Technical Instructor/Course Developer 23.43
15110 - Test Proctor 15.46***
15120 - Tutor 15.46***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.46***
16030 - Counter Attendant 12.46***
16040 - Dry Cleaner 15.98***
16070 - Finisher, Flatwork, Machine 12.46***
16090 - Presser, Hand 12.46***
16110 - Presser, Machine, Drycleaning 12.46***
16130 - Presser, Machine, Shirts 12.46***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.46***
16190 - Sewing Machine Operator 16.91***
16220 - Tailor 18.03
16250 - Washer, Machine 13.65***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.28
19040 - Tool And Die Maker 27.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.26
21030 - Material Coordinator 23.11
21040 - Material Expediter 23.11
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.67***
21080 - Production Line Worker (Food Processing) 19.26
21110 - Shipping Packer 18.70
21130 - Shipping/Receiving Clerk 18.70
21140 - Store Worker I 14.42***
21150 - Stock Clerk 20.58
21210 - Tools And Parts Attendant 19.26
21410 - Warehouse Specialist 19.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.41
23019 - Aircraft Logs and Records Technician 27.43
23021 - Aircraft Mechanic I 32.74
23022 - Aircraft Mechanic II 34.41
23023 - Aircraft Mechanic III 36.07
23040 - Aircraft Mechanic Helper 23.63
23050 - Aircraft, Painter 30.33
23060 - Aircraft Servicer 27.43
23070 - Aircraft Survival Flight Equipment Technician 30.33
23080 - Aircraft Worker 29.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.74
23110 - Appliance Mechanic 23.31
23120 - Bicycle Repairer 21.04
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 20.78
23140 - Carpet Layer 24.26
23160 - Electrician, Maintenance 23.96
23181 - Electronics Technician Maintenance I 32.92

23182 - Electronics Technician Maintenance II 34.86
23183 - Electronics Technician Maintenance III 36.84
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 26.99
23310 - Fire Extinguisher Repairer 21.04
23311 - Fuel Distribution System Mechanic 25.52
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 20.05
23380 - Ground Support Equipment Mechanic 32.74
23381 - Ground Support Equipment Servicer 27.43
23382 - Ground Support Equipment Worker 29.25
23391 - Gunsmith I 21.04
23392 - Gunsmith II 24.26
23393 - Gunsmith III 27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.17
23430 - Heavy Equipment Mechanic 25.71
23440 - Heavy Equipment Operator 23.52
23460 - Instrument Mechanic 27.15
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 16.96***
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 29.86
23550 - Machinist, Maintenance 23.20
23580 - Maintenance Trades Helper 15.27***
23591 - Metrology Technician I 27.15
23592 - Metrology Technician II 28.53
23593 - Metrology Technician III 29.91
23640 - Millwright 29.13
23710 - Office Appliance Repairer 23.31
23760 - Painter, Maintenance 19.63
23790 - Pipefitter, Maintenance 24.90
23810 - Plumber, Maintenance 23.54
23820 - Pneudraulic Systems Mechanic 27.15
23850 - Rigger 27.15
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker, Maintenance 25.22
23910 - Small Engine Mechanic 20.01
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 37.88
23960 - Welder, Combination, Maintenance 22.56
23965 - Well Driller 27.67
23970 - Woodcraft Worker 27.15
23980 - Woodworker 21.04
24000 - Personal Needs Occupations
24550 - Case Manager 18.72
24570 - Child Care Attendant 10.89***
24580 - Child Care Center Clerk 13.58***
24610 - Chore Aide 10.99***
24620 - Family Readiness And Support Services Coordinator 18.72

24630 - Homemaker 18.72
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 21.86
25070 - Stationary Engineer 23.71
25190 - Ventilation Equipment Tender 16.86***
25210 - Water Treatment Plant Operator 19.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.11
27007 - Baggage Inspector 16.03***
27008 - Corrections Officer 23.23
27010 - Court Security Officer 22.76
27030 - Detection Dog Handler 17.93
27040 - Detention Officer 23.23
27070 - Firefighter 22.25
27101 - Guard I 16.03***
27102 - Guard II 17.93
27131 - Police Officer I 24.91
27132 - Police Officer II 27.69
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.10***
28042 - Carnival Equipment Repairer 15.24***
28043 - Carnival Worker 10.67***
28210 - Gate Attendant/Gate Tender 17.39***
28310 - Lifeguard 12.87***
28350 - Park Attendant (Aide) 19.46
28510 - Recreation Aide/Health Facility Attendant 14.20***
28515 - Recreation Specialist 24.10
28630 - Sports Official 15.50***
28690 - Swimming Pool Operator 17.45***
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.01
29020 - Hatch Tender 31.01
29030 - Line Handler 31.01
29041 - Stevedore I 29.14
29042 - Stevedore II 32.82
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) 40.35
30021 - Archeological Technician I 22.01
30022 - Archeological Technician II 24.62
30023 - Archeological Technician III 30.50
30030 - Cartographic Technician 30.50
30040 - Civil Engineering Technician 28.07
30051 - Cryogenic Technician I 33.78
30052 - Cryogenic Technician II 37.30
30061 - Drafter/CAD Operator I 22.01
30062 - Drafter/CAD Operator II 24.62
30063 - Drafter/CAD Operator III 27.44
30064 - Drafter/CAD Operator IV 33.78
30081 - Engineering Technician I 20.75
30082 - Engineering Technician II 23.29
30083 - Engineering Technician III 26.05

30084 - Engineering Technician IV 32.27
30085 - Engineering Technician V 39.47
30086 - Engineering Technician VI 47.75
30090 - Environmental Technician 28.12
30095 - Evidence Control Specialist 30.50
30210 - Laboratory Technician 32.27
30221 - Latent Fingerprint Technician I 33.78
30222 - Latent Fingerprint Technician II 37.30
30240 - Mathematical Technician 30.50
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 37.30
30390 - Photo-Optics Technician 30.50
30395 - Radiation Control Technician 37.30
30461 - Technical Writer I 30.50
30462 - Technical Writer II 37.30
30463 - Technical Writer III 45.13
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.78
30502 - Weather Forecaster II 41.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.44
30621 - Weather Observer, Senior (see 2) 30.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 15.53***
31260 - Parking and Lot Attendant 12.25***
31290 - Shuttle Bus Driver 14.83***
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 16.96***
31362 - Truckdriver, Medium 18.25
31363 - Truckdriver, Heavy 24.37
31364 - Truckdriver, Tractor-Trailer 24.37
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 12.61***
99050 - Desk Clerk 13.31***
99095 - Embalmer 30.01
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 14.05***
99252 - Laboratory Animal Caretaker II 15.19***
99260 - Marketing Analyst 28.74
99310 - Mortician 30.01
99410 - Pest Controller 18.40
99510 - Photofinishing Worker 17.75
99710 - Recycling Laborer 21.76

99711 - Recycling Specialist	26.68
99730 - Refuse Collector	19.29
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	16.38***
99830 - Survey Party Chief	24.42
99831 - Surveying Aide	14.96***
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	22.65
99841 - Vending Machine Repairer	28.12
99842 - Vending Machine Repairer Helper	22.65

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

2) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5145
Revision No.: 27
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Arkansas, Texas

Area: Arkansas Counties of Little River, Miller
Texas County of Bowie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92***
01012 - Accounting Clerk II		17.89
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		26.64

01035 - Court Reporter 19.48
01041 - Customer Service Representative I 15.04***
01042 - Customer Service Representative II 16.41***
01043 - Customer Service Representative III 18.42
01051 - Data Entry Operator I 15.38***
01052 - Data Entry Operator II 16.78***
01060 - Dispatcher, Motor Vehicle 18.20
01070 - Document Preparation Clerk 15.52***
01090 - Duplicating Machine Operator 15.52***
01111 - General Clerk I 15.42***
01112 - General Clerk II 16.83***
01113 - General Clerk III 18.89
01120 - Housing Referral Assistant 21.73
01141 - Messenger Courier 12.64***
01191 - Order Clerk I 14.23***
01192 - Order Clerk II 15.52***
01261 - Personnel Assistant (Employment) I 17.40***
01262 - Personnel Assistant (Employment) II 19.46
01263 - Personnel Assistant (Employment) III 21.69
01270 - Production Control Clerk 29.18
01290 - Rental Clerk 15.58***
01300 - Scheduler, Maintenance 17.42***
01311 - Secretary I 17.42***
01312 - Secretary II 19.48
01313 - Secretary III 21.73
01320 - Service Order Dispatcher 16.26***
01410 - Supply Technician 26.64
01420 - Survey Worker 18.98
01460 - Switchboard Operator/Receptionist 14.51***
01531 - Travel Clerk I 15.50***
01532 - Travel Clerk II 17.40***
01533 - Travel Clerk III 19.46
01611 - Word Processor I 15.52***
01612 - Word Processor II 17.42***
01613 - Word Processor III 19.48
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 27.70
05010 - Automotive Electrician 20.17
05040 - Automotive Glass Installer 19.37
05070 - Automotive Worker 19.37
05110 - Mobile Equipment Servicer 17.63***
05130 - Motor Equipment Metal Mechanic 21.00
05160 - Motor Equipment Metal Worker 19.37
05190 - Motor Vehicle Mechanic 21.00
05220 - Motor Vehicle Mechanic Helper 16.90***
05250 - Motor Vehicle Upholstery Worker 18.41
05280 - Motor Vehicle Wrecker 19.37
05310 - Painter, Automotive 20.17
05340 - Radiator Repair Specialist 19.37
05370 - Tire Repairer 15.84***
05400 - Transmission Repair Specialist 21.00
07000 - Food Preparation And Service Occupations
07010 - Baker 14.31***
07041 - Cook I 13.12***

07042 - Cook II 14.42***
07070 - Dishwasher 11.99***
07130 - Food Service Worker 12.51***
07210 - Meat Cutter 15.17***
07260 - Waiter/Waitress 11.87***
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 13.06***
11060 - Elevator Operator 13.56***
11090 - Gardener 18.17
11122 - Housekeeping Aide 13.56***
11150 - Janitor 13.56***
11210 - Laborer, Grounds Maintenance 15.80***
11240 - Maid or Houseman 12.69***
11260 - Pruner 14.91***
11270 - Tractor Operator 17.41***
11330 - Trail Maintenance Worker 15.80***
11360 - Window Cleaner 14.36***
12000 - Health Occupations
12010 - Ambulance Driver 22.72
12011 - Breath Alcohol Technician 22.72
12012 - Certified Occupational Therapist Assistant 35.28
12015 - Certified Physical Therapist Assistant 36.24
12020 - Dental Assistant 17.95
12025 - Dental Hygienist 39.14
12030 - EKG Technician 32.63
12035 - Electroneurodiagnostic Technologist 32.63
12040 - Emergency Medical Technician 22.72
12071 - Licensed Practical Nurse I 20.31
12072 - Licensed Practical Nurse II 22.72
12073 - Licensed Practical Nurse III 25.32
12100 - Medical Assistant 17.64***
12130 - Medical Laboratory Technician 21.30
12160 - Medical Record Clerk 15.09***
12190 - Medical Record Technician 17.24***
12195 - Medical Transcriptionist 20.31
12210 - Nuclear Medicine Technologist 49.92
12221 - Nursing Assistant I 13.67***
12222 - Nursing Assistant II 15.38***
12223 - Nursing Assistant III 16.78***
12224 - Nursing Assistant IV 18.84
12235 - Optical Dispenser 20.89
12236 - Optical Technician 20.31
12250 - Pharmacy Technician 18.27
12280 - Phlebotomist 16.22***
12305 - Radiologic Technologist 32.37
12311 - Registered Nurse I 24.88
12312 - Registered Nurse II 30.42

12313 - Registered Nurse II, Specialist 30.42
12314 - Registered Nurse III 36.81
12315 - Registered Nurse III, Anesthetist 36.81
12316 - Registered Nurse IV 44.13
12317 - Scheduler (Drug and Alcohol Testing) 28.14
12320 - Substance Abuse Treatment Counselor 25.96
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 15.07***
13054 - Library Information Technology Systems Administrator 23.94
13058 - Library Technician 18.92
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 18.92
13110 - Video Teleconference Technician 17.27***
14000 - Information Technology Occupations
14041 - Computer Operator I 19.72
14042 - Computer Operator II 22.06
14043 - Computer Operator III 24.60
14044 - Computer Operator IV 27.35
14045 - Computer Operator V 30.27
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 19.72
14160 - Personal Computer Support Technician 27.70
14170 - System Support Specialist 30.27
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 30.45
15020 - Aircrew Training Devices Instructor (Rated) 36.84
15030 - Air Crew Training Devices Instructor (Pilot) 44.16
15050 - Computer Based Training Specialist / Instructor 30.45
15060 - Educational Technologist 32.66
15070 - Flight Instructor (Pilot) 44.16
15080 - Graphic Artist 24.40
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 44.16
15086 - Maintenance Test Pilot, Rotary Wing 44.16

15088 - Non-Maintenance Test/Co-Pilot 44.16
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 11.33***
16030 - Counter Attendant 11.33***
16040 - Dry Cleaner 13.41***
16070 - Finisher, Flatwork, Machine 11.33***
16090 - Presser, Hand 11.33***
16110 - Presser, Machine, Drycleaning 11.33***
16130 - Presser, Machine, Shirts 11.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.33***
16190 - Sewing Machine Operator 14.21***
16220 - Tailor 14.98***
16250 - Washer, Machine 11.97***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.32
19040 - Tool And Die Maker 28.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.35
21030 - Material Coordinator 29.18
21040 - Material Expediter 29.18
21050 - Material Handling Laborer 16.58***
21071 - Order Filler 16.29***
21080 - Production Line Worker (Food Processing) 19.35
21110 - Shipping Packer 18.23
21130 - Shipping/Receiving Clerk 18.23
21140 - Store Worker I 17.98
21150 - Stock Clerk 21.72
21210 - Tools And Parts Attendant 19.35
21410 - Warehouse Specialist 19.35
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.33
23019 - Aircraft Logs and Records Technician 23.12
23021 - Aircraft Mechanic I 26.36
23022 - Aircraft Mechanic II 27.33
23023 - Aircraft Mechanic III 28.17
23040 - Aircraft Mechanic Helper 21.22
23050 - Aircraft, Painter 25.32
23060 - Aircraft Servicer 23.12
23070 - Aircraft Survival Flight Equipment Technician 25.32
23080 - Aircraft Worker 24.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.36
23110 - Appliance Mechanic 25.32
23120 - Bicycle Repairer 22.13
23125 - Cable Splicer 26.36
23130 - Carpenter, Maintenance 20.44
23140 - Carpet Layer 24.32
23160 - Electrician, Maintenance 28.36

23181 - Electronics Technician Maintenance I 31.20
23182 - Electronics Technician Maintenance II 32.47
23183 - Electronics Technician Maintenance III 33.74
23260 - Fabric Worker 23.12
23290 - Fire Alarm System Mechanic 26.36
23310 - Fire Extinguisher Repairer 22.13
23311 - Fuel Distribution System Mechanic 28.02
23312 - Fuel Distribution System Operator 23.66
23370 - General Maintenance Worker 17.41***
23380 - Ground Support Equipment Mechanic 26.36
23381 - Ground Support Equipment Servicer 23.12
23382 - Ground Support Equipment Worker 24.32
23391 - Gunsmith I 22.13
23392 - Gunsmith II 24.32
23393 - Gunsmith III 26.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.80
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23.64
23430 - Heavy Equipment Mechanic 31.70
23440 - Heavy Equipment Operator 22.24
23460 - Instrument Mechanic 26.36
23465 - Laboratory/Shelter Mechanic 25.32
23470 - Laborer 16.58***
23510 - Locksmith 25.32
23530 - Machinery Maintenance Mechanic 38.16
23550 - Machinist, Maintenance 24.15
23580 - Maintenance Trades Helper 18.38
23591 - Metrology Technician I 26.36
23592 - Metrology Technician II 27.33
23593 - Metrology Technician III 28.17
23640 - Millwright 26.36
23710 - Office Appliance Repairer 25.32
23760 - Painter, Maintenance 24.73
23790 - Pipefitter, Maintenance 24.15
23810 - Plumber, Maintenance 23.20
23820 - Pneudraulic Systems Mechanic 26.36
23850 - Rigger 26.36
23870 - Scale Mechanic 24.32
23890 - Sheet-Metal Worker, Maintenance 23.26
23910 - Small Engine Mechanic 24.32
23931 - Telecommunications Mechanic I 25.83
23932 - Telecommunications Mechanic II 26.77
23950 - Telephone Lineman 26.36
23960 - Welder, Combination, Maintenance 21.38
23965 - Well Driller 26.36
23970 - Woodcraft Worker 26.36
23980 - Woodworker 22.13
24000 - Personal Needs Occupations
24550 - Case Manager 20.15
24570 - Child Care Attendant 11.36***
24580 - Child Care Center Clerk 14.16***
24610 - Chore Aide 11.00***
24620 - Family Readiness And Support Services 20.15

Coordinator
24630 - Homemaker 20.15
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 18.13
25210 - Water Treatment Plant Operator 18.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.78
27007 - Baggage Inspector 16.19***
27008 - Corrections Officer 22.68
27010 - Court Security Officer 23.87
27030 - Detection Dog Handler 18.11
27040 - Detention Officer 22.68
27070 - Firefighter 25.15
27101 - Guard I 16.19***
27102 - Guard II 18.11
27131 - Police Officer I 24.88
27132 - Police Officer II 27.65
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.84***
28042 - Carnival Equipment Repairer 13.40***
28043 - Carnival Worker 10.99***
28210 - Gate Attendant/Gate Tender 17.14***
28310 - Lifeguard 15.27***
28350 - Park Attendant (Aide) 19.17
28510 - Recreation Aide/Health Facility Attendant 13.99***
28515 - Recreation Specialist 23.74
28630 - Sports Official 15.27***
28690 - Swimming Pool Operator 14.88***
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.81
29020 - Hatch Tender 24.81
29030 - Line Handler 24.81
29041 - Stevedore I 23.66
29042 - Stevedore II 25.75
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 24.67
30221 - Latent Fingerprint Technician I 25.97
30222 - Latent Fingerprint Technician II 28.68
30240 - Mathematical Technician 24.44
30361 - Paralegal/Legal Assistant I 21.73
30362 - Paralegal/Legal Assistant II 26.91
30363 - Paralegal/Legal Assistant III 32.91
30364 - Paralegal/Legal Assistant IV 39.82
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 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 27.08
30502 - Weather Forecaster II 32.94
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 22.00
30621 - Weather Observer, Senior (see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.19***
31030 - Bus Driver 19.45
31043 - Driver Courier 17.80
31260 - Parking and Lot Attendant 15.28***
31290 - Shuttle Bus Driver 16.06***
31310 - Taxi Driver 12.35***
31361 - Truckdriver, Light 18.57
31362 - Truckdriver, Medium 19.39
31363 - Truckdriver, Heavy 25.78
31364 - Truckdriver, Tractor-Trailer 25.78
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.55***
99050 - Desk Clerk 13.30***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 18.05
99252 - Laboratory Animal Caretaker II 18.32
99260 - Marketing Analyst 27.58
99310 - Mortician 29.28
99410 - Pest Controller 21.99
99510 - Photofinishing Worker 15.39***

99710 - Recycling Laborer	17.78
99711 - Recycling Specialist	19.61
99730 - Refuse Collector	16.78***
99810 - Sales Clerk	14.52***
99820 - School Crossing Guard	19.41
99830 - Survey Party Chief	23.01
99831 - Surveying Aide	14.11***
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	22.67
99841 - Vending Machine Repairer	25.99
99842 - Vending Machine Repairer Helper	22.67

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Wage Determination No.: 2015-5211
Revision No.: 30
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Callahan, Jones, Taylor

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.93***
01012 - Accounting Clerk II		19.00
01013 - Accounting Clerk III		21.25
01020 - Administrative Assistant		28.67
01035 - Court Reporter		20.56

01041 - Customer Service Representative I	15.10***
01042 - Customer Service Representative II	16.48***
01043 - Customer Service Representative III	18.51
01051 - Data Entry Operator I	15.46***
01052 - Data Entry Operator II	16.86***
01060 - Dispatcher, Motor Vehicle	19.97
01070 - Document Preparation Clerk	16.38***
01090 - Duplicating Machine Operator	16.38***
01111 - General Clerk I	15.71***
01112 - General Clerk II	17.14***
01113 - General Clerk III	19.24
01120 - Housing Referral Assistant	22.91
01141 - Messenger Courier	15.71***
01191 - Order Clerk I	14.37***
01192 - Order Clerk II	15.67***
01261 - Personnel Assistant (Employment) I	18.41
01262 - Personnel Assistant (Employment) II	20.59
01263 - Personnel Assistant (Employment) III	22.96
01270 - Production Control Clerk	24.54
01290 - Rental Clerk	15.65***
01300 - Scheduler, Maintenance	18.38
01311 - Secretary I	18.38
01312 - Secretary II	20.56
01313 - Secretary III	22.91
01320 - Service Order Dispatcher	17.85
01410 - Supply Technician	28.67
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.73***
01531 - Travel Clerk I	15.44***
01532 - Travel Clerk II	16.70***
01533 - Travel Clerk III	18.11
01611 - Word Processor I	16.38***
01612 - Word Processor II	18.38
01613 - Word Processor III	20.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.59
05010 - Automotive Electrician	21.30
05040 - Automotive Glass Installer	19.89
05070 - Automotive Worker	19.89
05110 - Mobile Equipment Servicer	17.15***
05130 - Motor Equipment Metal Mechanic	22.78
05160 - Motor Equipment Metal Worker	19.89
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	15.83***
05250 - Motor Vehicle Upholstery Worker	18.47
05280 - Motor Vehicle Wrecker	19.89
05310 - Painter, Automotive	21.30
05340 - Radiator Repair Specialist	19.89
05370 - Tire Repairer	16.03***
05400 - Transmission Repair Specialist	22.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.01***
07041 - Cook I	14.92***
07042 - Cook II	17.30***

07070 - Dishwasher 12.34***
07130 - Food Service Worker 12.86***
07210 - Meat Cutter 17.83
07260 - Waiter/Waitress 11.95***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.49
09040 - Furniture Handler 13.16***
09080 - Furniture Refinisher 21.49
09090 - Furniture Refinisher Helper 15.97***
09110 - Furniture Repairer, Minor 18.63
09130 - Upholsterer 21.49
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.50***
11060 - Elevator Operator 13.97***
11090 - Gardener 22.09
11122 - Housekeeping Aide 13.97***
11150 - Janitor 13.97***
11210 - Laborer, Grounds Maintenance 16.80***
11240 - Maid or Houseman 13.20***
11260 - Pruner 15.44***
11270 - Tractor Operator 20.39
11330 - Trail Maintenance Worker 16.80***
11360 - Window Cleaner 15.20***
12000 - Health Occupations
12010 - Ambulance Driver 17.71***
12011 - Breath Alcohol Technician 23.09
12012 - Certified Occupational Therapist Assistant 33.10
12015 - Certified Physical Therapist Assistant 35.28
12020 - Dental Assistant 17.85
12025 - Dental Hygienist 39.45
12030 - EKG Technician 34.19
12035 - Electroneurodiagnostic Technologist 34.19
12040 - Emergency Medical Technician 17.71***
12071 - Licensed Practical Nurse I 20.65
12072 - Licensed Practical Nurse II 23.09
12073 - Licensed Practical Nurse III 25.75
12100 - Medical Assistant 17.73***
12130 - Medical Laboratory Technician 23.01
12160 - Medical Record Clerk 18.91
12190 - Medical Record Technician 21.15
12195 - Medical Transcriptionist 20.65
12210 - Nuclear Medicine Technologist 50.74
12221 - Nursing Assistant I 13.71***
12222 - Nursing Assistant II 15.42***
12223 - Nursing Assistant III 16.83***
12224 - Nursing Assistant IV 18.89
12235 - Optical Dispenser 20.06
12236 - Optical Technician 20.65
12250 - Pharmacy Technician 19.24
12280 - Phlebotomist 17.02***
12305 - Radiologic Technologist 32.28
12311 - Registered Nurse I 25.30
12312 - Registered Nurse II 30.94
12313 - Registered Nurse II, Specialist 30.94

12314 - Registered Nurse III 37.44
12315 - Registered Nurse III, Anesthetist 37.44
12316 - Registered Nurse IV 44.89
12317 - Scheduler (Drug and Alcohol Testing) 28.61
12320 - Substance Abuse Treatment Counselor 24.00
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.33
13012 - Exhibits Specialist II 22.71
13013 - Exhibits Specialist III 27.77
13041 - Illustrator I 18.33
13042 - Illustrator II 22.71
13043 - Illustrator III 27.77
13047 - Librarian 25.15
13050 - Library Aide/Clerk 14.60***
13054 - Library Information Technology Systems Administrator 22.71
13058 - Library Technician 16.24***
13061 - Media Specialist I 16.39***
13062 - Media Specialist II 18.33
13063 - Media Specialist III 20.43
13071 - Photographer I 16.39***
13072 - Photographer II 18.33
13073 - Photographer III 22.71
13074 - Photographer IV 27.77
13075 - Photographer V 33.60
13090 - Technical Order Library Clerk 18.33
13110 - Video Teleconference Technician 16.39***
14000 - Information Technology Occupations
14041 - Computer Operator I 18.22
14042 - Computer Operator II 20.38
14043 - Computer Operator III 22.71
14044 - Computer Operator IV 25.24
14045 - Computer Operator V 27.96
14071 - Computer Programmer I (see 1) 22.85
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 18.22
14160 - Personal Computer Support Technician 25.24
14170 - System Support Specialist 27.96
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.08
15020 - Aircrew Training Devices Instructor (Rated) 38.82
15030 - Air Crew Training Devices Instructor (Pilot) 46.54
15050 - Computer Based Training Specialist / Instructor 32.08
15060 - Educational Technologist 33.93
15070 - Flight Instructor (Pilot) 46.54
15080 - Graphic Artist 23.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.54
15086 - Maintenance Test Pilot, Rotary Wing 46.54
15088 - Non-Maintenance Test/Co-Pilot 46.54

15090 - Technical Instructor 21.47
15095 - Technical Instructor/Course Developer 26.26
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.49***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.12***
16220 - Tailor 13.62***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.91
19040 - Tool And Die Maker 31.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.83
21030 - Material Coordinator 24.54
21040 - Material Expediter 24.54
21050 - Material Handling Laborer 16.44***
21071 - Order Filler 16.81***
21080 - Production Line Worker (Food Processing) 17.83
21110 - Shipping Packer 17.36***
21130 - Shipping/Receiving Clerk 17.36***
21140 - Store Worker I 13.71***
21150 - Stock Clerk 17.39***
21210 - Tools And Parts Attendant 17.83
21410 - Warehouse Specialist 17.83
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.21
23019 - Aircraft Logs and Records Technician 27.62
23021 - Aircraft Mechanic I 34.06
23022 - Aircraft Mechanic II 36.21
23023 - Aircraft Mechanic III 38.28
23040 - Aircraft Mechanic Helper 23.67
23050 - Aircraft, Painter 31.85
23060 - Aircraft Servicer 27.62
23070 - Aircraft Survival Flight Equipment Technician 31.85
23080 - Aircraft Worker 29.74
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.74
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.06
23110 - Appliance Mechanic 24.91
23120 - Bicycle Repairer 20.05
23125 - Cable Splicer 36.18
23130 - Carpenter, Maintenance 19.21
23140 - Carpet Layer 23.26
23160 - Electrician, Maintenance 23.48
23181 - Electronics Technician Maintenance I 29.09

23182 - Electronics Technician Maintenance II 31.15
23183 - Electronics Technician Maintenance III 33.31
23260 - Fabric Worker 21.60
23290 - Fire Alarm System Mechanic 26.63
23310 - Fire Extinguisher Repairer 20.05
23311 - Fuel Distribution System Mechanic 24.37
23312 - Fuel Distribution System Operator 18.35
23370 - General Maintenance Worker 18.62
23380 - Ground Support Equipment Mechanic 34.06
23381 - Ground Support Equipment Servicer 27.62
23382 - Ground Support Equipment Worker 29.74
23391 - Gunsmith I 20.05
23392 - Gunsmith II 23.26
23393 - Gunsmith III 26.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.30
23430 - Heavy Equipment Mechanic 27.76
23440 - Heavy Equipment Operator 23.20
23460 - Instrument Mechanic 26.63
23465 - Laboratory/Shelter Mechanic 24.91
23470 - Laborer 16.44***
23510 - Locksmith 24.91
23530 - Machinery Maintenance Mechanic 25.11
23550 - Machinist, Maintenance 24.48
23580 - Maintenance Trades Helper 15.27***
23591 - Metrology Technician I 26.63
23592 - Metrology Technician II 28.31
23593 - Metrology Technician III 29.93
23640 - Millwright 26.63
23710 - Office Appliance Repairer 24.91
23760 - Painter, Maintenance 19.41
23790 - Pipefitter, Maintenance 25.84
23810 - Plumber, Maintenance 24.17
23820 - Pneudraulic Systems Mechanic 26.63
23850 - Rigger 26.63
23870 - Scale Mechanic 23.26
23890 - Sheet-Metal Worker, Maintenance 25.44
23910 - Small Engine Mechanic 23.26
23931 - Telecommunications Mechanic I 26.08
23932 - Telecommunications Mechanic II 27.72
23950 - Telephone Lineman 31.22
23960 - Welder, Combination, Maintenance 22.79
23965 - Well Driller 26.63
23970 - Woodcraft Worker 26.63
23980 - Woodworker 20.05
24000 - Personal Needs Occupations
24550 - Case Manager 20.49
24570 - Child Care Attendant 12.67***
24580 - Child Care Center Clerk 15.79***
24610 - Chore Aide 10.90***
24620 - Family Readiness And Support Services Coordinator 20.49

24630 - Homemaker 20.49
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.24
25040 - Sewage Plant Operator 21.73
25070 - Stationary Engineer 23.24
25190 - Ventilation Equipment Tender 16.15***
25210 - Water Treatment Plant Operator 21.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.33
27007 - Baggage Inspector 16.62***
27008 - Corrections Officer 23.88
27010 - Court Security Officer 26.13
27030 - Detection Dog Handler 18.59
27040 - Detention Officer 23.88
27070 - Firefighter 28.37
27101 - Guard I 16.62***
27102 - Guard II 18.59
27131 - Police Officer I 36.79
27132 - Police Officer II 40.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.34***
28042 - Carnival Equipment Repairer 15.54***
28043 - Carnival Worker 10.86***
28210 - Gate Attendant/Gate Tender 18.01
28310 - Lifeguard 16.05***
28350 - Park Attendant (Aide) 20.13
28510 - Recreation Aide/Health Facility Attendant 14.69***
28515 - Recreation Specialist 24.95
28630 - Sports Official 16.05***
28690 - Swimming Pool Operator 18.02
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) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 19.26
30022 - Archeological Technician II 21.55
30023 - Archeological Technician III 26.69
30030 - Cartographic Technician 26.69
30040 - Civil Engineering Technician 25.38
30051 - Cryogenic Technician I 29.56
30052 - Cryogenic Technician II 32.64
30061 - Drafter/CAD Operator I 19.26
30062 - Drafter/CAD Operator II 21.55
30063 - Drafter/CAD Operator III 24.01
30064 - Drafter/CAD Operator IV 29.56
30081 - Engineering Technician I 17.16***
30082 - Engineering Technician II 19.26
30083 - Engineering Technician III 21.55

30084 - Engineering Technician IV 26.69
30085 - Engineering Technician V 32.64
30086 - Engineering Technician VI 39.49
30090 - Environmental Technician 26.69
30095 - Evidence Control Specialist 26.69
30210 - Laboratory Technician 24.01
30221 - Latent Fingerprint Technician I 29.56
30222 - Latent Fingerprint Technician II 32.64
30240 - Mathematical Technician 26.69
30361 - Paralegal/Legal Assistant I 22.74
30362 - Paralegal/Legal Assistant II 28.17
30363 - Paralegal/Legal Assistant III 34.46
30364 - Paralegal/Legal Assistant IV 41.70
30375 - Petroleum Supply Specialist 32.64
30390 - Photo-Optics Technician 26.69
30395 - Radiation Control Technician 32.64
30461 - Technical Writer I 26.69
30462 - Technical Writer II 32.64
30463 - Technical Writer III 39.49
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 29.56
30502 - Weather Forecaster II 35.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.01
30621 - Weather Observer, Senior (see 2) 26.69
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.21***
31030 - Bus Driver 20.93
31043 - Driver Courier 16.94***
31260 - Parking and Lot Attendant 14.48***
31290 - Shuttle Bus Driver 16.28***
31310 - Taxi Driver 13.28***
31361 - Truckdriver, Light 18.35
31362 - Truckdriver, Medium 19.76
31363 - Truckdriver, Heavy 24.85
31364 - Truckdriver, Tractor-Trailer 24.85
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.58***
99050 - Desk Clerk 13.04***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 19.07
99252 - Laboratory Animal Caretaker II 20.66
99260 - Marketing Analyst 26.52
99310 - Mortician 29.28
99410 - Pest Controller 20.28
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 18.94

99711 - Recycling Specialist	23.00
99730 - Refuse Collector	16.91***
99810 - Sales Clerk	13.60***
99820 - School Crossing Guard	13.83***
99830 - Survey Party Chief	23.56
99831 - Surveying Aide	16.40***
99832 - Surveying Technician	22.50
99840 - Vending Machine Attendant	19.07
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	19.07

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5213
Revision No.: 27
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.55***
01012 - Accounting Clerk II		19.70
01013 - Accounting Clerk III		22.04
01020 - Administrative Assistant		28.97
01035 - Court Reporter		19.97

01041 - Customer Service Representative I 14.62***
01042 - Customer Service Representative II 15.96***
01043 - Customer Service Representative III 17.91
01051 - Data Entry Operator I 15.56***
01052 - Data Entry Operator II 16.97***
01060 - Dispatcher, Motor Vehicle 19.25
01070 - Document Preparation Clerk 15.90***
01090 - Duplicating Machine Operator 15.90***
01111 - General Clerk I 14.99***
01112 - General Clerk II 16.86***
01113 - General Clerk III 18.37
01120 - Housing Referral Assistant 22.25
01141 - Messenger Courier 15.53***
01191 - Order Clerk I 14.57***
01192 - Order Clerk II 16.54***
01261 - Personnel Assistant (Employment) I 17.85
01262 - Personnel Assistant (Employment) II 19.97
01263 - Personnel Assistant (Employment) III 22.25
01270 - Production Control Clerk 23.32
01290 - Rental Clerk 16.36***
01300 - Scheduler, Maintenance 17.85
01311 - Secretary I 17.85
01312 - Secretary II 19.97
01313 - Secretary III 22.25
01320 - Service Order Dispatcher 17.21***
01410 - Supply Technician 28.97
01420 - Survey Worker 18.81
01460 - Switchboard Operator/Receptionist 15.48***
01531 - Travel Clerk I 15.90***
01532 - Travel Clerk II 17.45***
01533 - Travel Clerk III 18.91
01611 - Word Processor I 15.90***
01612 - Word Processor II 17.85
01613 - Word Processor III 19.97
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 16.13***
05400 - Transmission Repair Specialist 23.14
07000 - Food Preparation And Service Occupations
07010 - Baker 14.12***
07041 - Cook I 15.11***
07042 - Cook II 17.52***

07070 - Dishwasher 12.73***
07130 - Food Service Worker 13.33***
07210 - Meat Cutter 17.02***
07260 - Waiter/Waitress 12.19***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.29
09040 - Furniture Handler 13.04***
09080 - Furniture Refinisher 21.29
09090 - Furniture Refinisher Helper 15.83***
09110 - Furniture Repairer, Minor 18.47
09130 - Upholsterer 21.29
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.08***
11060 - Elevator Operator 15.49***
11090 - Gardener 21.88
11122 - Housekeeping Aide 15.49***
11150 - Janitor 15.49***
11210 - Laborer, Grounds Maintenance 16.64***
11240 - Maid or Houseman 13.37***
11260 - Pruner 15.29***
11270 - Tractor Operator 20.20
11330 - Trail Maintenance Worker 16.64***
11360 - Window Cleaner 17.34***
12000 - Health Occupations
12010 - Ambulance Driver 18.32
12011 - Breath Alcohol Technician 24.77
12012 - Certified Occupational Therapist Assistant 34.87
12015 - Certified Physical Therapist Assistant 34.85
12020 - Dental Assistant 18.19
12025 - Dental Hygienist 39.66
12030 - EKG Technician 29.60
12035 - Electroneurodiagnostic Technologist 29.60
12040 - Emergency Medical Technician 18.32
12071 - Licensed Practical Nurse I 22.14
12072 - Licensed Practical Nurse II 24.77
12073 - Licensed Practical Nurse III 27.62
12100 - Medical Assistant 17.96
12130 - Medical Laboratory Technician 24.65
12160 - Medical Record Clerk 19.04
12190 - Medical Record Technician 21.30
12195 - Medical Transcriptionist 22.21
12210 - Nuclear Medicine Technologist 54.43
12221 - Nursing Assistant I 13.26***
12222 - Nursing Assistant II 14.92***
12223 - Nursing Assistant III 16.28***
12224 - Nursing Assistant IV 18.27
12235 - Optical Dispenser 16.94***
12236 - Optical Technician 22.14
12250 - Pharmacy Technician 19.36
12280 - Phlebotomist 17.71***
12305 - Radiologic Technologist 33.03
12311 - Registered Nurse I 27.23
12312 - Registered Nurse II 33.30
12313 - Registered Nurse II, Specialist 33.30

12314 - Registered Nurse III 40.29
12315 - Registered Nurse III, Anesthetist 40.29
12316 - Registered Nurse IV 48.31
12317 - Scheduler (Drug and Alcohol Testing) 30.69
12320 - Substance Abuse Treatment Counselor 30.14
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.86
13012 - Exhibits Specialist II 29.56
13013 - Exhibits Specialist III 36.16
13041 - Illustrator I 23.86
13042 - Illustrator II 29.56
13043 - Illustrator III 36.16
13047 - Librarian 32.75
13050 - Library Aide/Clerk 16.07***
13054 - Library Information Technology Systems Administrator 29.56
13058 - Library Technician 15.89***
13061 - Media Specialist I 21.33
13062 - Media Specialist II 23.86
13063 - Media Specialist III 26.61
13071 - Photographer I 21.33
13072 - Photographer II 23.86
13073 - Photographer III 29.56
13074 - Photographer IV 36.16
13075 - Photographer V 43.76
13090 - Technical Order Library Clerk 20.17
13110 - Video Teleconference Technician 21.33
14000 - Information Technology Occupations
14041 - Computer Operator I 18.24
14042 - Computer Operator II 20.40
14043 - Computer Operator III 22.74
14044 - Computer Operator IV 25.27
14045 - Computer Operator V 27.99
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 18.24
14160 - Personal Computer Support Technician 25.27
14170 - System Support Specialist 28.15
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.61
15020 - Aircrew Training Devices Instructor (Rated) 39.46
15030 - Air Crew Training Devices Instructor (Pilot) 47.31
15050 - Computer Based Training Specialist / Instructor 32.61
15060 - Educational Technologist 34.35
15070 - Flight Instructor (Pilot) 47.31
15080 - Graphic Artist 20.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 47.31
15086 - Maintenance Test Pilot, Rotary Wing 47.31
15088 - Non-Maintenance Test/Co-Pilot 47.31

15090 - Technical Instructor 20.38
15095 - Technical Instructor/Course Developer 24.93
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 14.40***
16030 - Counter Attendant 14.40***
16040 - Dry Cleaner 16.47***
16070 - Finisher, Flatwork, Machine 14.40***
16090 - Presser, Hand 14.40***
16110 - Presser, Machine, Drycleaning 14.40***
16130 - Presser, Machine, Shirts 14.40***
16160 - Presser, Machine, Wearing Apparel, Laundry 14.40***
16190 - Sewing Machine Operator 17.16***
16220 - Tailor 17.85
16250 - Washer, Machine 15.09***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.66
19040 - Tool And Die Maker 32.50
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.20
21030 - Material Coordinator 23.32
21040 - Material Expediter 23.32
21050 - Material Handling Laborer 17.30***
21071 - Order Filler 16.91***
21080 - Production Line Worker (Food Processing) 20.20
21110 - Shipping Packer 17.57***
21130 - Shipping/Receiving Clerk 17.57***
21140 - Store Worker I 13.71***
21150 - Stock Clerk 17.39***
21210 - Tools And Parts Attendant 20.20
21410 - Warehouse Specialist 20.20
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.41
23019 - Aircraft Logs and Records Technician 28.53
23021 - Aircraft Mechanic I 35.19
23022 - Aircraft Mechanic II 37.41
23023 - Aircraft Mechanic III 39.55
23040 - Aircraft Mechanic Helper 24.46
23050 - Aircraft, Painter 32.91
23060 - Aircraft Servicer 28.53
23070 - Aircraft Survival Flight Equipment Technician 32.91
23080 - Aircraft Worker 30.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.19
23110 - Appliance Mechanic 23.35
23120 - Bicycle Repairer 20.66
23125 - Cable Splicer 35.07
23130 - Carpenter, Maintenance 23.17
23140 - Carpet Layer 23.96
23160 - Electrician, Maintenance 27.94
23181 - Electronics Technician Maintenance I 25.20

23182 - Electronics Technician Maintenance II 26.99
23183 - Electronics Technician Maintenance III 28.85
23260 - Fabric Worker 22.25
23290 - Fire Alarm System Mechanic 22.58
23310 - Fire Extinguisher Repairer 20.66
23311 - Fuel Distribution System Mechanic 25.48
23312 - Fuel Distribution System Operator 20.04
23370 - General Maintenance Worker 20.36
23380 - Ground Support Equipment Mechanic 35.19
23381 - Ground Support Equipment Servicer 28.53
23382 - Ground Support Equipment Worker 30.73
23391 - Gunsmith I 20.66
23392 - Gunsmith II 23.96
23393 - Gunsmith III 27.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.99
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.51
23430 - Heavy Equipment Mechanic 29.42
23440 - Heavy Equipment Operator 24.19
23460 - Instrument Mechanic 27.44
23465 - Laboratory/Shelter Mechanic 25.66
23470 - Laborer 17.30***
23510 - Locksmith 25.66
23530 - Machinery Maintenance Mechanic 27.45
23550 - Machinist, Maintenance 28.02
23580 - Maintenance Trades Helper 15.87***
23591 - Metrology Technician I 27.44
23592 - Metrology Technician II 29.17
23593 - Metrology Technician III 30.84
23640 - Millwright 27.44
23710 - Office Appliance Repairer 22.58
23760 - Painter, Maintenance 19.78
23790 - Pipefitter, Maintenance 25.94
23810 - Plumber, Maintenance 24.26
23820 - Pneudraulic Systems Mechanic 27.44
23850 - Rigger 27.44
23870 - Scale Mechanic 23.96
23890 - Sheet-Metal Worker, Maintenance 28.17
23910 - Small Engine Mechanic 23.96
23931 - Telecommunications Mechanic I 29.06
23932 - Telecommunications Mechanic II 30.91
23950 - Telephone Lineman 26.50
23960 - Welder, Combination, Maintenance 22.38
23965 - Well Driller 25.55
23970 - Woodcraft Worker 27.44
23980 - Woodworker 20.66
24000 - Personal Needs Occupations
24550 - Case Manager 21.55
24570 - Child Care Attendant 12.19***
24580 - Child Care Center Clerk 15.20***
24610 - Chore Aide 11.48***
24620 - Family Readiness And Support Services Coordinator 21.55

24630 - Homemaker 21.55
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.23
25040 - Sewage Plant Operator 20.01
25070 - Stationary Engineer 23.23
25190 - Ventilation Equipment Tender 15.95***
25210 - Water Treatment Plant Operator 20.01
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.64
27007 - Baggage Inspector 16.74***
27008 - Corrections Officer 26.46
27010 - Court Security Officer 31.61
27030 - Detection Dog Handler 20.94
27040 - Detention Officer 26.46
27070 - Firefighter 33.14
27101 - Guard I 16.74***
27102 - Guard II 20.94
27131 - Police Officer I 34.53
27132 - Police Officer II 38.38
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.41***
28042 - Carnival Equipment Repairer 15.61***
28043 - Carnival Worker 10.91***
28210 - Gate Attendant/Gate Tender 16.71***
28310 - Lifeguard 12.15***
28350 - Park Attendant (Aide) 18.69
28510 - Recreation Aide/Health Facility Attendant 13.64***
28515 - Recreation Specialist 23.15
28630 - Sports Official 14.89***
28690 - Swimming Pool Operator 18.10
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.51
29020 - Hatch Tender 28.51
29030 - Line Handler 28.51
29041 - Stevedore I 26.47
29042 - Stevedore II 30.53
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 18.44
30022 - Archeological Technician II 20.62
30023 - Archeological Technician III 25.55
30030 - Cartographic Technician 25.55
30040 - Civil Engineering Technician 24.80
30051 - Cryogenic Technician I 28.30
30052 - Cryogenic Technician II 31.26
30061 - Drafter/CAD Operator I 18.44
30062 - Drafter/CAD Operator II 20.62
30063 - Drafter/CAD Operator III 23.00
30064 - Drafter/CAD Operator IV 28.30
30081 - Engineering Technician I 16.19***
30082 - Engineering Technician II 18.17
30083 - Engineering Technician III 20.33

30084 - Engineering Technician IV 25.18
30085 - Engineering Technician V 30.80
30086 - Engineering Technician VI 37.26
30090 - Environmental Technician 23.97
30095 - Evidence Control Specialist 25.55
30210 - Laboratory Technician 23.00
30221 - Latent Fingerprint Technician I 27.07
30222 - Latent Fingerprint Technician II 29.89
30240 - Mathematical Technician 25.55
30361 - Paralegal/Legal Assistant I 21.00
30362 - Paralegal/Legal Assistant II 26.00
30363 - Paralegal/Legal Assistant III 31.81
30364 - Paralegal/Legal Assistant IV 38.49
30375 - Petroleum Supply Specialist 31.26
30390 - Photo-Optics Technician 25.55
30395 - Radiation Control Technician 31.26
30461 - Technical Writer I 25.55
30462 - Technical Writer II 31.26
30463 - Technical Writer III 37.82
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 28.30
30502 - Weather Forecaster II 34.42
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.00
30621 - Weather Observer, Senior (see 2) 25.55
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 13.96***
31030 - Bus Driver 19.77
31043 - Driver Courier 16.95***
31260 - Parking and Lot Attendant 13.27***
31290 - Shuttle Bus Driver 16.13***
31310 - Taxi Driver 14.73***
31361 - Truckdriver, Light 18.36
31362 - Truckdriver, Medium 19.77
31363 - Truckdriver, Heavy 23.91
31364 - Truckdriver, Tractor-Trailer 23.91
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.87***
99050 - Desk Clerk 13.37***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 14.47***
99252 - Laboratory Animal Caretaker II 15.68***
99260 - Marketing Analyst 30.09
99310 - Mortician 29.28
99410 - Pest Controller 21.36
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 22.28

99711 - Recycling Specialist	27.05
99730 - Refuse Collector	19.89
99810 - Sales Clerk	13.63***
99820 - School Crossing Guard	12.24***
99830 - Survey Party Chief	24.64
99831 - Surveying Aide	17.15***
99832 - Surveying Technician	23.52
99840 - Vending Machine Attendant	19.07
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	19.07

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5215
Daniel W. Simms Division of Revision No.: 31
Director Wage Determinations Date Of Last Revision: 05/15/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bastrop, Caldwell, Hays, Travis, Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.20
01012 - Accounting Clerk II		22.66
01013 - Accounting Clerk III		25.34
01020 - Administrative Assistant		31.80
01035 - Court Reporter		49.31

01041 - Customer Service Representative I	15.61***
01042 - Customer Service Representative II	17.03***
01043 - Customer Service Representative III	19.12
01051 - Data Entry Operator I	17.04***
01052 - Data Entry Operator II	18.60
01060 - Dispatcher, Motor Vehicle	22.98
01070 - Document Preparation Clerk	21.41
01090 - Duplicating Machine Operator	21.41
01111 - General Clerk I	16.61***
01112 - General Clerk II	18.13
01113 - General Clerk III	20.35
01120 - Housing Referral Assistant	23.64
01141 - Messenger Courier	19.19
01191 - Order Clerk I	19.11
01192 - Order Clerk II	20.85
01261 - Personnel Assistant (Employment) I	18.45
01262 - Personnel Assistant (Employment) II	20.63
01263 - Personnel Assistant (Employment) III	23.00
01270 - Production Control Clerk	26.28
01290 - Rental Clerk	17.89
01300 - Scheduler, Maintenance	18.96
01311 - Secretary I	18.96
01312 - Secretary II	21.20
01313 - Secretary III	23.64
01320 - Service Order Dispatcher	20.54
01410 - Supply Technician	31.80
01420 - Survey Worker	20.64
01460 - Switchboard Operator/Receptionist	17.39***
01531 - Travel Clerk I	21.26
01532 - Travel Clerk II	23.45
01533 - Travel Clerk III	24.30
01611 - Word Processor I	16.88***
01612 - Word Processor II	18.96
01613 - Word Processor III	21.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.33
05010 - Automotive Electrician	23.07
05040 - Automotive Glass Installer	21.72
05070 - Automotive Worker	21.72
05110 - Mobile Equipment Servicer	18.91
05130 - Motor Equipment Metal Mechanic	24.40
05160 - Motor Equipment Metal Worker	21.72
05190 - Motor Vehicle Mechanic	24.40
05220 - Motor Vehicle Mechanic Helper	17.51***
05250 - Motor Vehicle Upholstery Worker	20.25
05280 - Motor Vehicle Wrecker	21.72
05310 - Painter, Automotive	23.07
05340 - Radiator Repair Specialist	21.72
05370 - Tire Repairer	17.83
05400 - Transmission Repair Specialist	24.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.99***
07041 - Cook I	17.60***
07042 - Cook II	20.21

07070 - Dishwasher 15.41***
07130 - Food Service Worker 16.08***
07210 - Meat Cutter 20.13
07260 - Waiter/Waitress 12.62***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.21
09040 - Furniture Handler 13.01***
09080 - Furniture Refinisher 20.45
09090 - Furniture Refinisher Helper 15.52***
09110 - Furniture Repairer, Minor 17.94
09130 - Upholsterer 21.33
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.08***
11060 - Elevator Operator 16.81***
11090 - Gardener 23.51
11122 - Housekeeping Aide 17.33***
11150 - Janitor 17.33***
11210 - Laborer, Grounds Maintenance 18.25
11240 - Maid or Houseman 15.22***
11260 - Pruner 16.46***
11270 - Tractor Operator 21.76
11330 - Trail Maintenance Worker 18.25
11360 - Window Cleaner 19.21
12000 - Health Occupations
12010 - Ambulance Driver 22.96
12011 - Breath Alcohol Technician 27.22
12012 - Certified Occupational Therapist Assistant 38.08
12015 - Certified Physical Therapist Assistant 38.89
12020 - Dental Assistant 22.26
12025 - Dental Hygienist 48.50
12030 - EKG Technician 31.32
12035 - Electroneurodiagnostic Technologist 31.32
12040 - Emergency Medical Technician 22.96
12071 - Licensed Practical Nurse I 24.34
12072 - Licensed Practical Nurse II 27.22
12073 - Licensed Practical Nurse III 30.34
12100 - Medical Assistant 21.74
12130 - Medical Laboratory Technician 28.18
12160 - Medical Record Clerk 20.34
12190 - Medical Record Technician 22.75
12195 - Medical Transcriptionist 23.10
12210 - Nuclear Medicine Technologist 47.96
12221 - Nursing Assistant I 13.07***
12222 - Nursing Assistant II 14.70***
12223 - Nursing Assistant III 16.05***
12224 - Nursing Assistant IV 18.01
12235 - Optical Dispenser 18.62
12236 - Optical Technician 23.16
12250 - Pharmacy Technician 21.81
12280 - Phlebotomist 22.06
12305 - Radiologic Technologist 38.11
12311 - Registered Nurse I 26.45
12312 - Registered Nurse II 32.34
12313 - Registered Nurse II, Specialist 32.34

12314 - Registered Nurse III 39.13
12315 - Registered Nurse III, Anesthetist 39.13
12316 - Registered Nurse IV 46.91
12317 - Scheduler (Drug and Alcohol Testing) 33.72
12320 - Substance Abuse Treatment Counselor 28.89
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.98
13012 - Exhibits Specialist II 25.99
13013 - Exhibits Specialist III 31.79
13041 - Illustrator I 23.71
13042 - Illustrator II 29.38
13043 - Illustrator III 35.94
13047 - Librarian 32.54
13050 - Library Aide/Clerk 17.23***
13054 - Library Information Technology Systems Administrator 29.38
13058 - Library Technician 21.07
13061 - Media Specialist I 21.20
13062 - Media Specialist II 23.71
13063 - Media Specialist III 26.45
13071 - Photographer I 17.94
13072 - Photographer II 20.07
13073 - Photographer III 24.86
13074 - Photographer IV 30.42
13075 - Photographer V 36.79
13090 - Technical Order Library Clerk 21.63
13110 - Video Teleconference Technician 25.00
14000 - Information Technology Occupations
14041 - Computer Operator I 20.50
14042 - Computer Operator II 22.93
14043 - Computer Operator III 25.57
14044 - Computer Operator IV 28.41
14045 - Computer Operator V 31.46
14071 - Computer Programmer I (see 1) 27.31
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 20.50
14160 - Personal Computer Support Technician 28.41
14170 - System Support Specialist 31.46
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.97
15020 - Aircrew Training Devices Instructor (Rated) 42.30
15030 - Air Crew Training Devices Instructor (Pilot) 50.70
15050 - Computer Based Training Specialist / Instructor 34.97
15060 - Educational Technologist 37.22
15070 - Flight Instructor (Pilot) 50.70
15080 - Graphic Artist 29.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.70
15086 - Maintenance Test Pilot, Rotary Wing 50.70
15088 - Non-Maintenance Test/Co-Pilot 50.70

15090 - Technical Instructor 25.72
15095 - Technical Instructor/Course Developer 31.46
15110 - Test Proctor 20.77
15120 - Tutor 20.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.35***
16030 - Counter Attendant 10.35***
16040 - Dry Cleaner 12.65***
16070 - Finisher, Flatwork, Machine 10.35***
16090 - Presser, Hand 10.35***
16110 - Presser, Machine, Drycleaning 10.35***
16130 - Presser, Machine, Shirts 10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.35***
16190 - Sewing Machine Operator 13.46***
16220 - Tailor 14.34***
16250 - Washer, Machine 10.99***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.56
19040 - Tool And Die Maker 29.35
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.37
21030 - Material Coordinator 26.28
21040 - Material Expediter 26.28
21050 - Material Handling Laborer 17.93
21071 - Order Filler 17.79
21080 - Production Line Worker (Food Processing) 22.37
21110 - Shipping Packer 19.27
21130 - Shipping/Receiving Clerk 19.27
21140 - Store Worker I 14.07***
21150 - Stock Clerk 18.97
21210 - Tools And Parts Attendant 22.37
21410 - Warehouse Specialist 22.37
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.09
23019 - Aircraft Logs and Records Technician 30.69
23021 - Aircraft Mechanic I 37.01
23022 - Aircraft Mechanic II 39.09
23023 - Aircraft Mechanic III 41.32
23040 - Aircraft Mechanic Helper 26.54
23050 - Aircraft, Painter 34.98
23060 - Aircraft Servicer 30.69
23070 - Aircraft Survival Flight Equipment Technician 34.98
23080 - Aircraft Worker 32.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 37.01
23110 - Appliance Mechanic 22.55
23120 - Bicycle Repairer 22.81
23125 - Cable Splicer 39.06
23130 - Carpenter, Maintenance 23.87
23140 - Carpet Layer 26.19
23160 - Electrician, Maintenance 28.38
23181 - Electronics Technician Maintenance I 30.81

23182 - Electronics Technician Maintenance II 32.74
23183 - Electronics Technician Maintenance III 34.63
23260 - Fabric Worker 24.41
23290 - Fire Alarm System Mechanic 27.74
23310 - Fire Extinguisher Repairer 22.81
23311 - Fuel Distribution System Mechanic 26.96
23312 - Fuel Distribution System Operator 20.89
23370 - General Maintenance Worker 22.62
23380 - Ground Support Equipment Mechanic 37.01
23381 - Ground Support Equipment Servicer 30.69
23382 - Ground Support Equipment Worker 32.93
23391 - Gunsmith I 22.81
23392 - Gunsmith II 26.19
23393 - Gunsmith III 29.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic 26.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 28.40
23430 - Heavy Equipment Mechanic 29.95
23440 - Heavy Equipment Operator 24.40
23460 - Instrument Mechanic 30.58
23465 - Laboratory/Shelter Mechanic 27.83
23470 - Laborer 17.93
23510 - Locksmith 23.16
23530 - Machinery Maintenance Mechanic 31.24
23550 - Machinist, Maintenance 25.99
23580 - Maintenance Trades Helper 18.15
23591 - Metrology Technician I 30.58
23592 - Metrology Technician II 32.30
23593 - Metrology Technician III 34.14
23640 - Millwright 30.03
23710 - Office Appliance Repairer 21.50
23760 - Painter, Maintenance 21.84
23790 - Pipefitter, Maintenance 29.94
23810 - Plumber, Maintenance 28.30
23820 - Pneudraulic Systems Mechanic 29.44
23850 - Rigger 29.41
23870 - Scale Mechanic 26.19
23890 - Sheet-Metal Worker, Maintenance 29.77
23910 - Small Engine Mechanic 24.27
23931 - Telecommunications Mechanic I 29.15
23932 - Telecommunications Mechanic II 30.80
23950 - Telephone Lineman 29.77
23960 - Welder, Combination, Maintenance 24.65
23965 - Well Driller 27.69
23970 - Woodcraft Worker 29.44
23980 - Woodworker 22.81
24000 - Personal Needs Occupations
24550 - Case Manager 23.07
24570 - Child Care Attendant 14.34***
24580 - Child Care Center Clerk 17.88
24610 - Chore Aide 13.35***
24620 - Family Readiness And Support Services Coordinator 23.07

24630 - Homemaker 23.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.93
25040 - Sewage Plant Operator 27.72
25070 - Stationary Engineer 30.93
25190 - Ventilation Equipment Tender 22.18
25210 - Water Treatment Plant Operator 27.72
27000 - Protective Service Occupations
27004 - Alarm Monitor 27.48
27007 - Baggage Inspector 17.13***
27008 - Corrections Officer 27.65
27010 - Court Security Officer 28.45
27030 - Detection Dog Handler 19.16
27040 - Detention Officer 27.65
27070 - Firefighter 31.93
27101 - Guard I 17.13***
27102 - Guard II 19.16
27131 - Police Officer I 36.43
27132 - Police Officer II 40.48
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.03
28042 - Carnival Equipment Repairer 19.47
28043 - Carnival Worker 13.71***
28210 - Gate Attendant/Gate Tender 19.56
28310 - Lifeguard 14.42***
28350 - Park Attendant (Aide) 21.88
28510 - Recreation Aide/Health Facility Attendant 15.97***
28515 - Recreation Specialist 27.10
28630 - Sports Official 17.42***
28690 - Swimming Pool Operator 22.36
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.08
29020 - Hatch Tender 34.08
29030 - Line Handler 34.08
29041 - Stevedore I 31.75
29042 - Stevedore II 36.20
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 47.37
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 32.67
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.97
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 33.96
30051 - Cryogenic Technician I 30.64
30052 - Cryogenic Technician II 33.83
30061 - Drafter/CAD Operator I 19.97
30062 - Drafter/CAD Operator II 22.33
30063 - Drafter/CAD Operator III 24.89
30064 - Drafter/CAD Operator IV 30.64
30081 - Engineering Technician I 16.75***
30082 - Engineering Technician II 18.80
30083 - Engineering Technician III 21.03

30084 - Engineering Technician IV 26.04
30085 - Engineering Technician V 31.85
30086 - Engineering Technician VI 38.54
30090 - Environmental Technician 26.28
30095 - Evidence Control Specialist 27.66
30210 - Laboratory Technician 27.69
30221 - Latent Fingerprint Technician I 28.17
30222 - Latent Fingerprint Technician II 31.11
30240 - Mathematical Technician 31.71
30361 - Paralegal/Legal Assistant I 21.62
30362 - Paralegal/Legal Assistant II 27.87
30363 - Paralegal/Legal Assistant III 32.76
30364 - Paralegal/Legal Assistant IV 39.63
30375 - Petroleum Supply Specialist 33.83
30390 - Photo-Optics Technician 27.66
30395 - Radiation Control Technician 33.83
30461 - Technical Writer I 27.36
30462 - Technical Writer II 33.47
30463 - Technical Writer III 40.49
30491 - Unexploded Ordnance (UXO) Technician I 30.10
30492 - Unexploded Ordnance (UXO) Technician II 36.42
30493 - Unexploded Ordnance (UXO) Technician III 43.66
30494 - Unexploded (UXO) Safety Escort 30.10
30495 - Unexploded (UXO) Sweep Personnel 30.10
30501 - Weather Forecaster I 30.64
30502 - Weather Forecaster II 37.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.89
30621 - Weather Observer, Senior (see 2) 27.66
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 36.42
31020 - Bus Aide 17.57***
31030 - Bus Driver 24.09
31043 - Driver Courier 20.23
31260 - Parking and Lot Attendant 14.19***
31290 - Shuttle Bus Driver 19.26
31310 - Taxi Driver 14.59***
31361 - Truckdriver, Light 21.85
31362 - Truckdriver, Medium 23.39
31363 - Truckdriver, Heavy 26.88
31364 - Truckdriver, Tractor-Trailer 26.88
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.76
99030 - Cashier 14.48***
99050 - Desk Clerk 15.82***
99095 - Embalmer 28.37
99130 - Flight Follower 30.10
99251 - Laboratory Animal Caretaker I 16.46***
99252 - Laboratory Animal Caretaker II 17.78
99260 - Marketing Analyst 38.16
99310 - Mortician 28.37
99410 - Pest Controller 22.01
99510 - Photofinishing Worker 17.06***
99710 - Recycling Laborer 25.93

99711 - Recycling Specialist	30.92
99730 - Refuse Collector	23.39
99810 - Sales Clerk	15.23***
99820 - School Crossing Guard	16.05***
99830 - Survey Party Chief	27.18
99831 - Surveying Aide	18.68
99832 - Surveying Technician	23.91
99840 - Vending Machine Attendant	16.31***
99841 - Vending Machine Repairer	20.23
99842 - Vending Machine Repairer Helper	16.31***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5217
Revision No.: 28
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Hardin, Jefferson, Orange

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.61***
01012 - Accounting Clerk II		19.77
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		32.59
01035 - Court Reporter		27.82

01041 - Customer Service Representative I	14.31***
01042 - Customer Service Representative II	15.62***
01043 - Customer Service Representative III	17.53***
01051 - Data Entry Operator I	16.18***
01052 - Data Entry Operator II	17.66***
01060 - Dispatcher, Motor Vehicle	22.11
01070 - Document Preparation Clerk	16.31***
01090 - Duplicating Machine Operator	16.31***
01111 - General Clerk I	14.68***
01112 - General Clerk II	16.02***
01113 - General Clerk III	17.98
01120 - Housing Referral Assistant	22.44
01141 - Messenger Courier	16.23***
01191 - Order Clerk I	15.41***
01192 - Order Clerk II	16.82***
01261 - Personnel Assistant (Employment) I	17.91
01262 - Personnel Assistant (Employment) II	20.03
01263 - Personnel Assistant (Employment) III	22.33
01270 - Production Control Clerk	28.88
01290 - Rental Clerk	16.74***
01300 - Scheduler, Maintenance	18.00
01311 - Secretary I	18.00
01312 - Secretary II	20.13
01313 - Secretary III	22.44
01320 - Service Order Dispatcher	19.77
01410 - Supply Technician	32.59
01420 - Survey Worker	19.39
01460 - Switchboard Operator/Receptionist	15.28***
01531 - Travel Clerk I	16.57***
01532 - Travel Clerk II	18.59
01533 - Travel Clerk III	19.93
01611 - Word Processor I	16.03***
01612 - Word Processor II	18.00
01613 - Word Processor III	20.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.31
05010 - Automotive Electrician	21.93
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59***
05130 - Motor Equipment Metal Mechanic	23.07
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.07
05220 - Motor Vehicle Mechanic Helper	16.86***
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	21.93
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	17.00***
05400 - Transmission Repair Specialist	23.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.73***
07041 - Cook I	14.25***
07042 - Cook II	16.70***

07070 - Dishwasher 13.04***
07130 - Food Service Worker 13.28***
07210 - Meat Cutter 14.52***
07260 - Waiter/Waitress 12.01***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.08
09040 - Furniture Handler 14.02***
09080 - Furniture Refinisher 24.08
09090 - Furniture Refinisher Helper 17.41***
09110 - Furniture Repairer, Minor 20.80
09130 - Upholsterer 24.08
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.12***
11060 - Elevator Operator 14.64***
11090 - Gardener 22.73
11122 - Housekeeping Aide 14.64***
11150 - Janitor 14.64***
11210 - Laborer, Grounds Maintenance 16.64***
11240 - Maid or Houseman 13.32***
11260 - Pruner 14.71***
11270 - Tractor Operator 20.66
11330 - Trail Maintenance Worker 16.64***
11360 - Window Cleaner 16.56***
12000 - Health Occupations
12010 - Ambulance Driver 19.42
12011 - Breath Alcohol Technician 24.29
12012 - Certified Occupational Therapist Assistant 38.01
12015 - Certified Physical Therapist Assistant 37.28
12020 - Dental Assistant 18.18
12025 - Dental Hygienist 43.47
12030 - EKG Technician 31.07
12035 - Electroneurodiagnostic Technologist 31.07
12040 - Emergency Medical Technician 19.42
12071 - Licensed Practical Nurse I 21.71
12072 - Licensed Practical Nurse II 24.29
12073 - Licensed Practical Nurse III 27.08
12100 - Medical Assistant 18.08
12130 - Medical Laboratory Technician 27.24
12160 - Medical Record Clerk 16.57***
12190 - Medical Record Technician 18.54
12195 - Medical Transcriptionist 24.94
12210 - Nuclear Medicine Technologist 53.37
12221 - Nursing Assistant I 13.35***
12222 - Nursing Assistant II 15.02***
12223 - Nursing Assistant III 16.39***
12224 - Nursing Assistant IV 18.39
12235 - Optical Dispenser 18.71
12236 - Optical Technician 21.71
12250 - Pharmacy Technician 18.62
12280 - Phlebotomist 18.22
12305 - Radiologic Technologist 30.00
12311 - Registered Nurse I 26.38
12312 - Registered Nurse II 32.26
12313 - Registered Nurse II, Specialist 32.26

12314 - Registered Nurse III 39.03
12315 - Registered Nurse III, Anesthetist 39.03
12316 - Registered Nurse IV 46.79
12317 - Scheduler (Drug and Alcohol Testing) 30.09
12320 - Substance Abuse Treatment Counselor 24.64
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.32
13012 - Exhibits Specialist II 27.65
13013 - Exhibits Specialist III 33.82
13041 - Illustrator I 22.32
13042 - Illustrator II 27.65
13043 - Illustrator III 33.82
13047 - Librarian 30.62
13050 - Library Aide/Clerk 13.61***
13054 - Library Information Technology Systems Administrator 27.65
13058 - Library Technician 17.42***
13061 - Media Specialist I 19.95
13062 - Media Specialist II 22.32
13063 - Media Specialist III 24.89
13071 - Photographer I 19.95
13072 - Photographer II 22.32
13073 - Photographer III 27.65
13074 - Photographer IV 33.82
13075 - Photographer V 40.92
13090 - Technical Order Library Clerk 18.47
13110 - Video Teleconference Technician 19.95
14000 - Information Technology Occupations
14041 - Computer Operator I 20.79
14042 - Computer Operator II 23.46
14043 - Computer Operator III 26.78
14044 - Computer Operator IV 29.75
14045 - Computer Operator V 32.95
14071 - Computer Programmer I (see 1) 23.00
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 20.79
14160 - Personal Computer Support Technician 29.75
14170 - System Support Specialist 32.95
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.36
15020 - Aircrew Training Devices Instructor (Rated) 40.37
15030 - Air Crew Training Devices Instructor (Pilot) 48.38
15050 - Computer Based Training Specialist / Instructor 33.36
15060 - Educational Technologist 34.32
15070 - Flight Instructor (Pilot) 48.38
15080 - Graphic Artist 21.98
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.38
15086 - Maintenance Test Pilot, Rotary Wing 48.38
15088 - Non-Maintenance Test/Co-Pilot 48.38

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 12.46***
16030 - Counter Attendant 12.46***
16040 - Dry Cleaner 15.98***
16070 - Finisher, Flatwork, Machine 12.46***
16090 - Presser, Hand 12.46***
16110 - Presser, Machine, Drycleaning 12.46***
16130 - Presser, Machine, Shirts 12.46***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.46***
16190 - Sewing Machine Operator 16.91***
16220 - Tailor 18.20
16250 - Washer, Machine 13.65***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.69
19040 - Tool And Die Maker 31.81
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.47
21030 - Material Coordinator 28.88
21040 - Material Expediter 28.88
21050 - Material Handling Laborer 17.62***
21071 - Order Filler 16.63***
21080 - Production Line Worker (Food Processing) 20.47
21110 - Shipping Packer 18.99
21130 - Shipping/Receiving Clerk 18.99
21140 - Store Worker I 14.26***
21150 - Stock Clerk 20.65
21210 - Tools And Parts Attendant 20.47
21410 - Warehouse Specialist 20.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.29
23019 - Aircraft Logs and Records Technician 23.05
23021 - Aircraft Mechanic I 28.08
23022 - Aircraft Mechanic II 29.29
23023 - Aircraft Mechanic III 30.53
23040 - Aircraft Mechanic Helper 19.25
23050 - Aircraft, Painter 26.69
23060 - Aircraft Servicer 23.05
23070 - Aircraft Survival Flight Equipment Technician 26.69
23080 - Aircraft Worker 24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.08
23110 - Appliance Mechanic 26.69
23120 - Bicycle Repairer 21.18
23125 - Cable Splicer 35.73
23130 - Carpenter, Maintenance 26.71
23140 - Carpet Layer 24.82
23160 - Electrician, Maintenance 29.41
23181 - Electronics Technician Maintenance I 40.37

23182 - Electronics Technician Maintenance II 43.40
23183 - Electronics Technician Maintenance III 45.66
23260 - Fabric Worker 23.05
23290 - Fire Alarm System Mechanic 27.02
23310 - Fire Extinguisher Repairer 21.18
23311 - Fuel Distribution System Mechanic 32.47
23312 - Fuel Distribution System Operator 24.58
23370 - General Maintenance Worker 20.11
23380 - Ground Support Equipment Mechanic 28.08
23381 - Ground Support Equipment Servicer 23.05
23382 - Ground Support Equipment Worker 24.82
23391 - Gunsmith I 21.18
23392 - Gunsmith II 24.82
23393 - Gunsmith III 28.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.87
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.12
23430 - Heavy Equipment Mechanic 29.52
23440 - Heavy Equipment Operator 26.12
23460 - Instrument Mechanic 28.08
23465 - Laboratory/Shelter Mechanic 26.69
23470 - Laborer 17.62***
23510 - Locksmith 26.69
23530 - Machinery Maintenance Mechanic 32.27
23550 - Machinist, Maintenance 27.81
23580 - Maintenance Trades Helper 17.72***
23591 - Metrology Technician I 28.08
23592 - Metrology Technician II 29.29
23593 - Metrology Technician III 30.53
23640 - Millwright 32.10
23710 - Office Appliance Repairer 20.69
23760 - Painter, Maintenance 20.59
23790 - Pipefitter, Maintenance 32.03
23810 - Plumber, Maintenance 30.44
23820 - Pneudraulic Systems Mechanic 28.08
23850 - Rigger 35.04
23870 - Scale Mechanic 24.82
23890 - Sheet-Metal Worker, Maintenance 28.08
23910 - Small Engine Mechanic 24.82
23931 - Telecommunications Mechanic I 32.90
23932 - Telecommunications Mechanic II 34.33
23950 - Telephone Lineman 31.00
23960 - Welder, Combination, Maintenance 28.89
23965 - Well Driller 28.08
23970 - Woodcraft Worker 28.08
23980 - Woodworker 21.18
24000 - Personal Needs Occupations
24550 - Case Manager 20.26
24570 - Child Care Attendant 10.89***
24580 - Child Care Center Clerk 13.58***
24610 - Chore Aide 11.59***
24620 - Family Readiness And Support Services Coordinator 20.26

24630 - Homemaker 20.26
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.14
25040 - Sewage Plant Operator 23.47
25070 - Stationary Engineer 27.14
25190 - Ventilation Equipment Tender 18.70
25210 - Water Treatment Plant Operator 23.47
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.16
27007 - Baggage Inspector 14.02***
27008 - Corrections Officer 25.55
27010 - Court Security Officer 29.08
27030 - Detection Dog Handler 15.68***
27040 - Detention Officer 25.55
27070 - Firefighter 32.87
27101 - Guard I 14.02***
27102 - Guard II 15.68***
27131 - Police Officer I 33.56
27132 - Police Officer II 37.30
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.17***
28042 - Carnival Equipment Repairer 17.78
28043 - Carnival Worker 11.51***
28210 - Gate Attendant/Gate Tender 18.35
28310 - Lifeguard 16.35***
28350 - Park Attendant (Aide) 20.52
28510 - Recreation Aide/Health Facility Attendant 14.98***
28515 - Recreation Specialist 25.42
28630 - Sports Official 16.35***
28690 - Swimming Pool Operator 20.84
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.99
29020 - Hatch Tender 31.99
29030 - Line Handler 31.99
29041 - Stevedore I 29.72
29042 - Stevedore II 34.41
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 21.13
30022 - Archeological Technician II 23.64
30023 - Archeological Technician III 29.28
30030 - Cartographic Technician 29.28
30040 - Civil Engineering Technician 28.47
30051 - Cryogenic Technician I 32.43
30052 - Cryogenic Technician II 35.81
30061 - Drafter/CAD Operator I 21.13
30062 - Drafter/CAD Operator II 23.64
30063 - Drafter/CAD Operator III 26.34
30064 - Drafter/CAD Operator IV 32.43
30081 - Engineering Technician I 16.51***
30082 - Engineering Technician II 18.53
30083 - Engineering Technician III 20.73

30084 - Engineering Technician IV 25.69
30085 - Engineering Technician V 31.42
30086 - Engineering Technician VI 38.01
30090 - Environmental Technician 28.16
30095 - Evidence Control Specialist 29.28
30210 - Laboratory Technician 40.16
30221 - Latent Fingerprint Technician I 32.43
30222 - Latent Fingerprint Technician II 35.81
30240 - Mathematical Technician 29.28
30361 - Paralegal/Legal Assistant I 22.44
30362 - Paralegal/Legal Assistant II 27.80
30363 - Paralegal/Legal Assistant III 34.00
30364 - Paralegal/Legal Assistant IV 41.14
30375 - Petroleum Supply Specialist 35.81
30390 - Photo-Optics Technician 29.28
30395 - Radiation Control Technician 35.81
30461 - Technical Writer I 29.28
30462 - Technical Writer II 35.81
30463 - Technical Writer III 43.33
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 32.43
30502 - Weather Forecaster II 39.45
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 26.34
30621 - Weather Observer, Senior (see 2) 29.28
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 13.75***
31030 - Bus Driver 20.44
31043 - Driver Courier 17.07***
31260 - Parking and Lot Attendant 13.18***
31290 - Shuttle Bus Driver 16.69***
31310 - Taxi Driver 12.47***
31361 - Truckdriver, Light 18.78
31362 - Truckdriver, Medium 20.44
31363 - Truckdriver, Heavy 24.64
31364 - Truckdriver, Tractor-Trailer 24.64
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 13.21***
99050 - Desk Clerk 13.39***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 21.72
99252 - Laboratory Animal Caretaker II 23.89
99260 - Marketing Analyst 30.07
99310 - Mortician 29.28
99410 - Pest Controller 19.89
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 25.59

99711 - Recycling Specialist	31.77
99730 - Refuse Collector	22.62
99810 - Sales Clerk	14.05***
99820 - School Crossing Guard	14.67***
99830 - Survey Party Chief	31.67
99831 - Surveying Aide	18.02
99832 - Surveying Technician	23.64
99840 - Vending Machine Attendant	22.81
99841 - Vending Machine Repairer	29.40
99842 - Vending Machine Repairer Helper	22.81

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5219
Revision No.: 28
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Cameron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.54***
01012 - Accounting Clerk II		18.56
01013 - Accounting Clerk III		20.76
01020 - Administrative Assistant		28.11
01035 - Court Reporter		19.74

01041 - Customer Service Representative I 14.56***
01042 - Customer Service Representative II 15.89***
01043 - Customer Service Representative III 17.84
01051 - Data Entry Operator I 13.89***
01052 - Data Entry Operator II 15.16***
01060 - Dispatcher, Motor Vehicle 19.05
01070 - Document Preparation Clerk 15.72***
01090 - Duplicating Machine Operator 15.72***
01111 - General Clerk I 14.56***
01112 - General Clerk II 15.89***
01113 - General Clerk III 17.83
01120 - Housing Referral Assistant 22.00
01141 - Messenger Courier 15.55***
01191 - Order Clerk I 14.98***
01192 - Order Clerk II 16.35***
01261 - Personnel Assistant (Employment) I 17.89
01262 - Personnel Assistant (Employment) II 20.01
01263 - Personnel Assistant (Employment) III 22.30
01270 - Production Control Clerk 20.05
01290 - Rental Clerk 13.90***
01300 - Scheduler, Maintenance 17.65***
01311 - Secretary I 17.65***
01312 - Secretary II 19.74
01313 - Secretary III 22.00
01320 - Service Order Dispatcher 17.03***
01410 - Supply Technician 28.11
01420 - Survey Worker 17.89
01460 - Switchboard Operator/Receptionist 13.68***
01531 - Travel Clerk I 15.37***
01532 - Travel Clerk II 16.89***
01533 - Travel Clerk III 19.74
01611 - Word Processor I 15.72***
01612 - Word Processor II 17.65***
01613 - Word Processor III 19.74
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 20.04
05010 - Automotive Electrician 18.14
05040 - Automotive Glass Installer 17.25***
05070 - Automotive Worker 17.25***
05110 - Mobile Equipment Servicer 15.42***
05130 - Motor Equipment Metal Mechanic 18.96
05160 - Motor Equipment Metal Worker 17.25***
05190 - Motor Vehicle Mechanic 18.96
05220 - Motor Vehicle Mechanic Helper 14.44***
05250 - Motor Vehicle Upholstery Worker 16.31***
05280 - Motor Vehicle Wrecker 17.25***
05310 - Painter, Automotive 18.14
05340 - Radiator Repair Specialist 17.25***
05370 - Tire Repairer 14.34***
05400 - Transmission Repair Specialist 18.96
07000 - Food Preparation And Service Occupations
07010 - Baker 12.99***
07041 - Cook I 11.82***
07042 - Cook II 13.22***

07070 - Dishwasher 10.98***
07130 - Food Service Worker 11.45***
07210 - Meat Cutter 14.91***
07260 - Waiter/Waitress 10.86***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.63
09040 - Furniture Handler 13.13***
09080 - Furniture Refinisher 19.63
09090 - Furniture Refinisher Helper 15.62***
09110 - Furniture Repairer, Minor 17.65***
09130 - Upholsterer 19.63
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.16***
11060 - Elevator Operator 13.82***
11090 - Gardener 17.12***
11122 - Housekeeping Aide 13.82***
11150 - Janitor 13.82***
11210 - Laborer, Grounds Maintenance 13.47***
11240 - Maid or Houseman 12.18***
11260 - Pruner 11.96***
11270 - Tractor Operator 16.03***
11330 - Trail Maintenance Worker 13.47***
11360 - Window Cleaner 15.56***
12000 - Health Occupations
12010 - Ambulance Driver 19.97
12011 - Breath Alcohol Technician 23.23
12012 - Certified Occupational Therapist Assistant 35.42
12015 - Certified Physical Therapist Assistant 34.16
12020 - Dental Assistant 17.23***
12025 - Dental Hygienist 36.73
12030 - EKG Technician 35.21
12035 - Electroneurodiagnostic Technologist 35.21
12040 - Emergency Medical Technician 19.97
12071 - Licensed Practical Nurse I 20.77
12072 - Licensed Practical Nurse II 23.23
12073 - Licensed Practical Nurse III 25.91
12100 - Medical Assistant 16.25***
12130 - Medical Laboratory Technician 21.57
12160 - Medical Record Clerk 17.94
12190 - Medical Record Technician 20.06
12195 - Medical Transcriptionist 18.82
12210 - Nuclear Medicine Technologist 51.05
12221 - Nursing Assistant I 12.90***
12222 - Nursing Assistant II 14.51***
12223 - Nursing Assistant III 15.83***
12224 - Nursing Assistant IV 17.78
12235 - Optical Dispenser 15.97***
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 17.98
12280 - Phlebotomist 16.20***
12305 - Radiologic Technologist 30.52
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) 28.79
12320 - Substance Abuse Treatment Counselor 31.35
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.52
13012 - Exhibits Specialist II 29.14
13013 - Exhibits Specialist III 35.63
13041 - Illustrator I 23.52
13042 - Illustrator II 29.14
13043 - Illustrator III 35.63
13047 - Librarian 32.27
13050 - Library Aide/Clerk 18.30
13054 - Library Information Technology Systems Administrator 29.14
13058 - Library Technician 14.28***
13061 - Media Specialist I 21.03
13062 - Media Specialist II 23.52
13063 - Media Specialist III 26.21
13071 - Photographer I 21.03
13072 - Photographer II 23.52
13073 - Photographer III 29.14
13074 - Photographer IV 35.63
13075 - Photographer V 43.11
13090 - Technical Order Library Clerk 15.49***
13110 - Video Teleconference Technician 21.03
14000 - Information Technology Occupations
14041 - Computer Operator I 16.30***
14042 - Computer Operator II 18.23
14043 - Computer Operator III 20.32
14044 - Computer Operator IV 22.58
14045 - Computer Operator V 25.01
14071 - Computer Programmer I (see 1) 21.29
14072 - Computer Programmer II (see 1) 26.37
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 16.30***
14160 - Personal Computer Support Technician 22.58
14170 - System Support Specialist 25.62
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.46
15020 - Aircrew Training Devices Instructor (Rated) 40.48
15030 - Air Crew Training Devices Instructor (Pilot) 48.53
15050 - Computer Based Training Specialist / Instructor 33.46
15060 - Educational Technologist 32.81
15070 - Flight Instructor (Pilot) 48.53
15080 - Graphic Artist 19.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.53
15086 - Maintenance Test Pilot, Rotary Wing 48.53
15088 - Non-Maintenance Test/Co-Pilot 48.53

15090 - Technical Instructor 20.44
15095 - Technical Instructor/Course Developer 25.00
15110 - Test Proctor 16.18***
15120 - Tutor 16.18***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 19.68
19040 - Tool And Die Maker 23.28
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.66***
21030 - Material Coordinator 20.05
21040 - Material Expediter 20.05
21050 - Material Handling Laborer 14.40***
21071 - Order Filler 16.55***
21080 - Production Line Worker (Food Processing) 14.66***
21110 - Shipping Packer 16.04***
21130 - Shipping/Receiving Clerk 16.04***
21140 - Store Worker I 17.43***
21150 - Stock Clerk 24.05
21210 - Tools And Parts Attendant 14.66***
21410 - Warehouse Specialist 14.66***
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 25.98
23019 - Aircraft Logs and Records Technician 21.43
23021 - Aircraft Mechanic I 24.90
23022 - Aircraft Mechanic II 25.98
23023 - Aircraft Mechanic III 27.06
23040 - Aircraft Mechanic Helper 18.96
23050 - Aircraft, Painter 23.83
23060 - Aircraft Servicer 21.43
23070 - Aircraft Survival Flight Equipment Technician 23.83
23080 - Aircraft Worker 22.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 24.90
23110 - Appliance Mechanic 21.57
23120 - Bicycle Repairer 18.33
23125 - Cable Splicer 34.11
23130 - Carpenter, Maintenance 19.86
23140 - Carpet Layer 20.51
23160 - Electrician, Maintenance 21.59
23181 - Electronics Technician Maintenance I 25.03

23182 - Electronics Technician Maintenance II 26.32
23183 - Electronics Technician Maintenance III 27.50
23260 - Fabric Worker 19.39
23290 - Fire Alarm System Mechanic 22.54
23310 - Fire Extinguisher Repairer 18.33
23311 - Fuel Distribution System Mechanic 21.14
23312 - Fuel Distribution System Operator 17.18***
23370 - General Maintenance Worker 16.03***
23380 - Ground Support Equipment Mechanic 24.90
23381 - Ground Support Equipment Servicer 21.43
23382 - Ground Support Equipment Worker 22.65
23391 - Gunsmith I 18.33
23392 - Gunsmith II 20.51
23393 - Gunsmith III 22.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic 20.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 21.41
23430 - Heavy Equipment Mechanic 23.25
23440 - Heavy Equipment Operator 19.02
23460 - Instrument Mechanic 22.54
23465 - Laboratory/Shelter Mechanic 21.57
23470 - Laborer 14.40***
23510 - Locksmith 21.57
23530 - Machinery Maintenance Mechanic 24.84
23550 - Machinist, Maintenance 22.54
23580 - Maintenance Trades Helper 13.63***
23591 - Metrology Technician I 22.54
23592 - Metrology Technician II 23.52
23593 - Metrology Technician III 24.49
23640 - Millwright 22.54
23710 - Office Appliance Repairer 21.32
23760 - Painter, Maintenance 17.83
23790 - Pipefitter, Maintenance 23.25
23810 - Plumber, Maintenance 22.24
23820 - Pneudraulic Systems Mechanic 22.54
23850 - Rigger 22.28
23870 - Scale Mechanic 20.51
23890 - Sheet-Metal Worker, Maintenance 19.97
23910 - Small Engine Mechanic 20.51
23931 - Telecommunications Mechanic I 26.40
23932 - Telecommunications Mechanic II 27.72
23950 - Telephone Lineman 29.37
23960 - Welder, Combination, Maintenance 21.18
23965 - Well Driller 22.54
23970 - Woodcraft Worker 22.54
23980 - Woodworker 18.33
24000 - Personal Needs Occupations
24550 - Case Manager 20.01
24570 - Child Care Attendant 12.71***
24580 - Child Care Center Clerk 15.84***
24610 - Chore Aide 11.14***
24620 - Family Readiness And Support Services Coordinator 20.01

24630 - Homemaker 20.01
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 20.72
25040 - Sewage Plant Operator 18.33
25070 - Stationary Engineer 20.72
25190 - Ventilation Equipment Tender 15.01***
25210 - Water Treatment Plant Operator 18.33
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.36
27007 - Baggage Inspector 13.49***
27008 - Corrections Officer 19.88
27010 - Court Security Officer 22.40
27030 - Detection Dog Handler 15.09***
27040 - Detention Officer 19.88
27070 - Firefighter 23.40
27101 - Guard I 13.49***
27102 - Guard II 15.09***
27131 - Police Officer I 26.85
27132 - Police Officer II 29.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.36***
28042 - Carnival Equipment Repairer 15.33***
28043 - Carnival Worker 10.69***
28210 - Gate Attendant/Gate Tender 16.52***
28310 - Lifeguard 12.47***
28350 - Park Attendant (Aide) 18.49
28510 - Recreation Aide/Health Facility Attendant 13.50***
28515 - Recreation Specialist 22.90
28630 - Sports Official 14.73***
28690 - Swimming Pool Operator 17.15***
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.51
29020 - Hatch Tender 27.51
29030 - Line Handler 27.51
29041 - Stevedore I 26.02
29042 - Stevedore II 28.94
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 18.74
30022 - Archeological Technician II 20.96
30023 - Archeological Technician III 25.96
30030 - Cartographic Technician 25.96
30040 - Civil Engineering Technician 21.29
30051 - Cryogenic Technician I 28.76
30052 - Cryogenic Technician II 31.75
30061 - Drafter/CAD Operator I 18.74
30062 - Drafter/CAD Operator II 20.96
30063 - Drafter/CAD Operator III 23.36
30064 - Drafter/CAD Operator IV 28.76
30081 - Engineering Technician I 16.69***
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 20.96

30084 - Engineering Technician IV 25.96
30085 - Engineering Technician V 31.75
30086 - Engineering Technician VI 38.42
30090 - Environmental Technician 24.67
30095 - Evidence Control Specialist 25.96
30210 - Laboratory Technician 23.36
30221 - Latent Fingerprint Technician I 28.76
30222 - Latent Fingerprint Technician II 31.75
30240 - Mathematical Technician 25.96
30361 - Paralegal/Legal Assistant I 21.98
30362 - Paralegal/Legal Assistant II 27.23
30363 - Paralegal/Legal Assistant III 33.30
30364 - Paralegal/Legal Assistant IV 40.29
30375 - Petroleum Supply Specialist 31.75
30390 - Photo-Optics Technician 25.96
30395 - Radiation Control Technician 31.75
30461 - Technical Writer I 25.96
30462 - Technical Writer II 31.75
30463 - Technical Writer III 38.42
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 28.76
30502 - Weather Forecaster II 34.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.36
30621 - Weather Observer, Senior (see 2) 25.96
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 13.95***
31030 - Bus Driver 18.69
31043 - Driver Courier 15.41***
31260 - Parking and Lot Attendant 13.08***
31290 - Shuttle Bus Driver 16.48***
31310 - Taxi Driver 11.45***
31361 - Truckdriver, Light 16.48***
31362 - Truckdriver, Medium 17.46***
31363 - Truckdriver, Heavy 22.31
31364 - Truckdriver, Tractor-Trailer 22.31
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 11.38***
99050 - Desk Clerk 12.46***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 26.07
99252 - Laboratory Animal Caretaker II 27.84
99260 - Marketing Analyst 28.01
99310 - Mortician 29.28
99410 - Pest Controller 16.76***
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 21.08

99711 - Recycling Specialist	25.16
99730 - Refuse Collector	18.73
99810 - Sales Clerk	13.41***
99820 - School Crossing Guard	19.41
99830 - Survey Party Chief	22.17
99831 - Surveying Aide	15.07***
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	20.88
99841 - Vending Machine Repairer	23.67
99842 - Vending Machine Repairer Helper	20.88

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5221
Revision No.: 28
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Burleson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.91***
01012 - Accounting Clerk II		18.98
01013 - Accounting Clerk III		21.23
01020 - Administrative Assistant		30.12
01035 - Court Reporter		21.22

01041 - Customer Service Representative I 15.80***
01042 - Customer Service Representative II 17.23***
01043 - Customer Service Representative III 19.34
01051 - Data Entry Operator I 15.22***
01052 - Data Entry Operator II 16.61***
01060 - Dispatcher, Motor Vehicle 20.56
01070 - Document Preparation Clerk 17.18***
01090 - Duplicating Machine Operator 17.18***
01111 - General Clerk I 15.49***
01112 - General Clerk II 16.90***
01113 - General Clerk III 18.97
01120 - Housing Referral Assistant 23.65
01141 - Messenger Courier 15.28***
01191 - Order Clerk I 16.55***
01192 - Order Clerk II 18.06
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 21.41
01290 - Rental Clerk 16.01***
01300 - Scheduler, Maintenance 18.97
01311 - Secretary I 18.97
01312 - Secretary II 21.22
01313 - Secretary III 23.65
01320 - Service Order Dispatcher 18.38
01410 - Supply Technician 30.12
01420 - Survey Worker 18.76
01460 - Switchboard Operator/Receptionist 15.05***
01531 - Travel Clerk I 15.72***
01532 - Travel Clerk II 16.92***
01533 - Travel Clerk III 17.93
01611 - Word Processor I 16.90***
01612 - Word Processor II 18.97
01613 - Word Processor III 21.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.71
05010 - Automotive Electrician 22.11
05040 - Automotive Glass Installer 20.68
05070 - Automotive Worker 20.68
05110 - Mobile Equipment Servicer 17.82
05130 - Motor Equipment Metal Mechanic 23.55
05160 - Motor Equipment Metal Worker 20.68
05190 - Motor Vehicle Mechanic 23.55
05220 - Motor Vehicle Mechanic Helper 16.36***
05250 - Motor Vehicle Upholstery Worker 19.23
05280 - Motor Vehicle Wrecker 20.68
05310 - Painter, Automotive 22.11
05340 - Radiator Repair Specialist 20.68
05370 - Tire Repairer 15.94***
05400 - Transmission Repair Specialist 23.55
07000 - Food Preparation And Service Occupations
07010 - Baker 13.89***
07041 - Cook I 15.30***
07042 - Cook II 17.76

07070 - Dishwasher 13.15***
07130 - Food Service Worker 14.04***
07210 - Meat Cutter 17.48***
07260 - Waiter/Waitress 11.98***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.50
09040 - Furniture Handler 12.65***
09080 - Furniture Refinisher 20.50
09090 - Furniture Refinisher Helper 15.33***
09110 - Furniture Repairer, Minor 18.02
09130 - Upholsterer 20.50
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.50***
11060 - Elevator Operator 14.55***
11090 - Gardener 21.87
11122 - Housekeeping Aide 14.55***
11150 - Janitor 14.55***
11210 - Laborer, Grounds Maintenance 16.52***
11240 - Maid or Houseman 13.54***
11260 - Pruner 14.63***
11270 - Tractor Operator 20.09
11330 - Trail Maintenance Worker 16.52***
11360 - Window Cleaner 16.43***
12000 - Health Occupations
12010 - Ambulance Driver 23.33
12011 - Breath Alcohol Technician 23.33
12012 - Certified Occupational Therapist Assistant 33.98
12015 - Certified Physical Therapist Assistant 33.70
12020 - Dental Assistant 17.89
12025 - Dental Hygienist 41.16
12030 - EKG Technician 35.35
12035 - Electroneurodiagnostic Technologist 35.35
12040 - Emergency Medical Technician 23.33
12071 - Licensed Practical Nurse I 20.86
12072 - Licensed Practical Nurse II 23.33
12073 - Licensed Practical Nurse III 26.02
12100 - Medical Assistant 18.03
12130 - Medical Laboratory Technician 25.88
12160 - Medical Record Clerk 18.42
12190 - Medical Record Technician 20.60
12195 - Medical Transcriptionist 19.84
12210 - Nuclear Medicine Technologist 51.27
12221 - Nursing Assistant I 13.76***
12222 - Nursing Assistant II 15.48***
12223 - Nursing Assistant III 16.89***
12224 - Nursing Assistant IV 18.96
12235 - Optical Dispenser 19.32
12236 - Optical Technician 20.86
12250 - Pharmacy Technician 19.83
12280 - Phlebotomist 17.96
12305 - Radiologic Technologist 32.19
12311 - Registered Nurse I 26.09
12312 - Registered Nurse II 31.92
12313 - Registered Nurse II, Specialist 31.92

12314 - Registered Nurse III 38.61
12315 - Registered Nurse III, Anesthetist 38.61
12316 - Registered Nurse IV 46.28
12317 - Scheduler (Drug and Alcohol Testing) 28.91
12320 - Substance Abuse Treatment Counselor 26.96
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.81
13012 - Exhibits Specialist II 27.01
13013 - Exhibits Specialist III 33.04
13041 - Illustrator I 21.81
13042 - Illustrator II 27.01
13043 - Illustrator III 33.04
13047 - Librarian 29.92
13050 - Library Aide/Clerk 15.09***
13054 - Library Information Technology Systems Administrator 27.01
13058 - Library Technician 17.52***
13061 - Media Specialist I 19.50
13062 - Media Specialist II 21.81
13063 - Media Specialist III 24.31
13071 - Photographer I 17.98
13072 - Photographer II 20.11
13073 - Photographer III 24.92
13074 - Photographer IV 30.47
13075 - Photographer V 36.86
13090 - Technical Order Library Clerk 18.95
13110 - Video Teleconference Technician 21.92
14000 - Information Technology Occupations
14041 - Computer Operator I 18.81
14042 - Computer Operator II 21.04
14043 - Computer Operator III 23.45
14044 - Computer Operator IV 26.07
14045 - Computer Operator V 28.87
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 18.81
14160 - Personal Computer Support Technician 26.07
14170 - System Support Specialist 28.87
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.97
15020 - Aircrew Training Devices Instructor (Rated) 41.09
15030 - Air Crew Training Devices Instructor (Pilot) 49.14
15050 - Computer Based Training Specialist / Instructor 33.97
15060 - Educational Technologist 33.26
15070 - Flight Instructor (Pilot) 49.14
15080 - Graphic Artist 22.99
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.09
15086 - Maintenance Test Pilot, Rotary Wing 49.09
15088 - Non-Maintenance Test/Co-Pilot 49.09

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 10.35***
16030 - Counter Attendant 10.35***
16040 - Dry Cleaner 12.65***
16070 - Finisher, Flatwork, Machine 10.35***
16090 - Presser, Hand 10.35***
16110 - Presser, Machine, Drycleaning 10.35***
16130 - Presser, Machine, Shirts 10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.35***
16190 - Sewing Machine Operator 13.46***
16220 - Tailor 14.34***
16250 - Washer, Machine 10.99***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.07
19040 - Tool And Die Maker 30.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.33
21030 - Material Coordinator 21.41
21040 - Material Expediter 21.41
21050 - Material Handling Laborer 16.90***
21071 - Order Filler 17.00***
21080 - Production Line Worker (Food Processing) 18.33
21110 - Shipping Packer 17.54***
21130 - Shipping/Receiving Clerk 17.54***
21140 - Store Worker I 12.22***
21150 - Stock Clerk 17.48***
21210 - Tools And Parts Attendant 18.33
21410 - Warehouse Specialist 18.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.24
23019 - Aircraft Logs and Records Technician 20.93
23021 - Aircraft Mechanic I 25.63
23022 - Aircraft Mechanic II 27.24
23023 - Aircraft Mechanic III 28.92
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft, Painter 24.07
23060 - Aircraft Servicer 20.93
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.63
23110 - Appliance Mechanic 24.07
23120 - Bicycle Repairer 19.39
23125 - Cable Splicer 32.19
23130 - Carpenter, Maintenance 22.16
23140 - Carpet Layer 22.51
23160 - Electrician, Maintenance 24.90
23181 - Electronics Technician Maintenance I 25.97

23182 - Electronics Technician Maintenance II 27.78
23183 - Electronics Technician Maintenance III 29.58
23260 - Fabric Worker 20.93
23290 - Fire Alarm System Mechanic 25.11
23310 - Fire Extinguisher Repairer 19.39
23311 - Fuel Distribution System Mechanic 25.07
23312 - Fuel Distribution System Operator 18.97
23370 - General Maintenance Worker 18.87
23380 - Ground Support Equipment Mechanic 25.63
23381 - Ground Support Equipment Servicer 20.93
23382 - Ground Support Equipment Worker 22.51
23391 - Gunsmith I 19.39
23392 - Gunsmith II 22.51
23393 - Gunsmith III 25.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 26.47
23430 - Heavy Equipment Mechanic 28.23
23440 - Heavy Equipment Operator 22.61
23460 - Instrument Mechanic 25.63
23465 - Laboratory/Shelter Mechanic 24.07
23470 - Laborer 16.90***
23510 - Locksmith 24.07
23530 - Machinery Maintenance Mechanic 28.41
23550 - Machinist, Maintenance 25.85
23580 - Maintenance Trades Helper 16.83***
23591 - Metrology Technician I 25.63
23592 - Metrology Technician II 27.24
23593 - Metrology Technician III 28.92
23640 - Millwright 25.63
23710 - Office Appliance Repairer 19.87
23760 - Painter, Maintenance 19.05
23790 - Pipefitter, Maintenance 28.41
23810 - Plumber, Maintenance 26.68
23820 - Pneudraulic Systems Mechanic 25.63
23850 - Rigger 25.63
23870 - Scale Mechanic 22.51
23890 - Sheet-Metal Worker, Maintenance 25.63
23910 - Small Engine Mechanic 21.21
23931 - Telecommunications Mechanic I 25.66
23932 - Telecommunications Mechanic II 27.27
23950 - Telephone Lineman 33.37
23960 - Welder, Combination, Maintenance 23.59
23965 - Well Driller 25.63
23970 - Woodcraft Worker 25.63
23980 - Woodworker 19.39
24000 - Personal Needs Occupations
24550 - Case Manager 19.86
24570 - Child Care Attendant 12.35***
24580 - Child Care Center Clerk 15.41***
24610 - Chore Aide 11.25***
24620 - Family Readiness And Support Services Coordinator 19.86

24630 - Homemaker 19.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.95
25040 - Sewage Plant Operator 23.43
25070 - Stationary Engineer 24.95
25190 - Ventilation Equipment Tender 17.34***
25210 - Water Treatment Plant Operator 23.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.30
27007 - Baggage Inspector 15.52***
27008 - Corrections Officer 25.52
27010 - Court Security Officer 26.18
27030 - Detection Dog Handler 17.36***
27040 - Detention Officer 25.52
27070 - Firefighter 28.46
27101 - Guard I 15.52***
27102 - Guard II 17.36***
27131 - Police Officer I 33.20
27132 - Police Officer II 36.90
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.95***
28042 - Carnival Equipment Repairer 18.46
28043 - Carnival Worker 12.35***
28210 - Gate Attendant/Gate Tender 14.98***
28310 - Lifeguard 12.50***
28350 - Park Attendant (Aide) 16.75***
28510 - Recreation Aide/Health Facility Attendant 12.23***
28515 - Recreation Specialist 20.58
28630 - Sports Official 13.34***
28690 - Swimming Pool Operator 23.38
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.06
29020 - Hatch Tender 24.06
29030 - Line Handler 24.06
29041 - Stevedore I 22.36
29042 - Stevedore II 25.70
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 28.79
30052 - Cryogenic Technician II 31.79
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 16.71***
30082 - Engineering Technician II 18.76
30083 - Engineering Technician III 20.99

30084 - Engineering Technician IV 25.99
30085 - Engineering Technician V 31.79
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 23.32
30095 - Evidence Control Specialist 25.99
30210 - Laboratory Technician 23.35
30221 - Latent Fingerprint Technician I 28.79
30222 - Latent Fingerprint Technician II 31.79
30240 - Mathematical Technician 26.21
30361 - Paralegal/Legal Assistant I 22.00
30362 - Paralegal/Legal Assistant II 27.26
30363 - Paralegal/Legal Assistant III 33.35
30364 - Paralegal/Legal Assistant IV 40.34
30375 - Petroleum Supply Specialist 31.79
30390 - Photo-Optics Technician 26.21
30395 - Radiation Control Technician 31.79
30461 - Technical Writer I 25.99
30462 - Technical Writer II 31.79
30463 - Technical Writer III 38.46
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 28.79
30502 - Weather Forecaster II 35.02
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.60
30621 - Weather Observer, Senior (see 2) 26.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.52***
31030 - Bus Driver 23.60
31043 - Driver Courier 20.09
31260 - Parking and Lot Attendant 14.63***
31290 - Shuttle Bus Driver 16.60***
31310 - Taxi Driver 13.26***
31361 - Truckdriver, Light 21.87
31362 - Truckdriver, Medium 23.60
31363 - Truckdriver, Heavy 23.18
31364 - Truckdriver, Tractor-Trailer 23.18
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 13.06***
99050 - Desk Clerk 13.53***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 16.56***
99252 - Laboratory Animal Caretaker II 18.36
99260 - Marketing Analyst 28.44
99310 - Mortician 29.28
99410 - Pest Controller 18.78
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 22.41

99711 - Recycling Specialist	27.25
99730 - Refuse Collector	19.85
99810 - Sales Clerk	13.58***
99820 - School Crossing Guard	13.95***
99830 - Survey Party Chief	25.73
99831 - Surveying Aide	17.67***
99832 - Surveying Technician	22.63
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	24.20
99842 - Vending Machine Repairer Helper	19.15

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5223
Revision No.: 28
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Brazos, Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.91***
01012 - Accounting Clerk II		18.98
01013 - Accounting Clerk III		21.23
01020 - Administrative Assistant		30.12
01035 - Court Reporter		21.22

01041 - Customer Service Representative I 15.80***
01042 - Customer Service Representative II 17.23***
01043 - Customer Service Representative III 19.34
01051 - Data Entry Operator I 15.22***
01052 - Data Entry Operator II 16.61***
01060 - Dispatcher, Motor Vehicle 20.56
01070 - Document Preparation Clerk 17.18***
01090 - Duplicating Machine Operator 17.18***
01111 - General Clerk I 15.49***
01112 - General Clerk II 16.90***
01113 - General Clerk III 18.97
01120 - Housing Referral Assistant 23.65
01141 - Messenger Courier 15.28***
01191 - Order Clerk I 16.55***
01192 - Order Clerk II 18.06
01261 - Personnel Assistant (Employment) I 16.62***
01262 - Personnel Assistant (Employment) II 18.59
01263 - Personnel Assistant (Employment) III 20.72
01270 - Production Control Clerk 21.41
01290 - Rental Clerk 16.01***
01300 - Scheduler, Maintenance 18.97
01311 - Secretary I 18.97
01312 - Secretary II 21.22
01313 - Secretary III 23.65
01320 - Service Order Dispatcher 18.38
01410 - Supply Technician 30.12
01420 - Survey Worker 18.76
01460 - Switchboard Operator/Receptionist 15.05***
01531 - Travel Clerk I 15.72***
01532 - Travel Clerk II 16.92***
01533 - Travel Clerk III 17.93
01611 - Word Processor I 16.90***
01612 - Word Processor II 18.97
01613 - Word Processor III 21.22
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.71
05010 - Automotive Electrician 22.11
05040 - Automotive Glass Installer 20.68
05070 - Automotive Worker 20.68
05110 - Mobile Equipment Servicer 17.82
05130 - Motor Equipment Metal Mechanic 23.55
05160 - Motor Equipment Metal Worker 20.68
05190 - Motor Vehicle Mechanic 23.55
05220 - Motor Vehicle Mechanic Helper 16.36***
05250 - Motor Vehicle Upholstery Worker 19.23
05280 - Motor Vehicle Wrecker 20.68
05310 - Painter, Automotive 22.11
05340 - Radiator Repair Specialist 20.68
05370 - Tire Repairer 15.94***
05400 - Transmission Repair Specialist 23.55
07000 - Food Preparation And Service Occupations
07010 - Baker 13.89***
07041 - Cook I 15.30***
07042 - Cook II 17.76

07070 - Dishwasher 13.15***
07130 - Food Service Worker 14.04***
07210 - Meat Cutter 16.94***
07260 - Waiter/Waitress 11.97***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.70
09040 - Furniture Handler 12.65***
09080 - Furniture Refinisher 20.70
09090 - Furniture Refinisher Helper 15.33***
09110 - Furniture Repairer, Minor 18.02
09130 - Upholsterer 20.70
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.50***
11060 - Elevator Operator 14.55***
11090 - Gardener 21.87
11122 - Housekeeping Aide 14.55***
11150 - Janitor 14.55***
11210 - Laborer, Grounds Maintenance 16.52***
11240 - Maid or Houseman 13.54***
11260 - Pruner 14.63***
11270 - Tractor Operator 20.09
11330 - Trail Maintenance Worker 16.52***
11360 - Window Cleaner 16.43***
12000 - Health Occupations
12010 - Ambulance Driver 23.33
12011 - Breath Alcohol Technician 23.33
12012 - Certified Occupational Therapist Assistant 33.98
12015 - Certified Physical Therapist Assistant 33.70
12020 - Dental Assistant 17.89
12025 - Dental Hygienist 39.12
12030 - EKG Technician 35.35
12035 - Electroneurodiagnostic Technologist 35.35
12040 - Emergency Medical Technician 23.33
12071 - Licensed Practical Nurse I 20.86
12072 - Licensed Practical Nurse II 23.33
12073 - Licensed Practical Nurse III 26.02
12100 - Medical Assistant 18.03
12130 - Medical Laboratory Technician 24.79
12160 - Medical Record Clerk 18.42
12190 - Medical Record Technician 20.60
12195 - Medical Transcriptionist 19.84
12210 - Nuclear Medicine Technologist 51.27
12221 - Nursing Assistant I 13.76***
12222 - Nursing Assistant II 15.48***
12223 - Nursing Assistant III 16.89***
12224 - Nursing Assistant IV 18.96
12235 - Optical Dispenser 17.97
12236 - Optical Technician 20.86
12250 - Pharmacy Technician 19.83
12280 - Phlebotomist 17.96
12305 - Radiologic Technologist 31.16
12311 - Registered Nurse I 26.09
12312 - Registered Nurse II 31.92
12313 - Registered Nurse II, Specialist 31.92

12314 - Registered Nurse III 38.61
12315 - Registered Nurse III, Anesthetist 38.61
12316 - Registered Nurse IV 46.28
12317 - Scheduler (Drug and Alcohol Testing) 28.91
12320 - Substance Abuse Treatment Counselor 26.96
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.81
13012 - Exhibits Specialist II 27.01
13013 - Exhibits Specialist III 33.04
13041 - Illustrator I 21.81
13042 - Illustrator II 27.01
13043 - Illustrator III 33.04
13047 - Librarian 29.92
13050 - Library Aide/Clerk 15.09***
13054 - Library Information Technology Systems Administrator 27.01
13058 - Library Technician 17.52***
13061 - Media Specialist I 19.50
13062 - Media Specialist II 21.81
13063 - Media Specialist III 24.31
13071 - Photographer I 17.98
13072 - Photographer II 20.11
13073 - Photographer III 24.92
13074 - Photographer IV 30.47
13075 - Photographer V 36.86
13090 - Technical Order Library Clerk 18.95
13110 - Video Teleconference Technician 21.92
14000 - Information Technology Occupations
14041 - Computer Operator I 18.81
14042 - Computer Operator II 21.04
14043 - Computer Operator III 23.58
14044 - Computer Operator IV 26.21
14045 - Computer Operator V 29.03
14071 - Computer Programmer I (see 1) 22.61
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 18.81
14160 - Personal Computer Support Technician 26.21
14170 - System Support Specialist 28.87
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.85
15020 - Aircrew Training Devices Instructor (Rated) 40.95
15030 - Air Crew Training Devices Instructor (Pilot) 49.09
15050 - Computer Based Training Specialist / Instructor 33.85
15060 - Educational Technologist 29.59
15070 - Flight Instructor (Pilot) 49.09
15080 - Graphic Artist 22.99
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.09
15086 - Maintenance Test Pilot, Rotary Wing 49.09
15088 - Non-Maintenance Test/Co-Pilot 49.09

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 10.35***
16030 - Counter Attendant 10.35***
16040 - Dry Cleaner 12.65***
16070 - Finisher, Flatwork, Machine 10.35***
16090 - Presser, Hand 10.35***
16110 - Presser, Machine, Drycleaning 10.35***
16130 - Presser, Machine, Shirts 10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.35***
16190 - Sewing Machine Operator 13.46***
16220 - Tailor 14.34***
16250 - Washer, Machine 10.99***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.07
19040 - Tool And Die Maker 30.57
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.33
21030 - Material Coordinator 21.41
21040 - Material Expediter 21.41
21050 - Material Handling Laborer 16.90***
21071 - Order Filler 17.00***
21080 - Production Line Worker (Food Processing) 18.33
21110 - Shipping Packer 17.54***
21130 - Shipping/Receiving Clerk 17.54***
21140 - Store Worker I 12.22***
21150 - Stock Clerk 17.48***
21210 - Tools And Parts Attendant 18.33
21410 - Warehouse Specialist 18.33
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.24
23019 - Aircraft Logs and Records Technician 20.93
23021 - Aircraft Mechanic I 25.63
23022 - Aircraft Mechanic II 27.24
23023 - Aircraft Mechanic III 28.92
23040 - Aircraft Mechanic Helper 17.81
23050 - Aircraft, Painter 24.07
23060 - Aircraft Servicer 20.93
23070 - Aircraft Survival Flight Equipment Technician 24.07
23080 - Aircraft Worker 22.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 22.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 25.63
23110 - Appliance Mechanic 24.07
23120 - Bicycle Repairer 19.39
23125 - Cable Splicer 32.19
23130 - Carpenter, Maintenance 21.60
23140 - Carpet Layer 22.51
23160 - Electrician, Maintenance 24.66
23181 - Electronics Technician Maintenance I 25.97

23182 - Electronics Technician Maintenance II 27.78
23183 - Electronics Technician Maintenance III 29.58
23260 - Fabric Worker 20.93
23290 - Fire Alarm System Mechanic 25.11
23310 - Fire Extinguisher Repairer 19.39
23311 - Fuel Distribution System Mechanic 25.07
23312 - Fuel Distribution System Operator 18.97
23370 - General Maintenance Worker 18.87
23380 - Ground Support Equipment Mechanic 25.63
23381 - Ground Support Equipment Servicer 20.93
23382 - Ground Support Equipment Worker 22.51
23391 - Gunsmith I 19.39
23392 - Gunsmith II 22.51
23393 - Gunsmith III 25.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 26.47
23430 - Heavy Equipment Mechanic 28.23
23440 - Heavy Equipment Operator 22.61
23460 - Instrument Mechanic 25.63
23465 - Laboratory/Shelter Mechanic 24.07
23470 - Laborer 16.90***
23510 - Locksmith 24.07
23530 - Machinery Maintenance Mechanic 28.41
23550 - Machinist, Maintenance 25.85
23580 - Maintenance Trades Helper 16.83***
23591 - Metrology Technician I 25.63
23592 - Metrology Technician II 27.24
23593 - Metrology Technician III 28.92
23640 - Millwright 25.63
23710 - Office Appliance Repairer 19.87
23760 - Painter, Maintenance 19.05
23790 - Pipefitter, Maintenance 28.41
23810 - Plumber, Maintenance 26.68
23820 - Pneudraulic Systems Mechanic 25.63
23850 - Rigger 25.63
23870 - Scale Mechanic 22.51
23890 - Sheet-Metal Worker, Maintenance 25.63
23910 - Small Engine Mechanic 21.21
23931 - Telecommunications Mechanic I 26.38
23932 - Telecommunications Mechanic II 32.26
23950 - Telephone Lineman 31.36
23960 - Welder, Combination, Maintenance 23.59
23965 - Well Driller 25.63
23970 - Woodcraft Worker 25.63
23980 - Woodworker 19.39
24000 - Personal Needs Occupations
24550 - Case Manager 19.86
24570 - Child Care Attendant 12.35***
24580 - Child Care Center Clerk 15.41***
24610 - Chore Aide 11.25***
24620 - Family Readiness And Support Services Coordinator 19.86

24630 - Homemaker 19.86
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.95
25040 - Sewage Plant Operator 23.43
25070 - Stationary Engineer 24.95
25190 - Ventilation Equipment Tender 17.34***
25210 - Water Treatment Plant Operator 23.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.30
27007 - Baggage Inspector 15.52***
27008 - Corrections Officer 25.52
27010 - Court Security Officer 26.18
27030 - Detection Dog Handler 17.36***
27040 - Detention Officer 25.52
27070 - Firefighter 28.46
27101 - Guard I 15.52***
27102 - Guard II 17.36***
27131 - Police Officer I 33.20
27132 - Police Officer II 36.90
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.95***
28042 - Carnival Equipment Repairer 18.46
28043 - Carnival Worker 12.35***
28210 - Gate Attendant/Gate Tender 14.98***
28310 - Lifeguard 12.50***
28350 - Park Attendant (Aide) 16.75***
28510 - Recreation Aide/Health Facility Attendant 12.21***
28515 - Recreation Specialist 20.58
28630 - Sports Official 13.34***
28690 - Swimming Pool Operator 23.02
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.06
29020 - Hatch Tender 24.06
29030 - Line Handler 24.06
29041 - Stevedore I 22.36
29042 - Stevedore II 25.70
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 18.76
30022 - Archeological Technician II 20.99
30023 - Archeological Technician III 25.99
30030 - Cartographic Technician 25.99
30040 - Civil Engineering Technician 25.13
30051 - Cryogenic Technician I 28.79
30052 - Cryogenic Technician II 31.79
30061 - Drafter/CAD Operator I 18.76
30062 - Drafter/CAD Operator II 20.99
30063 - Drafter/CAD Operator III 23.39
30064 - Drafter/CAD Operator IV 28.79
30081 - Engineering Technician I 16.71***
30082 - Engineering Technician II 18.76
30083 - Engineering Technician III 20.99

30084 - Engineering Technician IV 26.53
30085 - Engineering Technician V 31.84
30086 - Engineering Technician VI 38.46
30090 - Environmental Technician 23.32
30095 - Evidence Control Specialist 25.99
30210 - Laboratory Technician 23.35
30221 - Latent Fingerprint Technician I 28.79
30222 - Latent Fingerprint Technician II 31.79
30240 - Mathematical Technician 25.99
30361 - Paralegal/Legal Assistant I 21.99
30362 - Paralegal/Legal Assistant II 27.25
30363 - Paralegal/Legal Assistant III 33.31
30364 - Paralegal/Legal Assistant IV 40.32
30375 - Petroleum Supply Specialist 31.79
30390 - Photo-Optics Technician 25.99
30395 - Radiation Control Technician 31.79
30461 - Technical Writer I 25.99
30462 - Technical Writer II 31.79
30463 - Technical Writer III 38.46
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 28.79
30502 - Weather Forecaster II 35.02
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.39
30621 - Weather Observer, Senior (see 2) 25.99
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.52***
31030 - Bus Driver 23.60
31043 - Driver Courier 19.09
31260 - Parking and Lot Attendant 14.63***
31290 - Shuttle Bus Driver 15.70***
31310 - Taxi Driver 11.96***
31361 - Truckdriver, Light 20.77
31362 - Truckdriver, Medium 23.60
31363 - Truckdriver, Heavy 23.18
31364 - Truckdriver, Tractor-Trailer 23.18
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 13.06***
99050 - Desk Clerk 13.53***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 16.78***
99252 - Laboratory Animal Caretaker II 17.01***
99260 - Marketing Analyst 28.44
99310 - Mortician 29.28
99410 - Pest Controller 18.66
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 22.41

99711 - Recycling Specialist	27.25
99730 - Refuse Collector	19.85
99810 - Sales Clerk	13.51***
99820 - School Crossing Guard	13.95***
99830 - Survey Party Chief	26.48
99831 - Surveying Aide	16.53***
99832 - Surveying Technician	22.63
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	24.20
99842 - Vending Machine Repairer Helper	19.15

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5225
Revision No.: 27
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Aransas, Nueces, San Patricio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.06***
01012 - Accounting Clerk II		19.15
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		30.46
01035 - Court Reporter		20.36

01041 - Customer Service Representative I 15.32***
01042 - Customer Service Representative II 16.72***
01043 - Customer Service Representative III 18.77
01051 - Data Entry Operator I 14.86***
01052 - Data Entry Operator II 16.22***
01060 - Dispatcher, Motor Vehicle 21.76
01070 - Document Preparation Clerk 17.62***
01090 - Duplicating Machine Operator 17.62***
01111 - General Clerk I 15.67***
01112 - General Clerk II 17.10***
01113 - General Clerk III 19.19
01120 - Housing Referral Assistant 22.70
01141 - Messenger Courier 16.83***
01191 - Order Clerk I 15.24***
01192 - Order Clerk II 16.63***
01261 - Personnel Assistant (Employment) I 18.35
01262 - Personnel Assistant (Employment) II 20.53
01263 - Personnel Assistant (Employment) III 22.89
01270 - Production Control Clerk 30.58
01290 - Rental Clerk 15.48***
01300 - Scheduler, Maintenance 18.20
01311 - Secretary I 18.20
01312 - Secretary II 20.36
01313 - Secretary III 22.70
01320 - Service Order Dispatcher 19.45
01410 - Supply Technician 30.46
01420 - Survey Worker 18.26
01460 - Switchboard Operator/Receptionist 14.91***
01531 - Travel Clerk I 15.37***
01532 - Travel Clerk II 16.89***
01533 - Travel Clerk III 19.83
01611 - Word Processor I 16.22***
01612 - Word Processor II 18.20
01613 - Word Processor III 20.36
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.98
05010 - Automotive Electrician 21.43
05040 - Automotive Glass Installer 20.38
05070 - Automotive Worker 20.38
05110 - Mobile Equipment Servicer 18.21
05130 - Motor Equipment Metal Mechanic 22.40
05160 - Motor Equipment Metal Worker 20.38
05190 - Motor Vehicle Mechanic 22.40
05220 - Motor Vehicle Mechanic Helper 17.06***
05250 - Motor Vehicle Upholstery Worker 19.27
05280 - Motor Vehicle Wrecker 20.38
05310 - Painter, Automotive 21.43
05340 - Radiator Repair Specialist 20.38
05370 - Tire Repairer 16.68***
05400 - Transmission Repair Specialist 22.40
07000 - Food Preparation And Service Occupations
07010 - Baker 14.53***
07041 - Cook I 14.23***
07042 - Cook II 15.91***

07070 - Dishwasher 12.99***
07130 - Food Service Worker 13.55***
07210 - Meat Cutter 18.88
07260 - Waiter/Waitress 11.99***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.40
09040 - Furniture Handler 14.93***
09080 - Furniture Refinisher 22.40
09090 - Furniture Refinisher Helper 17.83
09110 - Furniture Repairer, Minor 20.15
09130 - Upholsterer 22.40
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.48***
11060 - Elevator Operator 14.31***
11090 - Gardener 21.24
11122 - Housekeeping Aide 14.31***
11150 - Janitor 14.31***
11210 - Laborer, Grounds Maintenance 16.66***
11240 - Maid or Houseman 13.25***
11260 - Pruner 14.86***
11270 - Tractor Operator 19.89
11330 - Trail Maintenance Worker 16.66***
11360 - Window Cleaner 16.05***
12000 - Health Occupations
12010 - Ambulance Driver 21.54
12011 - Breath Alcohol Technician 25.15
12012 - Certified Occupational Therapist Assistant 36.45
12015 - Certified Physical Therapist Assistant 35.34
12020 - Dental Assistant 18.33
12025 - Dental Hygienist 43.79
12030 - EKG Technician 30.21
12035 - Electroneurodiagnostic Technologist 30.21
12040 - Emergency Medical Technician 21.54
12071 - Licensed Practical Nurse I 22.48
12072 - Licensed Practical Nurse II 25.15
12073 - Licensed Practical Nurse III 28.03
12100 - Medical Assistant 17.91
12130 - Medical Laboratory Technician 25.10
12160 - Medical Record Clerk 17.01***
12190 - Medical Record Technician 19.03
12195 - Medical Transcriptionist 20.53
12210 - Nuclear Medicine Technologist 51.37
12221 - Nursing Assistant I 13.54***
12222 - Nursing Assistant II 15.23***
12223 - Nursing Assistant III 16.62***
12224 - Nursing Assistant IV 18.65
12235 - Optical Dispenser 17.58***
12236 - Optical Technician 20.68
12250 - Pharmacy Technician 20.04
12280 - Phlebotomist 17.97
12305 - Radiologic Technologist 33.80
12311 - Registered Nurse I 26.27
12312 - Registered Nurse II 32.13
12313 - Registered Nurse II, Specialist 32.13

12314 - Registered Nurse III 38.87
12315 - Registered Nurse III, Anesthetist 38.87
12316 - Registered Nurse IV 46.60
12317 - Scheduler (Drug and Alcohol Testing) 31.15
12320 - Substance Abuse Treatment Counselor 23.96
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.42
13012 - Exhibits Specialist II 30.26
13013 - Exhibits Specialist III 37.01
13041 - Illustrator I 24.42
13042 - Illustrator II 30.26
13043 - Illustrator III 37.01
13047 - Librarian 33.51
13050 - Library Aide/Clerk 14.01***
13054 - Library Information Technology Systems Administrator 30.26
13058 - Library Technician 17.66***
13061 - Media Specialist I 21.84
13062 - Media Specialist II 24.42
13063 - Media Specialist III 27.22
13071 - Photographer I 17.30***
13072 - Photographer II 19.37
13073 - Photographer III 23.98
13074 - Photographer IV 29.33
13075 - Photographer V 35.49
13090 - Technical Order Library Clerk 19.04
13110 - Video Teleconference Technician 20.68
14000 - Information Technology Occupations
14041 - Computer Operator I 18.66
14042 - Computer Operator II 20.88
14043 - Computer Operator III 23.25
14044 - Computer Operator IV 25.85
14045 - Computer Operator V 28.63
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 18.66
14160 - Personal Computer Support Technician 25.85
14170 - System Support Specialist 29.06
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.05
15020 - Aircrew Training Devices Instructor (Rated) 41.19
15030 - Air Crew Training Devices Instructor (Pilot) 49.37
15050 - Computer Based Training Specialist / Instructor 34.05
15060 - Educational Technologist 36.79
15070 - Flight Instructor (Pilot) 49.37
15080 - Graphic Artist 22.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.37
15086 - Maintenance Test Pilot, Rotary Wing 49.37
15088 - Non-Maintenance Test/Co-Pilot 49.37

15090 - Technical Instructor 21.85
15095 - Technical Instructor/Course Developer 26.72
15110 - Test Proctor 17.64***
15120 - Tutor 17.64***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.16
19040 - Tool And Die Maker 32.15
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.09
21030 - Material Coordinator 30.58
21040 - Material Expediter 30.58
21050 - Material Handling Laborer 16.53***
21071 - Order Filler 17.43***
21080 - Production Line Worker (Food Processing) 20.09
21110 - Shipping Packer 18.04
21130 - Shipping/Receiving Clerk 18.04
21140 - Store Worker I 17.51***
21150 - Stock Clerk 24.10
21210 - Tools And Parts Attendant 20.09
21410 - Warehouse Specialist 20.09
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.24
23019 - Aircraft Logs and Records Technician 31.55
23021 - Aircraft Mechanic I 36.67
23022 - Aircraft Mechanic II 38.24
23023 - Aircraft Mechanic III 39.84
23040 - Aircraft Mechanic Helper 27.92
23050 - Aircraft, Painter 35.08
23060 - Aircraft Servicer 31.55
23070 - Aircraft Survival Flight Equipment Technician 35.08
23080 - Aircraft Worker 33.35
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 33.35
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.67
23110 - Appliance Mechanic 27.83
23120 - Bicycle Repairer 23.66
23125 - Cable Splicer 35.85
23130 - Carpenter, Maintenance 23.10
23140 - Carpet Layer 26.46
23160 - Electrician, Maintenance 28.83
23181 - Electronics Technician Maintenance I 34.80

23182 - Electronics Technician Maintenance II 36.61
23183 - Electronics Technician Maintenance III 38.27
23260 - Fabric Worker 25.03
23290 - Fire Alarm System Mechanic 22.44
23310 - Fire Extinguisher Repairer 23.66
23311 - Fuel Distribution System Mechanic 30.48
23312 - Fuel Distribution System Operator 24.78
23370 - General Maintenance Worker 18.05
23380 - Ground Support Equipment Mechanic 36.67
23381 - Ground Support Equipment Servicer 31.55
23382 - Ground Support Equipment Worker 33.35
23391 - Gunsmith I 23.66
23392 - Gunsmith II 26.46
23393 - Gunsmith III 29.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.33
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.37
23430 - Heavy Equipment Mechanic 29.54
23440 - Heavy Equipment Operator 23.71
23460 - Instrument Mechanic 33.49
23465 - Laboratory/Shelter Mechanic 27.83
23470 - Laborer 16.53***
23510 - Locksmith 27.83
23530 - Machinery Maintenance Mechanic 30.10
23550 - Machinist, Maintenance 33.20
23580 - Maintenance Trades Helper 16.02***
23591 - Metrology Technician I 33.49
23592 - Metrology Technician II 34.93
23593 - Metrology Technician III 36.39
23640 - Millwright 28.40
23710 - Office Appliance Repairer 21.04
23760 - Painter, Maintenance 20.81
23790 - Pipefitter, Maintenance 30.60
23810 - Plumber, Maintenance 29.27
23820 - Pneudraulic Systems Mechanic 29.10
23850 - Rigger 27.47
23870 - Scale Mechanic 26.46
23890 - Sheet-Metal Worker, Maintenance 30.93
23910 - Small Engine Mechanic 22.88
23931 - Telecommunications Mechanic I 28.29
23932 - Telecommunications Mechanic II 29.50
23950 - Telephone Lineman 36.42
23960 - Welder, Combination, Maintenance 27.85
23965 - Well Driller 29.10
23970 - Woodcraft Worker 29.10
23980 - Woodworker 23.66
24000 - Personal Needs Occupations
24550 - Case Manager 19.58
24570 - Child Care Attendant 12.56***
24580 - Child Care Center Clerk 15.68***
24610 - Chore Aide 11.08***
24620 - Family Readiness And Support Services Coordinator 19.58

24630 - Homemaker 19.58
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.09
25040 - Sewage Plant Operator 24.60
25070 - Stationary Engineer 27.09
25190 - Ventilation Equipment Tender 20.63
25210 - Water Treatment Plant Operator 24.60
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.16
27007 - Baggage Inspector 15.99***
27008 - Corrections Officer 23.57
27010 - Court Security Officer 24.35
27030 - Detection Dog Handler 17.89
27040 - Detention Officer 23.57
27070 - Firefighter 29.98
27101 - Guard I 15.99***
27102 - Guard II 17.89
27131 - Police Officer I 31.33
27132 - Police Officer II 34.82
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.72***
28042 - Carnival Equipment Repairer 17.86
28043 - Carnival Worker 12.52***
28210 - Gate Attendant/Gate Tender 17.96
28310 - Lifeguard 13.66***
28350 - Park Attendant (Aide) 20.10
28510 - Recreation Aide/Health Facility Attendant 14.67***
28515 - Recreation Specialist 24.90
28630 - Sports Official 16.02***
28690 - Swimming Pool Operator 19.98
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.30
29020 - Hatch Tender 33.30
29030 - Line Handler 33.30
29041 - Stevedore I 31.51
29042 - Stevedore II 35.03
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.15
30021 - Archeological Technician I 19.73
30022 - Archeological Technician II 22.07
30023 - Archeological Technician III 27.35
30030 - Cartographic Technician 27.35
30040 - Civil Engineering Technician 24.98
30051 - Cryogenic Technician I 30.28
30052 - Cryogenic Technician II 33.44
30061 - Drafter/CAD Operator I 19.73
30062 - Drafter/CAD Operator II 22.07
30063 - Drafter/CAD Operator III 24.60
30064 - Drafter/CAD Operator IV 30.28
30081 - Engineering Technician I 16.73***
30082 - Engineering Technician II 18.77
30083 - Engineering Technician III 21.00

30084 - Engineering Technician IV 26.01
30085 - Engineering Technician V 31.81
30086 - Engineering Technician VI 38.49
30090 - Environmental Technician 22.96
30095 - Evidence Control Specialist 27.35
30210 - Laboratory Technician 36.49
30221 - Latent Fingerprint Technician I 24.05
30222 - Latent Fingerprint Technician II 26.53
30240 - Mathematical Technician 27.35
30361 - Paralegal/Legal Assistant I 20.98
30362 - Paralegal/Legal Assistant II 26.00
30363 - Paralegal/Legal Assistant III 31.80
30364 - Paralegal/Legal Assistant IV 38.47
30375 - Petroleum Supply Specialist 33.44
30390 - Photo-Optics Technician 27.35
30395 - Radiation Control Technician 33.44
30461 - Technical Writer I 27.35
30462 - Technical Writer II 33.44
30463 - Technical Writer III 40.46
30491 - Unexploded Ordnance (UXO) Technician I 29.42
30492 - Unexploded Ordnance (UXO) Technician II 35.60
30493 - Unexploded Ordnance (UXO) Technician III 42.67
30494 - Unexploded (UXO) Safety Escort 29.42
30495 - Unexploded (UXO) Sweep Personnel 29.42
30501 - Weather Forecaster I 30.28
30502 - Weather Forecaster II 36.83
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.60
30621 - Weather Observer, Senior (see 2) 27.35
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.60
31020 - Bus Aide 15.68***
31030 - Bus Driver 21.11
31043 - Driver Courier 18.17
31260 - Parking and Lot Attendant 14.67***
31290 - Shuttle Bus Driver 16.29***
31310 - Taxi Driver 13.23***
31361 - Truckdriver, Light 19.41
31362 - Truckdriver, Medium 20.54
31363 - Truckdriver, Heavy 23.52
31364 - Truckdriver, Tractor-Trailer 23.52
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.36***
99030 - Cashier 13.11***
99050 - Desk Clerk 13.45***
99095 - Embalmer 29.42
99130 - Flight Follower 29.42
99251 - Laboratory Animal Caretaker I 13.77***
99252 - Laboratory Animal Caretaker II 14.71***
99260 - Marketing Analyst 32.78
99310 - Mortician 29.42
99410 - Pest Controller 18.01
99510 - Photofinishing Worker 15.46***
99710 - Recycling Laborer 21.97

99711 - Recycling Specialist	26.06
99730 - Refuse Collector	19.58
99810 - Sales Clerk	13.78***
99820 - School Crossing Guard	15.00***
99830 - Survey Party Chief	27.71
99831 - Surveying Aide	18.62
99832 - Surveying Technician	22.92
99840 - Vending Machine Attendant	25.09
99841 - Vending Machine Repairer	29.47
99842 - Vending Machine Repairer Helper	25.09

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5227
Revision No.: 25
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.73
01012 - Accounting Clerk II		22.14
01013 - Accounting Clerk III		24.77
01020 - Administrative Assistant		37.35
01035 - Court Reporter		27.34

01041 - Customer Service Representative I 16.61***
01042 - Customer Service Representative II 18.12
01043 - Customer Service Representative III 20.34
01051 - Data Entry Operator I 17.44***
01052 - Data Entry Operator II 19.03
01060 - Dispatcher, Motor Vehicle 22.57
01070 - Document Preparation Clerk 18.70
01090 - Duplicating Machine Operator 18.70
01111 - General Clerk I 16.40***
01112 - General Clerk II 17.90
01113 - General Clerk III 20.09
01120 - Housing Referral Assistant 24.98
01141 - Messenger Courier 18.20
01191 - Order Clerk I 19.31
01192 - Order Clerk II 21.07
01261 - Personnel Assistant (Employment) I 19.75
01262 - Personnel Assistant (Employment) II 22.09
01263 - Personnel Assistant (Employment) III 24.62
01270 - Production Control Clerk 26.43
01290 - Rental Clerk 17.40***
01300 - Scheduler, Maintenance 20.03
01311 - Secretary I 20.03
01312 - Secretary II 22.41
01313 - Secretary III 24.98
01320 - Service Order Dispatcher 20.18
01410 - Supply Technician 37.35
01420 - Survey Worker 21.67
01460 - Switchboard Operator/Receptionist 17.54***
01531 - Travel Clerk I 21.10
01532 - Travel Clerk II 23.67
01533 - Travel Clerk III 26.35
01611 - Word Processor I 18.10
01612 - Word Processor II 20.32
01613 - Word Processor III 22.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 26.94
05010 - Automotive Electrician 24.33
05040 - Automotive Glass Installer 23.07
05070 - Automotive Worker 23.07
05110 - Mobile Equipment Servicer 20.09
05130 - Motor Equipment Metal Mechanic 25.62
05160 - Motor Equipment Metal Worker 23.07
05190 - Motor Vehicle Mechanic 25.62
05220 - Motor Vehicle Mechanic Helper 18.35
05250 - Motor Vehicle Upholstery Worker 21.81
05280 - Motor Vehicle Wrecker 23.07
05310 - Painter, Automotive 24.33
05340 - Radiator Repair Specialist 23.07
05370 - Tire Repairer 17.87
05400 - Transmission Repair Specialist 25.62
07000 - Food Preparation And Service Occupations
07010 - Baker 16.14***
07041 - Cook I 17.13***
07042 - Cook II 19.68

07070 - Dishwasher 14.82***
07130 - Food Service Worker 14.54***
07210 - Meat Cutter 17.60***
07260 - Waiter/Waitress 12.96***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.46
09040 - Furniture Handler 12.67***
09080 - Furniture Refinisher 20.62
09090 - Furniture Refinisher Helper 15.56***
09110 - Furniture Repairer, Minor 18.49
09130 - Upholsterer 18.68
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.23***
11060 - Elevator Operator 16.61***
11090 - Gardener 24.30
11122 - Housekeeping Aide 16.61***
11150 - Janitor 16.61***
11210 - Laborer, Grounds Maintenance 18.08
11240 - Maid or Houseman 15.21***
11260 - Pruner 15.97***
11270 - Tractor Operator 22.20
11330 - Trail Maintenance Worker 18.08
11360 - Window Cleaner 18.81
12000 - Health Occupations
12010 - Ambulance Driver 20.65
12011 - Breath Alcohol Technician 26.71
12012 - Certified Occupational Therapist Assistant 38.45
12015 - Certified Physical Therapist Assistant 37.56
12020 - Dental Assistant 22.52
12025 - Dental Hygienist 44.25
12030 - EKG Technician 30.40
12035 - Electroneurodiagnostic Technologist 30.40
12040 - Emergency Medical Technician 20.65
12071 - Licensed Practical Nurse I 23.88
12072 - Licensed Practical Nurse II 26.71
12073 - Licensed Practical Nurse III 29.77
12100 - Medical Assistant 19.31
12130 - Medical Laboratory Technician 28.50
12160 - Medical Record Clerk 21.64
12190 - Medical Record Technician 24.21
12195 - Medical Transcriptionist 19.66
12210 - Nuclear Medicine Technologist 49.62
12221 - Nursing Assistant I 14.59***
12222 - Nursing Assistant II 16.42***
12223 - Nursing Assistant III 17.92
12224 - Nursing Assistant IV 20.11
12235 - Optical Dispenser 19.50
12236 - Optical Technician 18.01
12250 - Pharmacy Technician 21.78
12280 - Phlebotomist 21.45
12305 - Radiologic Technologist 38.14
12311 - Registered Nurse I 29.38
12312 - Registered Nurse II 35.93
12313 - Registered Nurse II, Specialist 35.93

12314 - Registered Nurse III 43.47
12315 - Registered Nurse III, Anesthetist 43.47
12316 - Registered Nurse IV 52.12
12317 - Scheduler (Drug and Alcohol Testing) 33.09
12320 - Substance Abuse Treatment Counselor 27.74
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.72
13012 - Exhibits Specialist II 28.14
13013 - Exhibits Specialist III 34.41
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 36.88
13047 - Librarian 33.40
13050 - Library Aide/Clerk 15.50***
13054 - Library Information Technology Systems Administrator 30.16
13058 - Library Technician 18.71
13061 - Media Specialist I 21.77
13062 - Media Specialist II 24.35
13063 - Media Specialist III 27.13
13071 - Photographer I 19.31
13072 - Photographer II 21.60
13073 - Photographer III 26.75
13074 - Photographer IV 32.73
13075 - Photographer V 39.61
13090 - Technical Order Library Clerk 19.46
13110 - Video Teleconference Technician 24.44
14000 - Information Technology Occupations
14041 - Computer Operator I 24.21
14042 - Computer Operator II 27.07
14043 - Computer Operator III 30.19
14044 - Computer Operator IV 33.55
14045 - Computer Operator V 37.15
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 24.21
14160 - Personal Computer Support Technician 33.55
14170 - System Support Specialist 42.82
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.79
15020 - Aircrew Training Devices Instructor (Rated) 46.93
15030 - Air Crew Training Devices Instructor (Pilot) 56.27
15050 - Computer Based Training Specialist / Instructor 38.79
15060 - Educational Technologist 37.48
15070 - Flight Instructor (Pilot) 56.27
15080 - Graphic Artist 30.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 56.27
15086 - Maintenance Test Pilot, Rotary Wing 56.27
15088 - Non-Maintenance Test/Co-Pilot 56.27

15090 - Technical Instructor 27.43
15095 - Technical Instructor/Course Developer 33.55
15110 - Test Proctor 22.14
15120 - Tutor 22.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.53***
16030 - Counter Attendant 12.53***
16040 - Dry Cleaner 16.10***
16070 - Finisher, Flatwork, Machine 12.53***
16090 - Presser, Hand 12.53***
16110 - Presser, Machine, Drycleaning 12.53***
16130 - Presser, Machine, Shirts 12.53***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.53***
16190 - Sewing Machine Operator 17.07***
16220 - Tailor 18.34
16250 - Washer, Machine 13.77***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.48
19040 - Tool And Die Maker 29.58
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.79
21030 - Material Coordinator 26.43
21040 - Material Expediter 26.43
21050 - Material Handling Laborer 18.41
21071 - Order Filler 17.46***
21080 - Production Line Worker (Food Processing) 22.79
21110 - Shipping Packer 19.41
21130 - Shipping/Receiving Clerk 19.41
21140 - Store Worker I 14.64***
21150 - Stock Clerk 21.22
21210 - Tools And Parts Attendant 22.79
21410 - Warehouse Specialist 22.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 44.48
23019 - Aircraft Logs and Records Technician 36.13
23021 - Aircraft Mechanic I 42.44
23022 - Aircraft Mechanic II 44.48
23023 - Aircraft Mechanic III 46.54
23040 - Aircraft Mechanic Helper 30.41
23050 - Aircraft, Painter 40.30
23060 - Aircraft Servicer 36.13
23070 - Aircraft Survival Flight Equipment Technician 40.30
23080 - Aircraft Worker 38.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 38.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 42.44
23110 - Appliance Mechanic 23.07
23120 - Bicycle Repairer 20.03
23125 - Cable Splicer 37.43
23130 - Carpenter, Maintenance 23.28
23140 - Carpet Layer 22.33
23160 - Electrician, Maintenance 27.77
23181 - Electronics Technician Maintenance I 29.74

23182 - Electronics Technician Maintenance II 31.36
23183 - Electronics Technician Maintenance III 33.03
23260 - Fabric Worker 26.87
23290 - Fire Alarm System Mechanic 24.37
23310 - Fire Extinguisher Repairer 22.75
23311 - Fuel Distribution System Mechanic 24.16
23312 - Fuel Distribution System Operator 18.94
23370 - General Maintenance Worker 22.49
23380 - Ground Support Equipment Mechanic 42.44
23381 - Ground Support Equipment Servicer 36.13
23382 - Ground Support Equipment Worker 38.22
23391 - Gunsmith I 22.75
23392 - Gunsmith II 26.13
23393 - Gunsmith III 29.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic 27.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.06
23430 - Heavy Equipment Mechanic 29.88
23440 - Heavy Equipment Operator 24.08
23460 - Instrument Mechanic 27.95
23465 - Laboratory/Shelter Mechanic 27.55
23470 - Laborer 18.41
23510 - Locksmith 23.89
23530 - Machinery Maintenance Mechanic 30.23
23550 - Machinist, Maintenance 27.59
23580 - Maintenance Trades Helper 18.78
23591 - Metrology Technician I 27.95
23592 - Metrology Technician II 29.30
23593 - Metrology Technician III 30.67
23640 - Millwright 30.29
23710 - Office Appliance Repairer 22.10
23760 - Painter, Maintenance 21.42
23790 - Pipefitter, Maintenance 30.56
23810 - Plumber, Maintenance 29.02
23820 - Pneudraulic Systems Mechanic 29.01
23850 - Rigger 26.44
23870 - Scale Mechanic 26.13
23890 - Sheet-Metal Worker, Maintenance 27.32
23910 - Small Engine Mechanic 24.18
23931 - Telecommunications Mechanic I 29.53
23932 - Telecommunications Mechanic II 30.96
23950 - Telephone Lineman 31.33
23960 - Welder, Combination, Maintenance 23.70
23965 - Well Driller 27.31
23970 - Woodcraft Worker 29.01
23980 - Woodworker 22.75
24000 - Personal Needs Occupations
24550 - Case Manager 22.16
24570 - Child Care Attendant 14.31***
24580 - Child Care Center Clerk 17.84
24610 - Chore Aide 12.14***
24620 - Family Readiness And Support Services Coordinator 22.16

24630 - Homemaker 22.16
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.68
25040 - Sewage Plant Operator 24.66
25070 - Stationary Engineer 34.68
25190 - Ventilation Equipment Tender 24.85
25210 - Water Treatment Plant Operator 24.66
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.12
27007 - Baggage Inspector 16.41***
27008 - Corrections Officer 28.02
27010 - Court Security Officer 29.74
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 28.02
27070 - Firefighter 31.46
27101 - Guard I 16.41***
27102 - Guard II 18.61
27131 - Police Officer I 39.56
27132 - Police Officer II 43.97
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.90
28042 - Carnival Equipment Repairer 20.68
28043 - Carnival Worker 13.59***
28210 - Gate Attendant/Gate Tender 18.43
28310 - Lifeguard 13.98***
28350 - Park Attendant (Aide) 20.62
28510 - Recreation Aide/Health Facility Attendant 15.05***
28515 - Recreation Specialist 25.54
28630 - Sports Official 16.42***
28690 - Swimming Pool Operator 23.76
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.00
29020 - Hatch Tender 34.00
29030 - Line Handler 34.00
29041 - Stevedore I 32.14
29042 - Stevedore II 35.85
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
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 31.93
30051 - Cryogenic Technician I 30.30
30052 - Cryogenic Technician II 33.46
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 19.32
30082 - Engineering Technician II 21.67
30083 - Engineering Technician III 24.23

30084 - Engineering Technician IV 30.03
30085 - Engineering Technician V 36.74
30086 - Engineering Technician VI 44.45
30090 - Environmental Technician 25.52
30095 - Evidence Control Specialist 27.36
30210 - Laboratory Technician 29.42
30221 - Latent Fingerprint Technician I 28.73
30222 - Latent Fingerprint Technician II 31.74
30240 - Mathematical Technician 33.58
30361 - Paralegal/Legal Assistant I 23.64
30362 - Paralegal/Legal Assistant II 29.28
30363 - Paralegal/Legal Assistant III 35.81
30364 - Paralegal/Legal Assistant IV 43.33
30375 - Petroleum Supply Specialist 33.46
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 33.46
30461 - Technical Writer I 31.09
30462 - Technical Writer II 38.02
30463 - Technical Writer III 45.99
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 30.30
30502 - Weather Forecaster II 36.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer, Senior (see 2) 27.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 18.10
31030 - Bus Driver 26.39
31043 - Driver Courier 19.61
31260 - Parking and Lot Attendant 14.52***
31290 - Shuttle Bus Driver 18.53
31310 - Taxi Driver 13.24***
31361 - Truckdriver, Light 21.46
31362 - Truckdriver, Medium 23.30
31363 - Truckdriver, Heavy 27.51
31364 - Truckdriver, Tractor-Trailer 27.51
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 14.03***
99050 - Desk Clerk 15.22***
99095 - Embalmer 26.70
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 16.42***
99252 - Laboratory Animal Caretaker II 17.97
99260 - Marketing Analyst 37.40
99310 - Mortician 26.46
99410 - Pest Controller 23.68
99510 - Photofinishing Worker 16.40***
99710 - Recycling Laborer 25.54

99711 - Recycling Specialist	31.37
99730 - Refuse Collector	22.57
99810 - Sales Clerk	15.30***
99820 - School Crossing Guard	15.93***
99830 - Survey Party Chief	31.25
99831 - Surveying Aide	18.73
99832 - Surveying Technician	24.00
99840 - Vending Machine Attendant	17.37***
99841 - Vending Machine Repairer	21.84
99842 - Vending Machine Repairer Helper	17.37***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5229
Revision No.: 26
Date Of Last Revision: 05/22/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of El Paso, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.16***
01012 - Accounting Clerk II		19.26
01013 - Accounting Clerk III		21.54
01020 - Administrative Assistant		28.59
01035 - Court Reporter		22.99

01041 - Customer Service Representative I 15.37***
01042 - Customer Service Representative II 16.78***
01043 - Customer Service Representative III 18.82
01051 - Data Entry Operator I 14.01***
01052 - Data Entry Operator II 15.47***
01060 - Dispatcher, Motor Vehicle 19.99
01070 - Document Preparation Clerk 15.47***
01090 - Duplicating Machine Operator 15.47***
01111 - General Clerk I 14.56***
01112 - General Clerk II 15.89***
01113 - General Clerk III 17.83
01120 - Housing Referral Assistant 22.86
01141 - Messenger Courier 15.61***
01191 - Order Clerk I 14.48***
01192 - Order Clerk II 15.80***
01261 - Personnel Assistant (Employment) I 18.82
01262 - Personnel Assistant (Employment) II 21.05
01263 - Personnel Assistant (Employment) III 23.48
01270 - Production Control Clerk 19.39
01290 - Rental Clerk 14.25***
01300 - Scheduler, Maintenance 18.34
01311 - Secretary I 18.34
01312 - Secretary II 20.51
01313 - Secretary III 22.86
01320 - Service Order Dispatcher 17.86
01410 - Supply Technician 28.59
01420 - Survey Worker 18.31
01460 - Switchboard Operator/Receptionist 13.73***
01531 - Travel Clerk I 16.68***
01532 - Travel Clerk II 18.56
01533 - Travel Clerk III 19.83
01611 - Word Processor I 16.34***
01612 - Word Processor II 18.34
01613 - Word Processor III 20.51
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.19
05010 - Automotive Electrician 18.30
05040 - Automotive Glass Installer 17.00***
05070 - Automotive Worker 17.00***
05110 - Mobile Equipment Servicer 14.18***
05130 - Motor Equipment Metal Mechanic 19.73
05160 - Motor Equipment Metal Worker 17.00***
05190 - Motor Vehicle Mechanic 19.73
05220 - Motor Vehicle Mechanic Helper 12.76***
05250 - Motor Vehicle Upholstery Worker 15.61***
05280 - Motor Vehicle Wrecker 17.00***
05310 - Painter, Automotive 18.30
05340 - Radiator Repair Specialist 17.00***
05370 - Tire Repairer 15.58***
05400 - Transmission Repair Specialist 19.73
07000 - Food Preparation And Service Occupations
07010 - Baker 13.42***
07041 - Cook I 12.75***
07042 - Cook II 15.27***

07070 - Dishwasher 11.75***
07130 - Food Service Worker 11.53***
07210 - Meat Cutter 14.51***
07260 - Waiter/Waitress 11.30***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77
09040 - Furniture Handler 10.98***
09080 - Furniture Refinisher 19.77
09090 - Furniture Refinisher Helper 13.77***
09110 - Furniture Repairer, Minor 16.85***
09130 - Upholsterer 19.77
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.05***
11060 - Elevator Operator 13.63***
11090 - Gardener 20.61
11122 - Housekeeping Aide 13.63***
11150 - Janitor 13.63***
11210 - Laborer, Grounds Maintenance 14.77***
11240 - Maid or Houseman 12.44***
11260 - Pruner 13.52***
11270 - Tractor Operator 18.53
11330 - Trail Maintenance Worker 14.77***
11360 - Window Cleaner 14.29***
12000 - Health Occupations
12010 - Ambulance Driver 16.09***
12011 - Breath Alcohol Technician 24.11
12012 - Certified Occupational Therapist Assistant 33.12
12015 - Certified Physical Therapist Assistant 31.87
12020 - Dental Assistant 17.94
12025 - Dental Hygienist 39.81
12030 - EKG Technician 36.55
12035 - Electroneurodiagnostic Technologist 36.55
12040 - Emergency Medical Technician 16.09***
12071 - Licensed Practical Nurse I 21.56
12072 - Licensed Practical Nurse II 24.11
12073 - Licensed Practical Nurse III 26.90
12100 - Medical Assistant 17.52***
12130 - Medical Laboratory Technician 23.94
12160 - Medical Record Clerk 19.64
12190 - Medical Record Technician 21.97
12195 - Medical Transcriptionist 17.29***
12210 - Nuclear Medicine Technologist 53.00
12221 - Nursing Assistant I 13.27***
12222 - Nursing Assistant II 14.93***
12223 - Nursing Assistant III 16.29***
12224 - Nursing Assistant IV 18.28
12235 - Optical Dispenser 16.61***
12236 - Optical Technician 18.13
12250 - Pharmacy Technician 18.46
12280 - Phlebotomist 17.70***
12305 - Radiologic Technologist 31.81
12311 - Registered Nurse I 26.44
12312 - Registered Nurse II 32.34
12313 - Registered Nurse II, Specialist 32.34

12314 - Registered Nurse III 39.13
12315 - Registered Nurse III, Anesthetist 39.13
12316 - Registered Nurse IV 46.91
12317 - Scheduler (Drug and Alcohol Testing) 29.89
12320 - Substance Abuse Treatment Counselor 25.55
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.93
13012 - Exhibits Specialist II 30.88
13013 - Exhibits Specialist III 37.78
13041 - Illustrator I 24.93
13042 - Illustrator II 30.88
13043 - Illustrator III 37.78
13047 - Librarian 34.20
13050 - Library Aide/Clerk 12.85***
13054 - Library Information Technology Systems Administrator 30.88
13058 - Library Technician 17.24***
13061 - Media Specialist I 22.28
13062 - Media Specialist II 24.93
13063 - Media Specialist III 27.79
13071 - Photographer I 15.64***
13072 - Photographer II 19.65
13073 - Photographer III 24.33
13074 - Photographer IV 29.59
13075 - Photographer V 33.74
13090 - Technical Order Library Clerk 16.14***
13110 - Video Teleconference Technician 19.32
14000 - Information Technology Occupations
14041 - Computer Operator I 18.61
14042 - Computer Operator II 20.81
14043 - Computer Operator III 23.21
14044 - Computer Operator IV 25.79
14045 - Computer Operator V 28.56
14071 - Computer Programmer I (see 1) 22.18
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 18.61
14160 - Personal Computer Support Technician 25.79
14170 - System Support Specialist 28.56
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.24
15020 - Aircrew Training Devices Instructor (Rated) 41.43
15030 - Air Crew Training Devices Instructor (Pilot) 49.67
15050 - Computer Based Training Specialist / Instructor 34.24
15060 - Educational Technologist 36.37
15070 - Flight Instructor (Pilot) 49.67
15080 - Graphic Artist 21.65
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.67
15086 - Maintenance Test Pilot, Rotary Wing 49.67
15088 - Non-Maintenance Test/Co-Pilot 49.67

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 10.52***
16030 - Counter Attendant 10.52***
16040 - Dry Cleaner 12.31***
16070 - Finisher, Flatwork, Machine 10.52***
16090 - Presser, Hand 10.52***
16110 - Presser, Machine, Drycleaning 10.52***
16130 - Presser, Machine, Shirts 10.52***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.52***
16190 - Sewing Machine Operator 13.03***
16220 - Tailor 13.75***
16250 - Washer, Machine 10.98***
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 17.86
21030 - Material Coordinator 19.39
21040 - Material Expediter 19.39
21050 - Material Handling Laborer 15.87***
21071 - Order Filler 16.27***
21080 - Production Line Worker (Food Processing) 17.86
21110 - Shipping Packer 16.20***
21130 - Shipping/Receiving Clerk 16.20***
21140 - Store Worker I 13.71***
21150 - Stock Clerk 16.83***
21210 - Tools And Parts Attendant 17.86
21410 - Warehouse Specialist 17.86
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 39.37
23019 - Aircraft Logs and Records Technician 29.09
23021 - Aircraft Mechanic I 36.79
23022 - Aircraft Mechanic II 39.37
23023 - Aircraft Mechanic III 41.90
23040 - Aircraft Mechanic Helper 23.87
23050 - Aircraft, Painter 33.08
23060 - Aircraft Servicer 29.09
23070 - Aircraft Survival Flight Equipment Technician 33.08
23080 - Aircraft Worker 31.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.79
23110 - Appliance Mechanic 21.80
23120 - Bicycle Repairer 18.58
23125 - Cable Splicer 35.01
23130 - Carpenter, Maintenance 19.13
23140 - Carpet Layer 22.25
23160 - Electrician, Maintenance 22.40
23181 - Electronics Technician Maintenance I 25.46

23182 - Electronics Technician Maintenance II 27.44
23183 - Electronics Technician Maintenance III 29.58
23260 - Fabric Worker 20.44
23290 - Fire Alarm System Mechanic 28.12
23310 - Fire Extinguisher Repairer 18.58
23311 - Fuel Distribution System Mechanic 23.08
23312 - Fuel Distribution System Operator 16.72***
23370 - General Maintenance Worker 17.78
23380 - Ground Support Equipment Mechanic 36.79
23381 - Ground Support Equipment Servicer 29.09
23382 - Ground Support Equipment Worker 31.67
23391 - Gunsmith I 18.58
23392 - Gunsmith II 22.25
23393 - Gunsmith III 25.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23.78
23430 - Heavy Equipment Mechanic 25.59
23440 - Heavy Equipment Operator 21.33
23460 - Instrument Mechanic 25.85
23465 - Laboratory/Shelter Mechanic 23.98
23470 - Laborer 15.87***
23510 - Locksmith 19.79
23530 - Machinery Maintenance Mechanic 24.30
23550 - Machinist, Maintenance 21.65
23580 - Maintenance Trades Helper 15.51***
23591 - Metrology Technician I 25.85
23592 - Metrology Technician II 27.67
23593 - Metrology Technician III 29.44
23640 - Millwright 24.82
23710 - Office Appliance Repairer 17.34***
23760 - Painter, Maintenance 17.24***
23790 - Pipefitter, Maintenance 25.05
23810 - Plumber, Maintenance 23.24
23820 - Pneudraulic Systems Mechanic 25.85
23850 - Rigger 25.62
23870 - Scale Mechanic 22.25
23890 - Sheet-Metal Worker, Maintenance 23.40
23910 - Small Engine Mechanic 20.47
23931 - Telecommunications Mechanic I 26.93
23932 - Telecommunications Mechanic II 28.82
23950 - Telephone Lineman 34.51
23960 - Welder, Combination, Maintenance 19.12
23965 - Well Driller 25.85
23970 - Woodcraft Worker 25.85
23980 - Woodworker 18.58
24000 - Personal Needs Occupations
24550 - Case Manager 19.04
24570 - Child Care Attendant 10.92***
24580 - Child Care Center Clerk 13.61***
24610 - Chore Aide 10.73***
24620 - Family Readiness And Support Services Coordinator 19.04

24630 - Homemaker 19.04
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.33
25040 - Sewage Plant Operator 20.61
25070 - Stationary Engineer 24.33
25190 - Ventilation Equipment Tender 15.79***
25210 - Water Treatment Plant Operator 20.61
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.33
27007 - Baggage Inspector 13.14***
27008 - Corrections Officer 26.32
27010 - Court Security Officer 27.18
27030 - Detection Dog Handler 14.84***
27040 - Detention Officer 26.32
27070 - Firefighter 28.80
27101 - Guard I 13.14***
27102 - Guard II 14.84***
27131 - Police Officer I 31.35
27132 - Police Officer II 34.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.55***
28042 - Carnival Equipment Repairer 16.19***
28043 - Carnival Worker 11.07***
28210 - Gate Attendant/Gate Tender 16.96***
28310 - Lifeguard 13.09***
28350 - Park Attendant (Aide) 18.96
28510 - Recreation Aide/Health Facility Attendant 13.85***
28515 - Recreation Specialist 23.51
28630 - Sports Official 15.11***
28690 - Swimming Pool Operator 19.40
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.89
29020 - Hatch Tender 25.89
29030 - Line Handler 25.89
29041 - Stevedore I 23.78
29042 - Stevedore II 27.89
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 18.47
30022 - Archeological Technician II 20.66
30023 - Archeological Technician III 25.58
30030 - Cartographic Technician 25.58
30040 - Civil Engineering Technician 23.49
30051 - Cryogenic Technician I 28.34
30052 - Cryogenic Technician II 31.29
30061 - Drafter/CAD Operator I 18.47
30062 - Drafter/CAD Operator II 20.66
30063 - Drafter/CAD Operator III 23.02
30064 - Drafter/CAD Operator IV 28.34
30081 - Engineering Technician I 16.33***
30082 - Engineering Technician II 18.32
30083 - Engineering Technician III 20.50

30084 - Engineering Technician IV 25.39
30085 - Engineering Technician V 31.06
30086 - Engineering Technician VI 37.57
30090 - Environmental Technician 22.55
30095 - Evidence Control Specialist 25.58
30210 - Laboratory Technician 24.11
30221 - Latent Fingerprint Technician I 26.02
30222 - Latent Fingerprint Technician II 28.73
30240 - Mathematical Technician 27.39
30361 - Paralegal/Legal Assistant I 23.32
30362 - Paralegal/Legal Assistant II 28.89
30363 - Paralegal/Legal Assistant III 35.33
30364 - Paralegal/Legal Assistant IV 42.74
30375 - Petroleum Supply Specialist 31.29
30390 - Photo-Optics Technician 25.58
30395 - Radiation Control Technician 31.29
30461 - Technical Writer I 29.08
30462 - Technical Writer II 35.56
30463 - Technical Writer III 43.03
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 28.34
30502 - Weather Forecaster II 34.47
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.02
30621 - Weather Observer, Senior (see 2) 25.58
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 11.91***
31030 - Bus Driver 18.29
31043 - Driver Courier 14.95***
31260 - Parking and Lot Attendant 12.64***
31290 - Shuttle Bus Driver 14.10***
31310 - Taxi Driver 13.38***
31361 - Truckdriver, Light 16.63***
31362 - Truckdriver, Medium 18.30
31363 - Truckdriver, Heavy 23.17
31364 - Truckdriver, Tractor-Trailer 23.17
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 11.64***
99050 - Desk Clerk 12.74***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 14.19***
99252 - Laboratory Animal Caretaker II 15.75***
99260 - Marketing Analyst 32.61
99310 - Mortician 29.28
99410 - Pest Controller 18.92
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 18.23

99711 - Recycling Specialist	22.87
99730 - Refuse Collector	17.40***
99810 - Sales Clerk	13.43***
99820 - School Crossing Guard	10.08***
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	18.63
99832 - Surveying Technician	22.00
99840 - Vending Machine Attendant	17.97
99841 - Vending Machine Repairer	23.83
99842 - Vending Machine Repairer Helper	17.97

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5231
Revision No.: 29
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Johnson, Parker, Tarrant, Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.73
01012 - Accounting Clerk II		22.14
01013 - Accounting Clerk III		24.77
01020 - Administrative Assistant		37.35
01035 - Court Reporter		30.62

01041 - Customer Service Representative I 16.61***
01042 - Customer Service Representative II 18.12
01043 - Customer Service Representative III 20.34
01051 - Data Entry Operator I 17.44***
01052 - Data Entry Operator II 19.03
01060 - Dispatcher, Motor Vehicle 22.57
01070 - Document Preparation Clerk 18.70
01090 - Duplicating Machine Operator 18.70
01111 - General Clerk I 16.40***
01112 - General Clerk II 17.90
01113 - General Clerk III 20.09
01120 - Housing Referral Assistant 24.98
01141 - Messenger Courier 18.20
01191 - Order Clerk I 19.31
01192 - Order Clerk II 21.07
01261 - Personnel Assistant (Employment) I 19.75
01262 - Personnel Assistant (Employment) II 22.09
01263 - Personnel Assistant (Employment) III 24.62
01270 - Production Control Clerk 26.43
01290 - Rental Clerk 17.40***
01300 - Scheduler, Maintenance 20.03
01311 - Secretary I 20.03
01312 - Secretary II 22.41
01313 - Secretary III 24.98
01320 - Service Order Dispatcher 20.18
01410 - Supply Technician 37.35
01420 - Survey Worker 21.67
01460 - Switchboard Operator/Receptionist 17.54***
01531 - Travel Clerk I 21.10
01532 - Travel Clerk II 23.67
01533 - Travel Clerk III 26.35
01611 - Word Processor I 18.10
01612 - Word Processor II 20.32
01613 - Word Processor III 22.73
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 26.94
05010 - Automotive Electrician 24.33
05040 - Automotive Glass Installer 23.07
05070 - Automotive Worker 23.07
05110 - Mobile Equipment Servicer 20.09
05130 - Motor Equipment Metal Mechanic 25.62
05160 - Motor Equipment Metal Worker 23.07
05190 - Motor Vehicle Mechanic 25.62
05220 - Motor Vehicle Mechanic Helper 18.35
05250 - Motor Vehicle Upholstery Worker 21.81
05280 - Motor Vehicle Wrecker 23.07
05310 - Painter, Automotive 24.33
05340 - Radiator Repair Specialist 23.07
05370 - Tire Repairer 17.87
05400 - Transmission Repair Specialist 25.62
07000 - Food Preparation And Service Occupations
07010 - Baker 16.14***
07041 - Cook I 17.13***
07042 - Cook II 19.68

07070 - Dishwasher 14.82***
07130 - Food Service Worker 14.54***
07210 - Meat Cutter 17.60***
07260 - Waiter/Waitress 12.96***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.46
09040 - Furniture Handler 12.67***
09080 - Furniture Refinisher 20.62
09090 - Furniture Refinisher Helper 15.56***
09110 - Furniture Repairer, Minor 18.49
09130 - Upholsterer 18.68
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.23***
11060 - Elevator Operator 16.61***
11090 - Gardener 24.30
11122 - Housekeeping Aide 16.61***
11150 - Janitor 16.61***
11210 - Laborer, Grounds Maintenance 18.08
11240 - Maid or Houseman 15.21***
11260 - Pruner 15.97***
11270 - Tractor Operator 22.20
11330 - Trail Maintenance Worker 18.08
11360 - Window Cleaner 18.81
12000 - Health Occupations
12010 - Ambulance Driver 18.50
12011 - Breath Alcohol Technician 26.71
12012 - Certified Occupational Therapist Assistant 38.45
12015 - Certified Physical Therapist Assistant 37.56
12020 - Dental Assistant 22.52
12025 - Dental Hygienist 44.25
12030 - EKG Technician 29.97
12035 - Electroneurodiagnostic Technologist 29.97
12040 - Emergency Medical Technician 18.50
12071 - Licensed Practical Nurse I 23.88
12072 - Licensed Practical Nurse II 26.71
12073 - Licensed Practical Nurse III 29.77
12100 - Medical Assistant 19.31
12130 - Medical Laboratory Technician 28.50
12160 - Medical Record Clerk 21.64
12190 - Medical Record Technician 24.21
12195 - Medical Transcriptionist 20.16
12210 - Nuclear Medicine Technologist 51.07
12221 - Nursing Assistant I 14.59***
12222 - Nursing Assistant II 16.42***
12223 - Nursing Assistant III 17.92
12224 - Nursing Assistant IV 20.11
12235 - Optical Dispenser 19.50
12236 - Optical Technician 18.01
12250 - Pharmacy Technician 21.78
12280 - Phlebotomist 21.45
12305 - Radiologic Technologist 38.14
12311 - Registered Nurse I 29.38
12312 - Registered Nurse II 35.93
12313 - Registered Nurse II, Specialist 35.93

12314 - Registered Nurse III 43.47
12315 - Registered Nurse III, Anesthetist 43.47
12316 - Registered Nurse IV 52.12
12317 - Scheduler (Drug and Alcohol Testing) 33.09
12320 - Substance Abuse Treatment Counselor 27.74
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.02
13012 - Exhibits Specialist II 28.52
13013 - Exhibits Specialist III 34.89
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 37.82
13047 - Librarian 33.40
13050 - Library Aide/Clerk 15.50***
13054 - Library Information Technology Systems Administrator 30.16
13058 - Library Technician 18.71
13061 - Media Specialist I 21.77
13062 - Media Specialist II 24.35
13063 - Media Specialist III 27.13
13071 - Photographer I 19.31
13072 - Photographer II 21.60
13073 - Photographer III 26.75
13074 - Photographer IV 32.73
13075 - Photographer V 39.61
13090 - Technical Order Library Clerk 19.46
13110 - Video Teleconference Technician 24.44
14000 - Information Technology Occupations
14041 - Computer Operator I 24.21
14042 - Computer Operator II 27.07
14043 - Computer Operator III 30.19
14044 - Computer Operator IV 33.55
14045 - Computer Operator V 37.15
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 24.21
14160 - Personal Computer Support Technician 33.55
14170 - System Support Specialist 40.81
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.79
15020 - Aircrew Training Devices Instructor (Rated) 46.93
15030 - Air Crew Training Devices Instructor (Pilot) 56.27
15050 - Computer Based Training Specialist / Instructor 38.79
15060 - Educational Technologist 37.48
15070 - Flight Instructor (Pilot) 56.27
15080 - Graphic Artist 30.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 56.27
15086 - Maintenance Test Pilot, Rotary Wing 56.27
15088 - Non-Maintenance Test/Co-Pilot 56.27

15090 - Technical Instructor 27.43
15095 - Technical Instructor/Course Developer 33.55
15110 - Test Proctor 22.14
15120 - Tutor 22.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.53***
16030 - Counter Attendant 12.53***
16040 - Dry Cleaner 16.10***
16070 - Finisher, Flatwork, Machine 12.53***
16090 - Presser, Hand 12.53***
16110 - Presser, Machine, Drycleaning 12.53***
16130 - Presser, Machine, Shirts 12.53***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.53***
16190 - Sewing Machine Operator 17.07***
16220 - Tailor 18.34
16250 - Washer, Machine 13.77***
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 22.79
21030 - Material Coordinator 26.43
21040 - Material Expediter 26.43
21050 - Material Handling Laborer 18.41
21071 - Order Filler 17.46***
21080 - Production Line Worker (Food Processing) 22.79
21110 - Shipping Packer 19.41
21130 - Shipping/Receiving Clerk 19.41
21140 - Store Worker I 14.64***
21150 - Stock Clerk 21.22
21210 - Tools And Parts Attendant 22.79
21410 - Warehouse Specialist 22.79
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 44.48
23019 - Aircraft Logs and Records Technician 36.13
23021 - Aircraft Mechanic I 42.44
23022 - Aircraft Mechanic II 44.48
23023 - Aircraft Mechanic III 46.54
23040 - Aircraft Mechanic Helper 30.41
23050 - Aircraft, Painter 40.30
23060 - Aircraft Servicer 36.13
23070 - Aircraft Survival Flight Equipment Technician 40.30
23080 - Aircraft Worker 38.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 38.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 42.44
23110 - Appliance Mechanic 23.07
23120 - Bicycle Repairer 20.03
23125 - Cable Splicer 37.43
23130 - Carpenter, Maintenance 23.28
23140 - Carpet Layer 22.33
23160 - Electrician, Maintenance 27.77
23181 - Electronics Technician Maintenance I 29.74

23182 - Electronics Technician Maintenance II 31.36
23183 - Electronics Technician Maintenance III 33.03
23260 - Fabric Worker 25.58
23290 - Fire Alarm System Mechanic 24.37
23310 - Fire Extinguisher Repairer 22.75
23311 - Fuel Distribution System Mechanic 24.16
23312 - Fuel Distribution System Operator 18.94
23370 - General Maintenance Worker 22.49
23380 - Ground Support Equipment Mechanic 42.44
23381 - Ground Support Equipment Servicer 36.13
23382 - Ground Support Equipment Worker 38.22
23391 - Gunsmith I 22.75
23392 - Gunsmith II 26.13
23393 - Gunsmith III 29.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic 27.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.06
23430 - Heavy Equipment Mechanic 29.88
23440 - Heavy Equipment Operator 24.08
23460 - Instrument Mechanic 27.95
23465 - Laboratory/Shelter Mechanic 27.55
23470 - Laborer 18.41
23510 - Locksmith 23.68
23530 - Machinery Maintenance Mechanic 30.23
23550 - Machinist, Maintenance 27.59
23580 - Maintenance Trades Helper 18.78
23591 - Metrology Technician I 27.95
23592 - Metrology Technician II 29.30
23593 - Metrology Technician III 30.67
23640 - Millwright 30.29
23710 - Office Appliance Repairer 22.10
23760 - Painter, Maintenance 21.42
23790 - Pipefitter, Maintenance 30.56
23810 - Plumber, Maintenance 29.02
23820 - Pneudraulic Systems Mechanic 29.01
23850 - Rigger 26.44
23870 - Scale Mechanic 26.13
23890 - Sheet-Metal Worker, Maintenance 27.32
23910 - Small Engine Mechanic 24.18
23931 - Telecommunications Mechanic I 29.53
23932 - Telecommunications Mechanic II 30.96
23950 - Telephone Lineman 36.85
23960 - Welder, Combination, Maintenance 23.70
23965 - Well Driller 27.31
23970 - Woodcraft Worker 29.01
23980 - Woodworker 22.75
24000 - Personal Needs Occupations
24550 - Case Manager 22.16
24570 - Child Care Attendant 14.31***
24580 - Child Care Center Clerk 17.84
24610 - Chore Aide 12.14***
24620 - Family Readiness And Support Services Coordinator 22.16

24630 - Homemaker 22.16
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 34.68
25040 - Sewage Plant Operator 24.66
25070 - Stationary Engineer 34.68
25190 - Ventilation Equipment Tender 24.85
25210 - Water Treatment Plant Operator 24.66
27000 - Protective Service Occupations
27004 - Alarm Monitor 26.12
27007 - Baggage Inspector 16.41***
27008 - Corrections Officer 28.02
27010 - Court Security Officer 29.74
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 28.02
27070 - Firefighter 31.46
27101 - Guard I 16.41***
27102 - Guard II 18.61
27131 - Police Officer I 39.56
27132 - Police Officer II 43.97
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.90
28042 - Carnival Equipment Repairer 20.68
28043 - Carnival Worker 13.59***
28210 - Gate Attendant/Gate Tender 18.43
28310 - Lifeguard 13.98***
28350 - Park Attendant (Aide) 20.62
28510 - Recreation Aide/Health Facility Attendant 15.05***
28515 - Recreation Specialist 25.54
28630 - Sports Official 16.42***
28690 - Swimming Pool Operator 23.76
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.00
29020 - Hatch Tender 34.00
29030 - Line Handler 34.00
29041 - Stevedore I 32.14
29042 - Stevedore II 35.85
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
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 31.93
30051 - Cryogenic Technician I 30.30
30052 - Cryogenic Technician II 33.46
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 19.32
30082 - Engineering Technician II 21.67
30083 - Engineering Technician III 24.23

30084 - Engineering Technician IV 30.03
30085 - Engineering Technician V 36.74
30086 - Engineering Technician VI 44.45
30090 - Environmental Technician 25.52
30095 - Evidence Control Specialist 27.36
30210 - Laboratory Technician 29.42
30221 - Latent Fingerprint Technician I 28.73
30222 - Latent Fingerprint Technician II 31.74
30240 - Mathematical Technician 33.58
30361 - Paralegal/Legal Assistant I 24.36
30362 - Paralegal/Legal Assistant II 30.18
30363 - Paralegal/Legal Assistant III 36.92
30364 - Paralegal/Legal Assistant IV 44.66
30375 - Petroleum Supply Specialist 33.46
30390 - Photo-Optics Technician 27.75
30395 - Radiation Control Technician 33.46
30461 - Technical Writer I 31.09
30462 - Technical Writer II 38.02
30463 - Technical Writer III 45.99
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 30.30
30502 - Weather Forecaster II 36.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.97
30621 - Weather Observer, Senior (see 2) 27.36
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 18.10
31030 - Bus Driver 26.39
31043 - Driver Courier 19.61
31260 - Parking and Lot Attendant 14.52***
31290 - Shuttle Bus Driver 18.53
31310 - Taxi Driver 13.24***
31361 - Truckdriver, Light 21.46
31362 - Truckdriver, Medium 23.30
31363 - Truckdriver, Heavy 27.51
31364 - Truckdriver, Tractor-Trailer 27.51
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 14.03***
99050 - Desk Clerk 15.22***
99095 - Embalmer 26.70
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 16.42***
99252 - Laboratory Animal Caretaker II 17.97
99260 - Marketing Analyst 37.40
99310 - Mortician 26.46
99410 - Pest Controller 23.95
99510 - Photofinishing Worker 16.40***
99710 - Recycling Laborer 25.54

99711 - Recycling Specialist	31.37
99730 - Refuse Collector	22.57
99810 - Sales Clerk	15.30***
99820 - School Crossing Guard	15.93***
99830 - Survey Party Chief	32.88
99831 - Surveying Aide	19.07
99832 - Surveying Technician	24.00
99840 - Vending Machine Attendant	17.37***
99841 - Vending Machine Repairer	21.84
99842 - Vending Machine Repairer Helper	17.37***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5233
Revision No.: 30
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: 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	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.81
01012 - Accounting Clerk II		21.12
01013 - Accounting Clerk III		23.62
01020 - Administrative Assistant		36.11

01035 - Court Reporter 42.47
01041 - Customer Service Representative I 17.32***
01042 - Customer Service Representative II 18.90
01043 - Customer Service Representative III 21.21
01051 - Data Entry Operator I 16.75***
01052 - Data Entry Operator II 18.28
01060 - Dispatcher, Motor Vehicle 22.72
01070 - Document Preparation Clerk 17.57***
01090 - Duplicating Machine Operator 17.57***
01111 - General Clerk I 16.76***
01112 - General Clerk II 18.29
01113 - General Clerk III 20.53
01120 - Housing Referral Assistant 27.44
01141 - Messenger Courier 18.44
01191 - Order Clerk I 19.80
01192 - Order Clerk II 21.89
01261 - Personnel Assistant (Employment) I 21.62
01262 - Personnel Assistant (Employment) II 24.18
01263 - Personnel Assistant (Employment) III 26.97
01270 - Production Control Clerk 24.04
01290 - Rental Clerk 17.16***
01300 - Scheduler, Maintenance 22.01
01311 - Secretary I 22.01
01312 - Secretary II 24.62
01313 - Secretary III 27.44
01320 - Service Order Dispatcher 20.31
01410 - Supply Technician 36.11
01420 - Survey Worker 20.72
01460 - Switchboard Operator/Receptionist 16.81***
01531 - Travel Clerk I 19.71
01532 - Travel Clerk II 21.62
01533 - Travel Clerk III 23.42
01611 - Word Processor I 18.06
01612 - Word Processor II 20.27
01613 - Word Processor III 22.67
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 17.39***
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 15.73***
07041 - Cook I 16.15***

07042 - Cook II 18.84
07070 - Dishwasher 13.89***
07130 - Food Service Worker 14.31***
07210 - Meat Cutter 18.25
07260 - Waiter/Waitress 12.38***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.32
09040 - Furniture Handler 12.26***
09080 - Furniture Refinisher 20.32
09090 - Furniture Refinisher Helper 14.99***
09110 - Furniture Repairer, Minor 17.69***
09130 - Upholsterer 18.32
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.33***
11060 - Elevator Operator 14.59***
11090 - Gardener 23.07
11122 - Housekeeping Aide 14.59***
11150 - Janitor 14.59***
11210 - Laborer, Grounds Maintenance 17.33***
11240 - Maid or Houseman 14.43***
11260 - Pruner 15.46***
11270 - Tractor Operator 21.17
11330 - Trail Maintenance Worker 17.33***
11360 - Window Cleaner 16.35***
12000 - Health Occupations
12010 - Ambulance Driver 19.56
12011 - Breath Alcohol Technician 26.61
12012 - Certified Occupational Therapist Assistant 37.52
12015 - Certified Physical Therapist Assistant 37.59
12020 - Dental Assistant 18.67
12025 - Dental Hygienist 45.98
12030 - EKG Technician 26.09
12035 - Electroneurodiagnostic Technologist 26.09
12040 - Emergency Medical Technician 19.56
12071 - Licensed Practical Nurse I 23.79
12072 - Licensed Practical Nurse II 26.61
12073 - Licensed Practical Nurse III 29.66
12100 - Medical Assistant 20.53
12130 - Medical Laboratory Technician 27.36
12160 - Medical Record Clerk 21.04
12190 - Medical Record Technician 23.53
12195 - Medical Transcriptionist 20.81
12210 - Nuclear Medicine Technologist 49.21
12221 - Nursing Assistant I 15.28***
12222 - Nursing Assistant II 17.19***
12223 - Nursing Assistant III 18.76
12224 - Nursing Assistant IV 21.05
12235 - Optical Dispenser 18.31
12236 - Optical Technician 17.56***
12250 - Pharmacy Technician 21.61
12280 - Phlebotomist 21.33
12305 - Radiologic Technologist 37.91
12311 - Registered Nurse I 31.78
12312 - Registered Nurse II 38.86

12313 - Registered Nurse II, Specialist 38.86
12314 - Registered Nurse III 47.02
12315 - Registered Nurse III, Anesthetist 47.02
12316 - Registered Nurse IV 56.37
12317 - Scheduler (Drug and Alcohol Testing) 32.96
12320 - Substance Abuse Treatment Counselor 30.38
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.37
13012 - Exhibits Specialist II 33.90
13013 - Exhibits Specialist III 41.46
13041 - Illustrator I 23.50
13042 - Illustrator II 29.11
13043 - Illustrator III 35.61
13047 - Librarian 33.66
13050 - Library Aide/Clerk 15.38***
13054 - Library Information Technology Systems Administrator 30.40
13058 - Library Technician 18.09
13061 - Media Specialist I 21.93
13062 - Media Specialist II 24.53
13063 - Media Specialist III 27.36
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 19.31
13110 - Video Teleconference Technician 23.72
14000 - Information Technology Occupations
14041 - Computer Operator I 20.62
14042 - Computer Operator II 23.07
14043 - Computer Operator III 25.71
14044 - Computer Operator IV 28.58
14045 - Computer Operator V 31.65
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 20.62
14160 - Personal Computer Support Technician 28.58
14170 - System Support Specialist 37.07
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.33
15020 - Aircrew Training Devices Instructor (Rated) 46.39
15030 - Air Crew Training Devices Instructor (Pilot) 55.59
15050 - Computer Based Training Specialist / Instructor 38.33
15060 - Educational Technologist 36.86
15070 - Flight Instructor (Pilot) 55.59
15080 - Graphic Artist 27.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 55.59
15086 - Maintenance Test Pilot, Rotary Wing 55.59

15088 - Non-Maintenance Test/Co-Pilot 55.59
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 12.46***
16030 - Counter Attendant 12.46***
16040 - Dry Cleaner 15.98***
16070 - Finisher, Flatwork, Machine 12.46***
16090 - Presser, Hand 12.46***
16110 - Presser, Machine, Drycleaning 12.46***
16130 - Presser, Machine, Shirts 12.46***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.46***
16190 - Sewing Machine Operator 16.91***
16220 - Tailor 18.20
16250 - Washer, Machine 13.65***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.22
19040 - Tool And Die Maker 27.82
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.23
21030 - Material Coordinator 24.04
21040 - Material Expediter 24.04
21050 - Material Handling Laborer 18.08
21071 - Order Filler 17.40***
21080 - Production Line Worker (Food Processing) 22.23
21110 - Shipping Packer 18.57
21130 - Shipping/Receiving Clerk 18.57
21140 - Store Worker I 14.99***
21150 - Stock Clerk 21.19
21210 - Tools And Parts Attendant 22.23
21410 - Warehouse Specialist 22.23
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.58
23019 - Aircraft Logs and Records Technician 31.90
23021 - Aircraft Mechanic I 38.87
23022 - Aircraft Mechanic II 40.58
23023 - Aircraft Mechanic III 42.32
23040 - Aircraft Mechanic Helper 27.02
23050 - Aircraft, Painter 36.75
23060 - Aircraft Servicer 31.90
23070 - Aircraft Survival Flight Equipment Technician 36.75
23080 - Aircraft Worker 34.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.87
23110 - Appliance Mechanic 22.40
23120 - Bicycle Repairer 22.57
23125 - Cable Splicer 38.69
23130 - Carpenter, Maintenance 23.51
23140 - Carpet Layer 26.33
23160 - Electrician, Maintenance 28.61

23181 - Electronics Technician Maintenance I 35.43
23182 - Electronics Technician Maintenance II 37.90
23183 - Electronics Technician Maintenance III 40.08
23260 - Fabric Worker 24.45
23290 - Fire Alarm System Mechanic 24.70
23310 - Fire Extinguisher Repairer 22.57
23311 - Fuel Distribution System Mechanic 26.03
23312 - Fuel Distribution System Operator 19.82
23370 - General Maintenance Worker 22.13
23380 - Ground Support Equipment Mechanic 38.87
23381 - Ground Support Equipment Servicer 31.90
23382 - Ground Support Equipment Worker 34.36
23391 - Gunsmith I 22.57
23392 - Gunsmith II 26.33
23393 - Gunsmith III 29.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic 27.84
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.07
23430 - Heavy Equipment Mechanic 29.97
23440 - Heavy Equipment Operator 24.28
23460 - Instrument Mechanic 37.65
23465 - Laboratory/Shelter Mechanic 28.17
23470 - Laborer 18.08
23510 - Locksmith 23.53
23530 - Machinery Maintenance Mechanic 30.38
23550 - Machinist, Maintenance 26.63
23580 - Maintenance Trades Helper 17.73***
23591 - Metrology Technician I 37.65
23592 - Metrology Technician II 39.29
23593 - Metrology Technician III 40.99
23640 - Millwright 32.58
23710 - Office Appliance Repairer 22.43
23760 - Painter, Maintenance 21.63
23790 - Pipefitter, Maintenance 30.76
23810 - Plumber, Maintenance 29.08
23820 - Pneudraulic Systems Mechanic 29.79
23850 - Rigger 29.78
23870 - Scale Mechanic 26.33
23890 - Sheet-Metal Worker, Maintenance 26.93
23910 - Small Engine Mechanic 21.63
23931 - Telecommunications Mechanic I 28.09
23932 - Telecommunications Mechanic II 29.33
23950 - Telephone Lineman 37.37
23960 - Welder, Combination, Maintenance 25.87
23965 - Well Driller 26.53
23970 - Woodcraft Worker 29.79
23980 - Woodworker 22.57
24000 - Personal Needs Occupations
24550 - Case Manager 21.78
24570 - Child Care Attendant 13.44***
24580 - Child Care Center Clerk 16.76***
24610 - Chore Aide 10.97***
24620 - Family Readiness And Support Services 21.78

Coordinator
24630 - Homemaker 21.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.42
25040 - Sewage Plant Operator 24.67
25070 - Stationary Engineer 24.42
25190 - Ventilation Equipment Tender 16.29***
25210 - Water Treatment Plant Operator 24.67
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.64
27007 - Baggage Inspector 15.62***
27008 - Corrections Officer 24.53
27010 - Court Security Officer 26.65
27030 - Detection Dog Handler 17.90
27040 - Detention Officer 24.53
27070 - Firefighter 28.76
27101 - Guard I 15.62***
27102 - Guard II 17.90
27131 - Police Officer I 32.64
27132 - Police Officer II 36.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.45***
28042 - Carnival Equipment Repairer 19.01
28043 - Carnival Worker 12.74***
28210 - Gate Attendant/Gate Tender 18.03
28310 - Lifeguard 13.62***
28350 - Park Attendant (Aide) 20.17
28510 - Recreation Aide/Health Facility Attendant 14.72***
28515 - Recreation Specialist 24.98
28630 - Sports Official 16.06***
28690 - Swimming Pool Operator 22.11
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.91
29020 - Hatch Tender 33.91
29030 - Line Handler 33.91
29041 - Stevedore I 31.48
29042 - Stevedore II 36.27
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 23.48
30022 - Archeological Technician II 26.26
30023 - Archeological Technician III 32.53
30030 - Cartographic Technician 32.53
30040 - Civil Engineering Technician 33.03
30051 - Cryogenic Technician I 35.08
30052 - Cryogenic Technician II 38.75
30061 - Drafter/CAD Operator I 23.48
30062 - Drafter/CAD Operator II 26.26
30063 - Drafter/CAD Operator III 29.27
30064 - Drafter/CAD Operator IV 36.03
30081 - Engineering Technician I 20.86
30082 - Engineering Technician II 23.41

30083 - Engineering Technician III 26.18
30084 - Engineering Technician IV 32.44
30085 - Engineering Technician V 39.68
30086 - Engineering Technician VI 48.01
30090 - Environmental Technician 29.96
30095 - Evidence Control Specialist 31.68
30210 - Laboratory Technician 37.40
30221 - Latent Fingerprint Technician I 32.42
30222 - Latent Fingerprint Technician II 35.80
30240 - Mathematical Technician 40.76
30361 - Paralegal/Legal Assistant I 25.13
30362 - Paralegal/Legal Assistant II 31.13
30363 - Paralegal/Legal Assistant III 38.07
30364 - Paralegal/Legal Assistant IV 46.06
30375 - Petroleum Supply Specialist 38.75
30390 - Photo-Optics Technician 32.53
30395 - Radiation Control Technician 38.75
30461 - Technical Writer I 31.08
30462 - Technical Writer II 38.01
30463 - Technical Writer III 45.99
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 35.85
30502 - Weather Forecaster II 43.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 29.27
30621 - Weather Observer, Senior (see 2) 32.53
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 16.95***
31030 - Bus Driver 24.39
31043 - Driver Courier 19.27
31260 - Parking and Lot Attendant 14.33***
31290 - Shuttle Bus Driver 17.28***
31310 - Taxi Driver 13.64***
31361 - Truckdriver, Light 21.00
31362 - Truckdriver, Medium 22.75
31363 - Truckdriver, Heavy 26.68
31364 - Truckdriver, Tractor-Trailer 26.68
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 13.68***
99050 - Desk Clerk 14.21***
99095 - Embalmer 34.72
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 16.49***
99252 - Laboratory Animal Caretaker II 17.97
99260 - Marketing Analyst 35.05
99310 - Mortician 41.99
99410 - Pest Controller 20.48
99510 - Photofinishing Worker 17.75

99710 - Recycling Laborer	24.04
99711 - Recycling Specialist	29.37
99730 - Refuse Collector	21.45
99810 - Sales Clerk	14.55***
99820 - School Crossing Guard	17.00***
99830 - Survey Party Chief	29.59
99831 - Surveying Aide	20.24
99832 - Surveying Technician	25.59
99840 - Vending Machine Attendant	15.21***
99841 - Vending Machine Repairer	19.28
99842 - Vending Machine Repairer Helper	15.21***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Wage Determination No.: 2015-5235
Revision No.: 27
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Lampasas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.54***
01012 - Accounting Clerk II		18.57
01013 - Accounting Clerk III		20.77
01020 - Administrative Assistant		28.76
01035 - Court Reporter		19.85

01041 - Customer Service Representative I 15.72***
01042 - Customer Service Representative II 17.15***
01043 - Customer Service Representative III 19.25
01051 - Data Entry Operator I 15.34***
01052 - Data Entry Operator II 16.74***
01060 - Dispatcher, Motor Vehicle 21.47
01070 - Document Preparation Clerk 15.81***
01090 - Duplicating Machine Operator 15.81***
01111 - General Clerk I 14.92***
01112 - General Clerk II 16.28***
01113 - General Clerk III 18.27
01120 - Housing Referral Assistant 22.35
01141 - Messenger Courier 13.98***
01191 - Order Clerk I 15.98***
01192 - Order Clerk II 17.44***
01261 - Personnel Assistant (Employment) I 18.66
01262 - Personnel Assistant (Employment) II 20.87
01263 - Personnel Assistant (Employment) III 23.27
01270 - Production Control Clerk 21.42
01290 - Rental Clerk 16.03***
01300 - Scheduler, Maintenance 17.78
01311 - Secretary I 17.78
01312 - Secretary II 20.08
01313 - Secretary III 22.35
01320 - Service Order Dispatcher 19.20
01410 - Supply Technician 28.76
01420 - Survey Worker 18.92
01460 - Switchboard Operator/Receptionist 15.14***
01531 - Travel Clerk I 15.72***
01532 - Travel Clerk II 16.92***
01533 - Travel Clerk III 17.93
01611 - Word Processor I 15.81***
01612 - Word Processor II 17.75
01613 - Word Processor III 19.85
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.58
05010 - Automotive Electrician 20.57
05040 - Automotive Glass Installer 19.23
05070 - Automotive Worker 19.23
05110 - Mobile Equipment Servicer 16.57***
05130 - Motor Equipment Metal Mechanic 21.90
05160 - Motor Equipment Metal Worker 19.23
05190 - Motor Vehicle Mechanic 21.90
05220 - Motor Vehicle Mechanic Helper 15.22***
05250 - Motor Vehicle Upholstery Worker 17.88
05280 - Motor Vehicle Wrecker 19.23
05310 - Painter, Automotive 20.57
05340 - Radiator Repair Specialist 19.23
05370 - Tire Repairer 16.91***
05400 - Transmission Repair Specialist 21.90
07000 - Food Preparation And Service Occupations
07010 - Baker 15.37***
07041 - Cook I 12.90***
07042 - Cook II 14.98***

07070 - Dishwasher 13.16***
07130 - Food Service Worker 13.76***
07210 - Meat Cutter 20.93
07260 - Waiter/Waitress 12.00***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.58
09040 - Furniture Handler 12.64***
09080 - Furniture Refinisher 20.58
09090 - Furniture Refinisher Helper 15.33***
09110 - Furniture Repairer, Minor 18.00
09130 - Upholsterer 20.58
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.02***
11060 - Elevator Operator 14.40***
11090 - Gardener 22.49
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.99***
11240 - Maid or Houseman 13.96***
11260 - Pruner 15.05***
11270 - Tractor Operator 20.66
11330 - Trail Maintenance Worker 16.99***
11360 - Window Cleaner 16.26***
12000 - Health Occupations
12010 - Ambulance Driver 17.31***
12011 - Breath Alcohol Technician 26.29
12012 - Certified Occupational Therapist Assistant 36.59
12015 - Certified Physical Therapist Assistant 35.39
12020 - Dental Assistant 19.51
12025 - Dental Hygienist 43.98
12030 - EKG Technician 30.60
12035 - Electroneurodiagnostic Technologist 30.60
12040 - Emergency Medical Technician 17.31***
12071 - Licensed Practical Nurse I 23.50
12072 - Licensed Practical Nurse II 26.29
12073 - Licensed Practical Nurse III 29.30
12100 - Medical Assistant 18.65
12130 - Medical Laboratory Technician 27.82
12160 - Medical Record Clerk 20.09
12190 - Medical Record Technician 22.47
12195 - Medical Transcriptionist 22.23
12210 - Nuclear Medicine Technologist 57.77
12221 - Nursing Assistant I 13.36***
12222 - Nursing Assistant II 15.04***
12223 - Nursing Assistant III 16.41***
12224 - Nursing Assistant IV 18.42
12235 - Optical Dispenser 17.09***
12236 - Optical Technician 23.50
12250 - Pharmacy Technician 22.49
12280 - Phlebotomist 17.73***
12305 - Radiologic Technologist 35.55
12311 - Registered Nurse I 27.43
12312 - Registered Nurse II 33.55
12313 - Registered Nurse II, Specialist 33.55

12314 - Registered Nurse III 40.59
12315 - Registered Nurse III, Anesthetist 40.59
12316 - Registered Nurse IV 48.66
12317 - Scheduler (Drug and Alcohol Testing) 32.56
12320 - Substance Abuse Treatment Counselor 23.57
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.36
13012 - Exhibits Specialist II 27.70
13013 - Exhibits Specialist III 33.89
13041 - Illustrator I 22.36
13042 - Illustrator II 27.70
13043 - Illustrator III 33.89
13047 - Librarian 30.68
13050 - Library Aide/Clerk 13.01***
13054 - Library Information Technology Systems Administrator 27.70
13058 - Library Technician 17.37***
13061 - Media Specialist I 19.99
13062 - Media Specialist II 22.36
13063 - Media Specialist III 24.94
13071 - Photographer I 17.27***
13072 - Photographer II 19.31
13073 - Photographer III 23.92
13074 - Photographer IV 29.26
13075 - Photographer V 35.41
13090 - Technical Order Library Clerk 15.49***
13110 - Video Teleconference Technician 19.99
14000 - Information Technology Occupations
14041 - Computer Operator I 19.44
14042 - Computer Operator II 21.75
14043 - Computer Operator III 24.22
14044 - Computer Operator IV 26.94
14045 - Computer Operator V 29.83
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.44
14160 - Personal Computer Support Technician 26.94
14170 - System Support Specialist 30.56
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.57
15020 - Aircrew Training Devices Instructor (Rated) 39.41
15030 - Air Crew Training Devices Instructor (Pilot) 47.25
15050 - Computer Based Training Specialist / Instructor 32.57
15060 - Educational Technologist 33.26
15070 - Flight Instructor (Pilot) 47.25
15080 - Graphic Artist 24.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 47.25
15086 - Maintenance Test Pilot, Rotary Wing 47.25
15088 - Non-Maintenance Test/Co-Pilot 47.25

15090 - Technical Instructor 25.71
15095 - Technical Instructor/Course Developer 31.44
15110 - Test Proctor 20.75
15120 - Tutor 20.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.35***
16030 - Counter Attendant 10.35***
16040 - Dry Cleaner 12.65***
16070 - Finisher, Flatwork, Machine 10.35***
16090 - Presser, Hand 10.35***
16110 - Presser, Machine, Drycleaning 10.35***
16130 - Presser, Machine, Shirts 10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.35***
16190 - Sewing Machine Operator 13.46***
16220 - Tailor 14.34***
16250 - Washer, Machine 10.99***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.43
19040 - Tool And Die Maker 31.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.97
21030 - Material Coordinator 21.42
21040 - Material Expediter 21.42
21050 - Material Handling Laborer 17.08***
21071 - Order Filler 18.05
21080 - Production Line Worker (Food Processing) 20.97
21110 - Shipping Packer 19.37
21130 - Shipping/Receiving Clerk 19.37
21140 - Store Worker I 12.22***
21150 - Stock Clerk 17.48***
21210 - Tools And Parts Attendant 20.97
21410 - Warehouse Specialist 20.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.71
23019 - Aircraft Logs and Records Technician 28.20
23021 - Aircraft Mechanic I 34.54
23022 - Aircraft Mechanic II 36.71
23023 - Aircraft Mechanic III 38.96
23040 - Aircraft Mechanic Helper 24.00
23050 - Aircraft, Painter 32.43
23060 - Aircraft Servicer 28.20
23070 - Aircraft Survival Flight Equipment Technician 32.43
23080 - Aircraft Worker 30.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.54
23110 - Appliance Mechanic 24.43
23120 - Bicycle Repairer 19.68
23125 - Cable Splicer 32.65
23130 - Carpenter, Maintenance 21.32
23140 - Carpet Layer 22.84
23160 - Electrician, Maintenance 24.15
23181 - Electronics Technician Maintenance I 24.89

23182 - Electronics Technician Maintenance II 26.62
23183 - Electronics Technician Maintenance III 28.35
23260 - Fabric Worker 21.24
23290 - Fire Alarm System Mechanic 23.38
23310 - Fire Extinguisher Repairer 19.68
23311 - Fuel Distribution System Mechanic 22.81
23312 - Fuel Distribution System Operator 17.26***
23370 - General Maintenance Worker 20.45
23380 - Ground Support Equipment Mechanic 34.54
23381 - Ground Support Equipment Servicer 28.20
23382 - Ground Support Equipment Worker 30.33
23391 - Gunsmith I 19.68
23392 - Gunsmith II 22.84
23393 - Gunsmith III 26.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23.93
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 22.57
23460 - Instrument Mechanic 26.01
23465 - Laboratory/Shelter Mechanic 24.43
23470 - Laborer 17.08***
23510 - Locksmith 22.52
23530 - Machinery Maintenance Mechanic 27.86
23550 - Machinist, Maintenance 21.82
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 26.01
23592 - Metrology Technician II 27.64
23593 - Metrology Technician III 29.34
23640 - Millwright 26.01
23710 - Office Appliance Repairer 19.92
23760 - Painter, Maintenance 18.76
23790 - Pipefitter, Maintenance 25.42
23810 - Plumber, Maintenance 23.86
23820 - Pneudraulic Systems Mechanic 26.01
23850 - Rigger 26.01
23870 - Scale Mechanic 22.84
23890 - Sheet-Metal Worker, Maintenance 23.60
23910 - Small Engine Mechanic 20.96
23931 - Telecommunications Mechanic I 27.32
23932 - Telecommunications Mechanic II 29.03
23950 - Telephone Lineman 30.38
23960 - Welder, Combination, Maintenance 22.37
23965 - Well Driller 26.01
23970 - Woodcraft Worker 26.01
23980 - Woodworker 19.68
24000 - Personal Needs Occupations
24550 - Case Manager 23.82
24570 - Child Care Attendant 11.54***
24580 - Child Care Center Clerk 14.39***
24610 - Chore Aide 11.42***
24620 - Family Readiness And Support Services Coordinator 23.82

24630 - Homemaker 23.82
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.15
25040 - Sewage Plant Operator 21.53
25070 - Stationary Engineer 23.15
25190 - Ventilation Equipment Tender 16.09***
25210 - Water Treatment Plant Operator 21.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.69
27007 - Baggage Inspector 17.53***
27008 - Corrections Officer 24.53
27010 - Court Security Officer 26.28
27030 - Detection Dog Handler 19.61
27040 - Detention Officer 24.53
27070 - Firefighter 28.05
27101 - Guard I 17.53***
27102 - Guard II 19.61
27131 - Police Officer I 31.79
27132 - Police Officer II 35.33
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.03***
28042 - Carnival Equipment Repairer 16.37***
28043 - Carnival Worker 10.95***
28210 - Gate Attendant/Gate Tender 17.28***
28310 - Lifeguard 12.84***
28350 - Park Attendant (Aide) 19.33
28510 - Recreation Aide/Health Facility Attendant 14.11***
28515 - Recreation Specialist 23.95
28630 - Sports Official 15.40***
28690 - Swimming Pool Operator 19.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.84
29020 - Hatch Tender 22.84
29030 - Line Handler 22.84
29041 - Stevedore I 21.24
29042 - Stevedore II 24.43
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 29.46
30051 - Cryogenic Technician I 29.85
30052 - Cryogenic Technician II 32.97
30061 - Drafter/CAD Operator I 19.45
30062 - Drafter/CAD Operator II 21.75
30063 - Drafter/CAD Operator III 24.26
30064 - Drafter/CAD Operator IV 29.85
30081 - Engineering Technician I 17.18***
30082 - Engineering Technician II 19.28
30083 - Engineering Technician III 21.57

30084 - Engineering Technician IV 26.71
30085 - Engineering Technician V 32.67
30086 - Engineering Technician VI 39.53
30090 - Environmental Technician 26.95
30095 - Evidence Control Specialist 26.95
30210 - Laboratory Technician 25.05
30221 - Latent Fingerprint Technician I 29.85
30222 - Latent Fingerprint Technician II 32.97
30240 - Mathematical Technician 28.83
30361 - Paralegal/Legal Assistant I 23.56
30362 - Paralegal/Legal Assistant II 29.18
30363 - Paralegal/Legal Assistant III 35.69
30364 - Paralegal/Legal Assistant IV 43.18
30375 - Petroleum Supply Specialist 32.97
30390 - Photo-Optics Technician 26.95
30395 - Radiation Control Technician 32.97
30461 - Technical Writer I 25.32
30462 - Technical Writer II 30.96
30463 - Technical Writer III 37.45
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.26
30621 - Weather Observer, Senior (see 2) 26.95
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 13.38***
31030 - Bus Driver 19.10
31043 - Driver Courier 16.47***
31260 - Parking and Lot Attendant 12.00***
31290 - Shuttle Bus Driver 16.46***
31310 - Taxi Driver 12.38***
31361 - Truckdriver, Light 17.93
31362 - Truckdriver, Medium 19.35
31363 - Truckdriver, Heavy 24.62
31364 - Truckdriver, Tractor-Trailer 24.62
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.93***
99050 - Desk Clerk 13.40***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 14.11***
99252 - Laboratory Animal Caretaker II 15.51***
99260 - Marketing Analyst 33.10
99310 - Mortician 29.28
99410 - Pest Controller 21.48
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 21.83

99711 - Recycling Specialist	26.55
99730 - Refuse Collector	19.34
99810 - Sales Clerk	14.33***
99820 - School Crossing Guard	13.13***
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	17.96
99832 - Surveying Technician	23.00
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	24.20
99842 - Vending Machine Repairer Helper	19.15

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5237
Revision No.: 27
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bell, Coryell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.54***
01012 - Accounting Clerk II		18.57
01013 - Accounting Clerk III		20.77
01020 - Administrative Assistant		28.76
01035 - Court Reporter		19.85

01041 - Customer Service Representative I 15.72***
01042 - Customer Service Representative II 17.15***
01043 - Customer Service Representative III 19.25
01051 - Data Entry Operator I 15.34***
01052 - Data Entry Operator II 16.74***
01060 - Dispatcher, Motor Vehicle 21.47
01070 - Document Preparation Clerk 15.81***
01090 - Duplicating Machine Operator 15.81***
01111 - General Clerk I 14.92***
01112 - General Clerk II 16.28***
01113 - General Clerk III 18.27
01120 - Housing Referral Assistant 22.13
01141 - Messenger Courier 13.98***
01191 - Order Clerk I 15.98***
01192 - Order Clerk II 17.44***
01261 - Personnel Assistant (Employment) I 18.66
01262 - Personnel Assistant (Employment) II 20.87
01263 - Personnel Assistant (Employment) III 23.27
01270 - Production Control Clerk 21.42
01290 - Rental Clerk 16.03***
01300 - Scheduler, Maintenance 17.75
01311 - Secretary I 17.75
01312 - Secretary II 19.85
01313 - Secretary III 22.13
01320 - Service Order Dispatcher 19.20
01410 - Supply Technician 28.76
01420 - Survey Worker 18.92
01460 - Switchboard Operator/Receptionist 15.14***
01531 - Travel Clerk I 15.72***
01532 - Travel Clerk II 16.92***
01533 - Travel Clerk III 17.93
01611 - Word Processor I 15.81***
01612 - Word Processor II 17.75
01613 - Word Processor III 19.85
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.58
05010 - Automotive Electrician 20.57
05040 - Automotive Glass Installer 19.23
05070 - Automotive Worker 19.23
05110 - Mobile Equipment Servicer 16.57***
05130 - Motor Equipment Metal Mechanic 21.90
05160 - Motor Equipment Metal Worker 19.23
05190 - Motor Vehicle Mechanic 21.90
05220 - Motor Vehicle Mechanic Helper 15.22***
05250 - Motor Vehicle Upholstery Worker 17.88
05280 - Motor Vehicle Wrecker 19.23
05310 - Painter, Automotive 20.57
05340 - Radiator Repair Specialist 19.23
05370 - Tire Repairer 16.91***
05400 - Transmission Repair Specialist 21.90
07000 - Food Preparation And Service Occupations
07010 - Baker 15.37***
07041 - Cook I 12.90***
07042 - Cook II 14.98***

07070 - Dishwasher 13.16***
07130 - Food Service Worker 13.76***
07210 - Meat Cutter 20.93
07260 - Waiter/Waitress 12.00***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.69
09040 - Furniture Handler 12.64***
09080 - Furniture Refinisher 20.69
09090 - Furniture Refinisher Helper 15.33***
09110 - Furniture Repairer, Minor 18.00
09130 - Upholsterer 20.69
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.02***
11060 - Elevator Operator 14.40***
11090 - Gardener 22.49
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.99***
11240 - Maid or Houseman 13.96***
11260 - Pruner 15.05***
11270 - Tractor Operator 20.66
11330 - Trail Maintenance Worker 16.99***
11360 - Window Cleaner 16.26***
12000 - Health Occupations
12010 - Ambulance Driver 17.31***
12011 - Breath Alcohol Technician 26.29
12012 - Certified Occupational Therapist Assistant 36.59
12015 - Certified Physical Therapist Assistant 35.39
12020 - Dental Assistant 19.51
12025 - Dental Hygienist 43.53
12030 - EKG Technician 31.12
12035 - Electroneurodiagnostic Technologist 31.12
12040 - Emergency Medical Technician 17.31***
12071 - Licensed Practical Nurse I 23.50
12072 - Licensed Practical Nurse II 26.29
12073 - Licensed Practical Nurse III 29.30
12100 - Medical Assistant 18.65
12130 - Medical Laboratory Technician 27.82
12160 - Medical Record Clerk 20.09
12190 - Medical Record Technician 22.47
12195 - Medical Transcriptionist 22.23
12210 - Nuclear Medicine Technologist 57.77
12221 - Nursing Assistant I 13.36***
12222 - Nursing Assistant II 15.04***
12223 - Nursing Assistant III 16.41***
12224 - Nursing Assistant IV 18.42
12235 - Optical Dispenser 17.09***
12236 - Optical Technician 23.50
12250 - Pharmacy Technician 22.49
12280 - Phlebotomist 17.73***
12305 - Radiologic Technologist 35.55
12311 - Registered Nurse I 27.43
12312 - Registered Nurse II 33.55
12313 - Registered Nurse II, Specialist 33.55

12314 - Registered Nurse III 40.59
12315 - Registered Nurse III, Anesthetist 40.59
12316 - Registered Nurse IV 48.66
12317 - Scheduler (Drug and Alcohol Testing) 32.56
12320 - Substance Abuse Treatment Counselor 23.57
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.36
13012 - Exhibits Specialist II 27.70
13013 - Exhibits Specialist III 33.89
13041 - Illustrator I 22.36
13042 - Illustrator II 27.70
13043 - Illustrator III 33.89
13047 - Librarian 30.68
13050 - Library Aide/Clerk 11.97***
13054 - Library Information Technology Systems Administrator 27.70
13058 - Library Technician 17.23***
13061 - Media Specialist I 19.99
13062 - Media Specialist II 22.36
13063 - Media Specialist III 24.94
13071 - Photographer I 17.27***
13072 - Photographer II 19.31
13073 - Photographer III 23.92
13074 - Photographer IV 29.26
13075 - Photographer V 35.41
13090 - Technical Order Library Clerk 15.49***
13110 - Video Teleconference Technician 19.99
14000 - Information Technology Occupations
14041 - Computer Operator I 19.44
14042 - Computer Operator II 21.75
14043 - Computer Operator III 24.22
14044 - Computer Operator IV 26.94
14045 - Computer Operator V 29.83
14071 - Computer Programmer I (see 1) 25.36
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.44
14160 - Personal Computer Support Technician 26.94
14170 - System Support Specialist 30.56
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.57
15020 - Aircrew Training Devices Instructor (Rated) 39.41
15030 - Air Crew Training Devices Instructor (Pilot) 47.25
15050 - Computer Based Training Specialist / Instructor 32.57
15060 - Educational Technologist 31.52
15070 - Flight Instructor (Pilot) 47.25
15080 - Graphic Artist 22.13
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 47.25
15086 - Maintenance Test Pilot, Rotary Wing 47.25
15088 - Non-Maintenance Test/Co-Pilot 47.25

15090 - Technical Instructor 25.71
15095 - Technical Instructor/Course Developer 31.44
15110 - Test Proctor 20.75
15120 - Tutor 20.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.35***
16030 - Counter Attendant 10.35***
16040 - Dry Cleaner 12.65***
16070 - Finisher, Flatwork, Machine 10.35***
16090 - Presser, Hand 10.35***
16110 - Presser, Machine, Drycleaning 10.35***
16130 - Presser, Machine, Shirts 10.35***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.35***
16190 - Sewing Machine Operator 13.46***
16220 - Tailor 14.34***
16250 - Washer, Machine 10.99***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.43
19040 - Tool And Die Maker 31.02
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.97
21030 - Material Coordinator 21.42
21040 - Material Expediter 21.42
21050 - Material Handling Laborer 17.08***
21071 - Order Filler 18.05
21080 - Production Line Worker (Food Processing) 20.97
21110 - Shipping Packer 19.37
21130 - Shipping/Receiving Clerk 19.37
21140 - Store Worker I 12.22***
21150 - Stock Clerk 17.48***
21210 - Tools And Parts Attendant 20.97
21410 - Warehouse Specialist 20.97
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.71
23019 - Aircraft Logs and Records Technician 28.20
23021 - Aircraft Mechanic I 34.54
23022 - Aircraft Mechanic II 36.71
23023 - Aircraft Mechanic III 38.96
23040 - Aircraft Mechanic Helper 24.00
23050 - Aircraft, Painter 32.43
23060 - Aircraft Servicer 28.20
23070 - Aircraft Survival Flight Equipment Technician 32.43
23080 - Aircraft Worker 30.33
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.33
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.54
23110 - Appliance Mechanic 24.43
23120 - Bicycle Repairer 19.68
23125 - Cable Splicer 34.07
23130 - Carpenter, Maintenance 21.32
23140 - Carpet Layer 22.84
23160 - Electrician, Maintenance 24.15
23181 - Electronics Technician Maintenance I 24.89

23182 - Electronics Technician Maintenance II 26.62
23183 - Electronics Technician Maintenance III 28.35
23260 - Fabric Worker 21.24
23290 - Fire Alarm System Mechanic 23.38
23310 - Fire Extinguisher Repairer 19.68
23311 - Fuel Distribution System Mechanic 22.81
23312 - Fuel Distribution System Operator 17.26***
23370 - General Maintenance Worker 20.45
23380 - Ground Support Equipment Mechanic 34.54
23381 - Ground Support Equipment Servicer 28.20
23382 - Ground Support Equipment Worker 30.33
23391 - Gunsmith I 19.68
23392 - Gunsmith II 22.84
23393 - Gunsmith III 26.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23.93
23430 - Heavy Equipment Mechanic 26.38
23440 - Heavy Equipment Operator 22.57
23460 - Instrument Mechanic 26.01
23465 - Laboratory/Shelter Mechanic 24.43
23470 - Laborer 17.08***
23510 - Locksmith 22.52
23530 - Machinery Maintenance Mechanic 27.86
23550 - Machinist, Maintenance 21.27
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 26.01
23592 - Metrology Technician II 27.64
23593 - Metrology Technician III 29.34
23640 - Millwright 26.01
23710 - Office Appliance Repairer 19.92
23760 - Painter, Maintenance 18.76
23790 - Pipefitter, Maintenance 25.42
23810 - Plumber, Maintenance 23.86
23820 - Pneudraulic Systems Mechanic 26.01
23850 - Rigger 26.01
23870 - Scale Mechanic 22.84
23890 - Sheet-Metal Worker, Maintenance 23.60
23910 - Small Engine Mechanic 20.96
23931 - Telecommunications Mechanic I 27.32
23932 - Telecommunications Mechanic II 32.26
23950 - Telephone Lineman 30.38
23960 - Welder, Combination, Maintenance 22.37
23965 - Well Driller 26.01
23970 - Woodcraft Worker 26.01
23980 - Woodworker 19.68
24000 - Personal Needs Occupations
24550 - Case Manager 23.82
24570 - Child Care Attendant 11.54***
24580 - Child Care Center Clerk 14.39***
24610 - Chore Aide 11.42***
24620 - Family Readiness And Support Services Coordinator 23.82

24630 - Homemaker 23.82
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.15
25040 - Sewage Plant Operator 21.53
25070 - Stationary Engineer 23.15
25190 - Ventilation Equipment Tender 16.09***
25210 - Water Treatment Plant Operator 21.53
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.69
27007 - Baggage Inspector 17.53***
27008 - Corrections Officer 24.53
27010 - Court Security Officer 26.28
27030 - Detection Dog Handler 19.61
27040 - Detention Officer 24.53
27070 - Firefighter 28.05
27101 - Guard I 17.53***
27102 - Guard II 19.61
27131 - Police Officer I 31.79
27132 - Police Officer II 35.33
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.03***
28042 - Carnival Equipment Repairer 16.37***
28043 - Carnival Worker 10.95***
28210 - Gate Attendant/Gate Tender 17.28***
28310 - Lifeguard 12.84***
28350 - Park Attendant (Aide) 19.33
28510 - Recreation Aide/Health Facility Attendant 14.11***
28515 - Recreation Specialist 23.95
28630 - Sports Official 15.40***
28690 - Swimming Pool Operator 19.00
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.84
29020 - Hatch Tender 22.84
29030 - Line Handler 22.84
29041 - Stevedore I 21.24
29042 - Stevedore II 24.43
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 19.45
30022 - Archeological Technician II 21.75
30023 - Archeological Technician III 26.95
30030 - Cartographic Technician 26.95
30040 - Civil Engineering Technician 28.11
30051 - Cryogenic Technician I 29.85
30052 - Cryogenic Technician II 32.97
30061 - Drafter/CAD Operator I 19.45
30062 - Drafter/CAD Operator II 21.75
30063 - Drafter/CAD Operator III 24.26
30064 - Drafter/CAD Operator IV 29.85
30081 - Engineering Technician I 17.18***
30082 - Engineering Technician II 19.28
30083 - Engineering Technician III 21.57

30084 - Engineering Technician IV 26.71
30085 - Engineering Technician V 32.67
30086 - Engineering Technician VI 39.53
30090 - Environmental Technician 26.95
30095 - Evidence Control Specialist 26.95
30210 - Laboratory Technician 25.05
30221 - Latent Fingerprint Technician I 29.85
30222 - Latent Fingerprint Technician II 32.97
30240 - Mathematical Technician 27.05
30361 - Paralegal/Legal Assistant I 23.56
30362 - Paralegal/Legal Assistant II 29.18
30363 - Paralegal/Legal Assistant III 35.69
30364 - Paralegal/Legal Assistant IV 43.18
30375 - Petroleum Supply Specialist 32.97
30390 - Photo-Optics Technician 26.95
30395 - Radiation Control Technician 32.97
30461 - Technical Writer I 25.32
30462 - Technical Writer II 30.96
30463 - Technical Writer III 37.45
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 29.85
30502 - Weather Forecaster II 36.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.26
30621 - Weather Observer, Senior (see 2) 26.95
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 13.38***
31030 - Bus Driver 19.10
31043 - Driver Courier 16.47***
31260 - Parking and Lot Attendant 12.00***
31290 - Shuttle Bus Driver 16.46***
31310 - Taxi Driver 12.38***
31361 - Truckdriver, Light 17.93
31362 - Truckdriver, Medium 19.35
31363 - Truckdriver, Heavy 24.62
31364 - Truckdriver, Tractor-Trailer 24.62
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.93***
99050 - Desk Clerk 13.40***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 14.11***
99252 - Laboratory Animal Caretaker II 15.35***
99260 - Marketing Analyst 33.10
99310 - Mortician 29.28
99410 - Pest Controller 20.53
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 21.83

99711 - Recycling Specialist	26.55
99730 - Refuse Collector	19.34
99810 - Sales Clerk	14.33***
99820 - School Crossing Guard	13.13***
99830 - Survey Party Chief	26.88
99831 - Surveying Aide	16.78***
99832 - Surveying Technician	23.00
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	24.20
99842 - Vending Machine Repairer Helper	19.15

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5239
Revision No.: 28
Date Of Last Revision: 05/29/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Webb

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.86***
01012 - Accounting Clerk II		18.92
01013 - Accounting Clerk III		21.16
01020 - Administrative Assistant		27.10
01035 - Court Reporter		18.93

01041 - Customer Service Representative I 15.46***
01042 - Customer Service Representative II 16.87***
01043 - Customer Service Representative III 18.93
01051 - Data Entry Operator I 14.59***
01052 - Data Entry Operator II 15.92***
01060 - Dispatcher, Motor Vehicle 18.63
01070 - Document Preparation Clerk 15.07***
01090 - Duplicating Machine Operator 15.07***
01111 - General Clerk I 14.87***
01112 - General Clerk II 16.23***
01113 - General Clerk III 18.21
01120 - Housing Referral Assistant 21.09
01141 - Messenger Courier 14.66***
01191 - Order Clerk I 15.19***
01192 - Order Clerk II 16.58***
01261 - Personnel Assistant (Employment) I 16.07***
01262 - Personnel Assistant (Employment) II 17.98
01263 - Personnel Assistant (Employment) III 20.03
01270 - Production Control Clerk 19.90
01290 - Rental Clerk 13.99***
01300 - Scheduler, Maintenance 16.92***
01311 - Secretary I 16.92***
01312 - Secretary II 18.93
01313 - Secretary III 21.09
01320 - Service Order Dispatcher 16.66***
01410 - Supply Technician 27.10
01420 - Survey Worker 18.93
01460 - Switchboard Operator/Receptionist 13.94***
01531 - Travel Clerk I 15.07***
01532 - Travel Clerk II 16.89***
01533 - Travel Clerk III 18.93
01611 - Word Processor I 15.07***
01612 - Word Processor II 16.92***
01613 - Word Processor III 18.93
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.10
05010 - Automotive Electrician 18.08
05040 - Automotive Glass Installer 16.88***
05070 - Automotive Worker 16.88***
05110 - Mobile Equipment Servicer 14.63***
05130 - Motor Equipment Metal Mechanic 19.20
05160 - Motor Equipment Metal Worker 16.88***
05190 - Motor Vehicle Mechanic 19.20
05220 - Motor Vehicle Mechanic Helper 13.61***
05250 - Motor Vehicle Upholstery Worker 15.75***
05280 - Motor Vehicle Wrecker 16.88***
05310 - Painter, Automotive 18.08
05340 - Radiator Repair Specialist 16.88***
05370 - Tire Repairer 15.77***
05400 - Transmission Repair Specialist 19.20
07000 - Food Preparation And Service Occupations
07010 - Baker 13.63***
07041 - Cook I 12.58***
07042 - Cook II 14.51***

07070 - Dishwasher 11.59***
07130 - Food Service Worker 12.51***
07210 - Meat Cutter 14.31***
07260 - Waiter/Waitress 11.97***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.18
09040 - Furniture Handler 13.46***
09080 - Furniture Refinisher 21.18
09090 - Furniture Refinisher Helper 15.94***
09110 - Furniture Repairer, Minor 18.46
09130 - Upholsterer 21.18
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.11***
11060 - Elevator Operator 12.88***
11090 - Gardener 19.06
11122 - Housekeeping Aide 12.88***
11150 - Janitor 12.88***
11210 - Laborer, Grounds Maintenance 14.98***
11240 - Maid or Houseman 12.05***
11260 - Pruner 13.63***
11270 - Tractor Operator 17.73***
11330 - Trail Maintenance Worker 14.98***
11360 - Window Cleaner 14.15***
12000 - Health Occupations
12010 - Ambulance Driver 18.98
12011 - Breath Alcohol Technician 23.77
12012 - Certified Occupational Therapist Assistant 35.69
12015 - Certified Physical Therapist Assistant 37.30
12020 - Dental Assistant 17.91
12025 - Dental Hygienist 45.25
12030 - EKG Technician 36.01
12035 - Electroneurodiagnostic Technologist 36.01
12040 - Emergency Medical Technician 18.98
12071 - Licensed Practical Nurse I 21.25
12072 - Licensed Practical Nurse II 23.77
12073 - Licensed Practical Nurse III 26.49
12100 - Medical Assistant 16.12***
12130 - Medical Laboratory Technician 22.33
12160 - Medical Record Clerk 15.82***
12190 - Medical Record Technician 17.70***
12195 - Medical Transcriptionist 21.25
12210 - Nuclear Medicine Technologist 52.23
12221 - Nursing Assistant I 14.44***
12222 - Nursing Assistant II 16.25***
12223 - Nursing Assistant III 17.73***
12224 - Nursing Assistant IV 19.90
12235 - Optical Dispenser 17.37***
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 19.12
12280 - Phlebotomist 17.07***
12305 - Radiologic Technologist 31.46
12311 - Registered Nurse I 29.23
12312 - Registered Nurse II 35.75
12313 - Registered Nurse II, Specialist 35.75

12314 - Registered Nurse III 43.24
12315 - Registered Nurse III, Anesthetist 43.24
12316 - Registered Nurse IV 51.84
12317 - Scheduler (Drug and Alcohol Testing) 29.44
12320 - Substance Abuse Treatment Counselor 31.49
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.03
13012 - Exhibits Specialist II 33.49
13013 - Exhibits Specialist III 40.97
13041 - Illustrator I 27.03
13042 - Illustrator II 33.49
13043 - Illustrator III 40.97
13047 - Librarian 37.09
13050 - Library Aide/Clerk 18.30
13054 - Library Information Technology Systems Administrator 33.49
13058 - Library Technician 15.02***
13061 - Media Specialist I 24.17
13062 - Media Specialist II 27.03
13063 - Media Specialist III 30.14
13071 - Photographer I 24.17
13072 - Photographer II 27.03
13073 - Photographer III 33.49
13074 - Photographer IV 40.97
13075 - Photographer V 49.56
13090 - Technical Order Library Clerk 18.10
13110 - Video Teleconference Technician 23.24
14000 - Information Technology Occupations
14041 - Computer Operator I 17.87
14042 - Computer Operator II 19.99
14043 - Computer Operator III 22.27
14044 - Computer Operator IV 24.76
14045 - Computer Operator V 27.42
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)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 17.87
14160 - Personal Computer Support Technician 24.76
14170 - System Support Specialist 27.75
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.80
15020 - Aircrew Training Devices Instructor (Rated) 40.90
15030 - Air Crew Training Devices Instructor (Pilot) 49.04
15050 - Computer Based Training Specialist / Instructor 33.80
15060 - Educational Technologist 39.33
15070 - Flight Instructor (Pilot) 49.04
15080 - Graphic Artist 18.86
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.04
15086 - Maintenance Test Pilot, Rotary Wing 49.04
15088 - Non-Maintenance Test/Co-Pilot 49.04

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 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.18
19040 - Tool And Die Maker 26.47
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 14.27***
21030 - Material Coordinator 19.90
21040 - Material Expediter 19.90
21050 - Material Handling Laborer 15.14***
21071 - Order Filler 16.60***
21080 - Production Line Worker (Food Processing) 14.27***
21110 - Shipping Packer 15.28***
21130 - Shipping/Receiving Clerk 15.28***
21140 - Store Worker I 13.73***
21150 - Stock Clerk 18.31
21210 - Tools And Parts Attendant 14.27***
21410 - Warehouse Specialist 14.27***
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 23.82
23019 - Aircraft Logs and Records Technician 18.46
23021 - Aircraft Mechanic I 22.50
23022 - Aircraft Mechanic II 23.82
23023 - Aircraft Mechanic III 25.09
23040 - Aircraft Mechanic Helper 15.94***
23050 - Aircraft, Painter 21.18
23060 - Aircraft Servicer 18.46
23070 - Aircraft Survival Flight Equipment Technician 21.18
23080 - Aircraft Worker 19.77
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 19.77
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 22.50
23110 - Appliance Mechanic 21.18
23120 - Bicycle Repairer 17.14***
23125 - Cable Splicer 23.37
23130 - Carpenter, Maintenance 20.71
23140 - Carpet Layer 19.77
23160 - Electrician, Maintenance 22.08
23181 - Electronics Technician Maintenance I 19.77

23182 - Electronics Technician Maintenance II 21.18
23183 - Electronics Technician Maintenance III 22.50
23260 - Fabric Worker 18.46
23290 - Fire Alarm System Mechanic 22.50
23310 - Fire Extinguisher Repairer 17.14***
23311 - Fuel Distribution System Mechanic 22.50
23312 - Fuel Distribution System Operator 17.14***
23370 - General Maintenance Worker 15.93***
23380 - Ground Support Equipment Mechanic 22.50
23381 - Ground Support Equipment Servicer 18.46
23382 - Ground Support Equipment Worker 19.77
23391 - Gunsmith I 17.14***
23392 - Gunsmith II 19.77
23393 - Gunsmith III 22.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic 21.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23.13
23430 - Heavy Equipment Mechanic 23.45
23440 - Heavy Equipment Operator 20.08
23460 - Instrument Mechanic 22.50
23465 - Laboratory/Shelter Mechanic 21.18
23470 - Laborer 15.14***
23510 - Locksmith 21.18
23530 - Machinery Maintenance Mechanic 24.56
23550 - Machinist, Maintenance 22.50
23580 - Maintenance Trades Helper 14.93***
23591 - Metrology Technician I 22.50
23592 - Metrology Technician II 23.82
23593 - Metrology Technician III 25.09
23640 - Millwright 22.50
23710 - Office Appliance Repairer 17.34***
23760 - Painter, Maintenance 19.43
23790 - Pipefitter, Maintenance 22.68
23810 - Plumber, Maintenance 21.35
23820 - Pneudraulic Systems Mechanic 22.50
23850 - Rigger 22.50
23870 - Scale Mechanic 19.77
23890 - Sheet-Metal Worker, Maintenance 22.50
23910 - Small Engine Mechanic 19.77
23931 - Telecommunications Mechanic I 24.10
23932 - Telecommunications Mechanic II 25.50
23950 - Telephone Lineman 28.97
23960 - Welder, Combination, Maintenance 20.18
23965 - Well Driller 22.50
23970 - Woodcraft Worker 22.50
23980 - Woodworker 17.14***
24000 - Personal Needs Occupations
24550 - Case Manager 19.07
24570 - Child Care Attendant 10.41***
24580 - Child Care Center Clerk 12.99***
24610 - Chore Aide 11.00***
24620 - Family Readiness And Support Services Coordinator 19.07

24630 - Homemaker 19.07
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.06
25040 - Sewage Plant Operator 20.77
25070 - Stationary Engineer 22.06
25190 - Ventilation Equipment Tender 15.63***
25210 - Water Treatment Plant Operator 20.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.16
27007 - Baggage Inspector 12.53***
27008 - Corrections Officer 21.91
27010 - Court Security Officer 24.87
27030 - Detection Dog Handler 14.73***
27040 - Detention Officer 21.91
27070 - Firefighter 28.10
27101 - Guard I 12.53***
27102 - Guard II 14.73***
27131 - Police Officer I 35.44
27132 - Police Officer II 39.38
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.77***
28042 - Carnival Equipment Repairer 16.95***
28043 - Carnival Worker 12.12***
28210 - Gate Attendant/Gate Tender 16.00***
28310 - Lifeguard 12.50***
28350 - Park Attendant (Aide) 17.89
28510 - Recreation Aide/Health Facility Attendant 13.06***
28515 - Recreation Specialist 22.16
28630 - Sports Official 14.25***
28690 - Swimming Pool Operator 19.56
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 19.77
29020 - Hatch Tender 19.77
29030 - Line Handler 19.77
29041 - Stevedore I 18.46
29042 - Stevedore II 21.18
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 47.86
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 33.00
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 36.34
30021 - Archeological Technician I 18.34
30022 - Archeological Technician II 20.51
30023 - Archeological Technician III 25.42
30030 - Cartographic Technician 25.42
30040 - Civil Engineering Technician 23.31
30051 - Cryogenic Technician I 28.15
30052 - Cryogenic Technician II 31.09
30061 - Drafter/CAD Operator I 18.34
30062 - Drafter/CAD Operator II 20.51
30063 - Drafter/CAD Operator III 22.87
30064 - Drafter/CAD Operator IV 28.15
30081 - Engineering Technician I 16.32***
30082 - Engineering Technician II 18.31
30083 - Engineering Technician III 20.48

30084 - Engineering Technician IV 25.38
30085 - Engineering Technician V 31.04
30086 - Engineering Technician VI 37.55
30090 - Environmental Technician 25.42
30095 - Evidence Control Specialist 25.42
30210 - Laboratory Technician 22.87
30221 - Latent Fingerprint Technician I 28.15
30222 - Latent Fingerprint Technician II 31.09
30240 - Mathematical Technician 25.42
30361 - Paralegal/Legal Assistant I 22.28
30362 - Paralegal/Legal Assistant II 27.60
30363 - Paralegal/Legal Assistant III 33.75
30364 - Paralegal/Legal Assistant IV 40.84
30375 - Petroleum Supply Specialist 31.09
30390 - Photo-Optics Technician 25.42
30395 - Radiation Control Technician 31.09
30461 - Technical Writer I 25.42
30462 - Technical Writer II 31.09
30463 - Technical Writer III 37.61
30491 - Unexploded Ordnance (UXO) Technician I 30.41
30492 - Unexploded Ordnance (UXO) Technician II 36.80
30493 - Unexploded Ordnance (UXO) Technician III 44.11
30494 - Unexploded (UXO) Safety Escort 30.41
30495 - Unexploded (UXO) Sweep Personnel 30.41
30501 - Weather Forecaster I 28.15
30502 - Weather Forecaster II 34.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 22.87
30621 - Weather Observer, Senior (see 2) 25.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 36.80
31020 - Bus Aide 14.98***
31030 - Bus Driver 20.53
31043 - Driver Courier 18.41
31260 - Parking and Lot Attendant 12.89***
31290 - Shuttle Bus Driver 18.04
31310 - Taxi Driver 11.32***
31361 - Truckdriver, Light 19.84
31362 - Truckdriver, Medium 21.39
31363 - Truckdriver, Heavy 23.92
31364 - Truckdriver, Tractor-Trailer 23.92
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.94
99030 - Cashier 12.32***
99050 - Desk Clerk 12.34***
99095 - Embalmer 30.41
99130 - Flight Follower 30.41
99251 - Laboratory Animal Caretaker I 19.85
99252 - Laboratory Animal Caretaker II 21.34
99260 - Marketing Analyst 29.89
99310 - Mortician 30.41
99410 - Pest Controller 20.82
99510 - Photofinishing Worker 15.98***
99710 - Recycling Laborer 20.19

99711 - Recycling Specialist	23.88
99730 - Refuse Collector	18.36
99810 - Sales Clerk	12.65***
99820 - School Crossing Guard	15.26***
99830 - Survey Party Chief	23.47
99831 - Surveying Aide	15.97***
99832 - Surveying Technician	19.64
99840 - Vending Machine Attendant	19.85
99841 - Vending Machine Repairer	24.62
99842 - Vending Machine Repairer Helper	19.85

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5241
Revision No.: 26
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Gregg, Rusk, Upshur

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.42***
01012 - Accounting Clerk II		18.43
01013 - Accounting Clerk III		20.62
01020 - Administrative Assistant		30.47
01035 - Court Reporter		20.84

01041 - Customer Service Representative I 15.25***
01042 - Customer Service Representative II 16.64***
01043 - Customer Service Representative III 18.67
01051 - Data Entry Operator I 16.02***
01052 - Data Entry Operator II 17.48***
01060 - Dispatcher, Motor Vehicle 22.56
01070 - Document Preparation Clerk 16.60***
01090 - Duplicating Machine Operator 16.60***
01111 - General Clerk I 15.50***
01112 - General Clerk II 16.91***
01113 - General Clerk III 18.98
01120 - Housing Referral Assistant 23.22
01141 - Messenger Courier 17.00***
01191 - Order Clerk I 16.49***
01192 - Order Clerk II 18.00
01261 - Personnel Assistant (Employment) I 19.02
01262 - Personnel Assistant (Employment) II 21.28
01263 - Personnel Assistant (Employment) III 23.71
01270 - Production Control Clerk 23.23
01290 - Rental Clerk 17.33***
01300 - Scheduler, Maintenance 18.63
01311 - Secretary I 18.63
01312 - Secretary II 20.84
01313 - Secretary III 23.22
01320 - Service Order Dispatcher 20.17
01410 - Supply Technician 30.47
01420 - Survey Worker 18.69
01460 - Switchboard Operator/Receptionist 14.95***
01531 - Travel Clerk I 16.34***
01532 - Travel Clerk II 17.52***
01533 - Travel Clerk III 19.97
01611 - Word Processor I 16.60***
01612 - Word Processor II 18.63
01613 - Word Processor III 20.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.79
05010 - Automotive Electrician 26.68
05040 - Automotive Glass Installer 25.16
05070 - Automotive Worker 25.16
05110 - Mobile Equipment Servicer 21.87
05130 - Motor Equipment Metal Mechanic 28.25
05160 - Motor Equipment Metal Worker 25.16
05190 - Motor Vehicle Mechanic 28.25
05220 - Motor Vehicle Mechanic Helper 20.03
05250 - Motor Vehicle Upholstery Worker 23.53
05280 - Motor Vehicle Wrecker 25.16
05310 - Painter, Automotive 26.68
05340 - Radiator Repair Specialist 25.16
05370 - Tire Repairer 17.46***
05400 - Transmission Repair Specialist 28.25
07000 - Food Preparation And Service Occupations
07010 - Baker 14.23***
07041 - Cook I 13.77***
07042 - Cook II 15.85***

07070 - Dishwasher 12.38***
07130 - Food Service Worker 11.99***
07210 - Meat Cutter 14.50***
07260 - Waiter/Waitress 11.01***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.26
09040 - Furniture Handler 13.14***
09080 - Furniture Refinisher 21.26
09090 - Furniture Refinisher Helper 15.96***
09110 - Furniture Repairer, Minor 18.76
09130 - Upholsterer 21.26
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.31***
11060 - Elevator Operator 14.36***
11090 - Gardener 21.45
11122 - Housekeeping Aide 14.32***
11150 - Janitor 14.32***
11210 - Laborer, Grounds Maintenance 16.16***
11240 - Maid or Houseman 12.63***
11260 - Pruner 14.28***
11270 - Tractor Operator 19.64
11330 - Trail Maintenance Worker 16.16***
11360 - Window Cleaner 16.23***
12000 - Health Occupations
12010 - Ambulance Driver 15.44***
12011 - Breath Alcohol Technician 24.32
12012 - Certified Occupational Therapist Assistant 35.36
12015 - Certified Physical Therapist Assistant 36.26
12020 - Dental Assistant 17.64***
12025 - Dental Hygienist 40.11
12030 - EKG Technician 34.54
12035 - Electroneurodiagnostic Technologist 34.54
12040 - Emergency Medical Technician 15.44***
12071 - Licensed Practical Nurse I 21.75
12072 - Licensed Practical Nurse II 24.32
12073 - Licensed Practical Nurse III 27.13
12100 - Medical Assistant 17.33***
12130 - Medical Laboratory Technician 23.51
12160 - Medical Record Clerk 19.95
12190 - Medical Record Technician 22.31
12195 - Medical Transcriptionist 21.75
12210 - Nuclear Medicine Technologist 53.46
12221 - Nursing Assistant I 13.16***
12222 - Nursing Assistant II 14.81***
12223 - Nursing Assistant III 16.16***
12224 - Nursing Assistant IV 18.14
12235 - Optical Dispenser 20.89
12236 - Optical Technician 21.75
12250 - Pharmacy Technician 18.34
12280 - Phlebotomist 17.51***
12305 - Radiologic Technologist 35.62
12311 - Registered Nurse I 26.46
12312 - Registered Nurse II 32.36
12313 - Registered Nurse II, Specialist 32.36

12314 - Registered Nurse III 39.15
12315 - Registered Nurse III, Anesthetist 39.15
12316 - Registered Nurse IV 46.94
12317 - Scheduler (Drug and Alcohol Testing) 30.14
12320 - Substance Abuse Treatment Counselor 21.67
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.36
13012 - Exhibits Specialist II 25.22
13013 - Exhibits Specialist III 30.84
13041 - Illustrator I 20.36
13042 - Illustrator II 25.22
13043 - Illustrator III 30.84
13047 - Librarian 27.93
13050 - Library Aide/Clerk 15.09***
13054 - Library Information Technology Systems Administrator 25.22
13058 - Library Technician 19.72
13061 - Media Specialist I 18.20
13062 - Media Specialist II 20.36
13063 - Media Specialist III 22.69
13071 - Photographer I 18.20
13072 - Photographer II 20.36
13073 - Photographer III 25.22
13074 - Photographer IV 30.84
13075 - Photographer V 37.31
13090 - Technical Order Library Clerk 20.36
13110 - Video Teleconference Technician 18.20
14000 - Information Technology Occupations
14041 - Computer Operator I 20.53
14042 - Computer Operator II 22.96
14043 - Computer Operator III 25.59
14044 - Computer Operator IV 28.44
14045 - Computer Operator V 31.50
14071 - Computer Programmer I (see 1) 21.20
14072 - Computer Programmer II (see 1) 26.28
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 20.53
14160 - Personal Computer Support Technician 28.44
14170 - System Support Specialist 31.50
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 30.15
15020 - Aircrew Training Devices Instructor (Rated) 36.47
15030 - Air Crew Training Devices Instructor (Pilot) 43.71
15050 - Computer Based Training Specialist / Instructor 30.15
15060 - Educational Technologist 37.69
15070 - Flight Instructor (Pilot) 43.71
15080 - Graphic Artist 24.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 43.71
15086 - Maintenance Test Pilot, Rotary Wing 43.71
15088 - Non-Maintenance Test/Co-Pilot 43.71

15090 - Technical Instructor 24.35
15095 - Technical Instructor/Course Developer 29.79
15110 - Test Proctor 19.66
15120 - Tutor 19.66
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.33***
16030 - Counter Attendant 11.33***
16040 - Dry Cleaner 13.41***
16070 - Finisher, Flatwork, Machine 11.33***
16090 - Presser, Hand 11.33***
16110 - Presser, Machine, Drycleaning 11.33***
16130 - Presser, Machine, Shirts 11.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.33***
16190 - Sewing Machine Operator 14.21***
16220 - Tailor 14.98***
16250 - Washer, Machine 11.97***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.94
19040 - Tool And Die Maker 28.20
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 23.23
21040 - Material Expediter 23.23
21050 - Material Handling Laborer 16.82***
21071 - Order Filler 16.39***
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 17.89
21130 - Shipping/Receiving Clerk 17.89
21140 - Store Worker I 14.01***
21150 - Stock Clerk 19.91
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.85
23019 - Aircraft Logs and Records Technician 23.54
23021 - Aircraft Mechanic I 28.39
23022 - Aircraft Mechanic II 29.85
23023 - Aircraft Mechanic III 31.34
23040 - Aircraft Mechanic Helper 20.04
23050 - Aircraft, Painter 26.69
23060 - Aircraft Servicer 23.54
23070 - Aircraft Survival Flight Equipment Technician 26.69
23080 - Aircraft Worker 25.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.39
23110 - Appliance Mechanic 22.94
23120 - Bicycle Repairer 20.38
23125 - Cable Splicer 35.84
23130 - Carpenter, Maintenance 24.04
23140 - Carpet Layer 23.46
23160 - Electrician, Maintenance 23.38
23181 - Electronics Technician Maintenance I 32.75

23182 - Electronics Technician Maintenance II 34.69
23183 - Electronics Technician Maintenance III 36.92
23260 - Fabric Worker 21.93
23290 - Fire Alarm System Mechanic 23.98
23310 - Fire Extinguisher Repairer 20.38
23311 - Fuel Distribution System Mechanic 24.84
23312 - Fuel Distribution System Operator 20.44
23370 - General Maintenance Worker 19.25
23380 - Ground Support Equipment Mechanic 28.39
23381 - Ground Support Equipment Servicer 23.54
23382 - Ground Support Equipment Worker 25.18
23391 - Gunsmith I 20.38
23392 - Gunsmith II 23.46
23393 - Gunsmith III 26.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.45
23430 - Heavy Equipment Mechanic 29.11
23440 - Heavy Equipment Operator 21.66
23460 - Instrument Mechanic 26.44
23465 - Laboratory/Shelter Mechanic 24.85
23470 - Laborer 16.82***
23510 - Locksmith 24.85
23530 - Machinery Maintenance Mechanic 27.30
23550 - Machinist, Maintenance 24.03
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 26.44
23592 - Metrology Technician II 27.80
23593 - Metrology Technician III 29.18
23640 - Millwright 26.73
23710 - Office Appliance Repairer 23.05
23760 - Painter, Maintenance 22.68
23790 - Pipefitter, Maintenance 27.70
23810 - Plumber, Maintenance 26.16
23820 - Pneudraulic Systems Mechanic 26.44
23850 - Rigger 22.95
23870 - Scale Mechanic 23.46
23890 - Sheet-Metal Worker, Maintenance 25.63
23910 - Small Engine Mechanic 23.46
23931 - Telecommunications Mechanic I 27.83
23932 - Telecommunications Mechanic II 29.25
23950 - Telephone Lineman 31.61
23960 - Welder, Combination, Maintenance 24.66
23965 - Well Driller 26.44
23970 - Woodcraft Worker 26.44
23980 - Woodworker 20.38
24000 - Personal Needs Occupations
24550 - Case Manager 20.00
24570 - Child Care Attendant 10.91***
24580 - Child Care Center Clerk 13.60***
24610 - Chore Aide 11.11***
24620 - Family Readiness And Support Services Coordinator 20.00

24630 - Homemaker 20.00
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.00
25040 - Sewage Plant Operator 21.33
25070 - Stationary Engineer 23.71
25190 - Ventilation Equipment Tender 16.02***
25210 - Water Treatment Plant Operator 21.33
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.11
27007 - Baggage Inspector 14.39***
27008 - Corrections Officer 27.86
27010 - Court Security Officer 29.79
27030 - Detection Dog Handler 16.10***
27040 - Detention Officer 27.86
27070 - Firefighter 31.13
27101 - Guard I 14.39***
27102 - Guard II 16.10***
27131 - Police Officer I 28.22
27132 - Police Officer II 31.35
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.83***
28042 - Carnival Equipment Repairer 17.29***
28043 - Carnival Worker 11.51***
28210 - Gate Attendant/Gate Tender 17.78
28310 - Lifeguard 15.84***
28350 - Park Attendant (Aide) 19.89
28510 - Recreation Aide/Health Facility Attendant 14.52***
28515 - Recreation Specialist 24.64
28630 - Sports Official 15.84***
28690 - Swimming Pool Operator 19.91
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.08
29020 - Hatch Tender 30.08
29030 - Line Handler 30.08
29041 - Stevedore I 28.12
29042 - Stevedore II 31.86
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 19.65
30022 - Archeological Technician II 21.98
30023 - Archeological Technician III 27.23
30030 - Cartographic Technician 27.23
30040 - Civil Engineering Technician 30.17
30051 - Cryogenic Technician I 30.16
30052 - Cryogenic Technician II 33.30
30061 - Drafter/CAD Operator I 19.65
30062 - Drafter/CAD Operator II 21.98
30063 - Drafter/CAD Operator III 24.50
30064 - Drafter/CAD Operator IV 30.16
30081 - Engineering Technician I 17.18***
30082 - Engineering Technician II 19.29
30083 - Engineering Technician III 21.57

30084 - Engineering Technician IV 26.72
30085 - Engineering Technician V 32.68
30086 - Engineering Technician VI 39.54
30090 - Environmental Technician 25.56
30095 - Evidence Control Specialist 27.23
30210 - Laboratory Technician 28.64
30221 - Latent Fingerprint Technician I 30.16
30222 - Latent Fingerprint Technician II 33.30
30240 - Mathematical Technician 27.23
30361 - Paralegal/Legal Assistant I 22.42
30362 - Paralegal/Legal Assistant II 27.78
30363 - Paralegal/Legal Assistant III 33.98
30364 - Paralegal/Legal Assistant IV 41.11
30375 - Petroleum Supply Specialist 33.30
30390 - Photo-Optics Technician 27.23
30395 - Radiation Control Technician 33.30
30461 - Technical Writer I 27.23
30462 - Technical Writer II 33.30
30463 - Technical Writer III 40.29
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 30.16
30502 - Weather Forecaster II 36.68
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.50
30621 - Weather Observer, Senior (see 2) 27.23
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 13.55***
31030 - Bus Driver 19.36
31043 - Driver Courier 16.47***
31260 - Parking and Lot Attendant 11.97***
31290 - Shuttle Bus Driver 15.97***
31310 - Taxi Driver 13.54***
31361 - Truckdriver, Light 17.99
31362 - Truckdriver, Medium 19.36
31363 - Truckdriver, Heavy 23.61
31364 - Truckdriver, Tractor-Trailer 23.61
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.26***
99050 - Desk Clerk 13.02***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 17.49***
99252 - Laboratory Animal Caretaker II 18.32
99260 - Marketing Analyst 28.09
99310 - Mortician 29.28
99410 - Pest Controller 20.49
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 18.78

99711 - Recycling Specialist	22.83
99730 - Refuse Collector	16.59***
99810 - Sales Clerk	13.72***
99820 - School Crossing Guard	15.84***
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	15.05***
99832 - Surveying Technician	20.63
99840 - Vending Machine Attendant	21.79
99841 - Vending Machine Repairer	27.40
99842 - Vending Machine Repairer Helper	21.79

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5243
Revision No.: 26
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Crosby, Lubbock, Lynn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.54***
01012 - Accounting Clerk II		18.57
01013 - Accounting Clerk III		20.77
01020 - Administrative Assistant		30.28
01035 - Court Reporter		20.96

01041 - Customer Service Representative I 14.52***
01042 - Customer Service Representative II 15.84***
01043 - Customer Service Representative III 17.79
01051 - Data Entry Operator I 14.81***
01052 - Data Entry Operator II 16.16***
01060 - Dispatcher, Motor Vehicle 19.39
01070 - Document Preparation Clerk 16.70***
01090 - Duplicating Machine Operator 16.70***
01111 - General Clerk I 14.62***
01112 - General Clerk II 16.25***
01113 - General Clerk III 17.91
01120 - Housing Referral Assistant 23.36
01141 - Messenger Courier 17.02***
01191 - Order Clerk I 15.60***
01192 - Order Clerk II 17.02***
01261 - Personnel Assistant (Employment) I 18.50
01262 - Personnel Assistant (Employment) II 20.69
01263 - Personnel Assistant (Employment) III 23.06
01270 - Production Control Clerk 22.36
01290 - Rental Clerk 15.53***
01300 - Scheduler, Maintenance 18.74
01311 - Secretary I 18.74
01312 - Secretary II 20.96
01313 - Secretary III 23.36
01320 - Service Order Dispatcher 17.33***
01410 - Supply Technician 30.28
01420 - Survey Worker 18.37
01460 - Switchboard Operator/Receptionist 14.39***
01531 - Travel Clerk I 15.41***
01532 - Travel Clerk II 16.67***
01533 - Travel Clerk III 17.83
01611 - Word Processor I 16.70***
01612 - Word Processor II 18.74
01613 - Word Processor III 20.96
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.32
05010 - Automotive Electrician 21.04
05040 - Automotive Glass Installer 19.65
05070 - Automotive Worker 19.65
05110 - Mobile Equipment Servicer 16.94***
05130 - Motor Equipment Metal Mechanic 22.50
05160 - Motor Equipment Metal Worker 19.65
05190 - Motor Vehicle Mechanic 22.50
05220 - Motor Vehicle Mechanic Helper 15.64***
05250 - Motor Vehicle Upholstery Worker 18.24
05280 - Motor Vehicle Wrecker 19.65
05310 - Painter, Automotive 21.04
05340 - Radiator Repair Specialist 19.65
05370 - Tire Repairer 15.05***
05400 - Transmission Repair Specialist 22.50
07000 - Food Preparation And Service Occupations
07010 - Baker 15.06***
07041 - Cook I 14.64***
07042 - Cook II 16.98***

07070 - Dishwasher 13.22***
07130 - Food Service Worker 13.47***
07210 - Meat Cutter 17.37***
07260 - Waiter/Waitress 12.09***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.92
09040 - Furniture Handler 13.04***
09080 - Furniture Refinisher 20.92
09090 - Furniture Refinisher Helper 15.68***
09110 - Furniture Repairer, Minor 18.29
09130 - Upholsterer 20.92
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.78***
11060 - Elevator Operator 14.25***
11090 - Gardener 20.65
11122 - Housekeeping Aide 14.25***
11150 - Janitor 14.25***
11210 - Laborer, Grounds Maintenance 15.70***
11240 - Maid or Houseman 13.44***
11260 - Pruner 14.43***
11270 - Tractor Operator 19.06
11330 - Trail Maintenance Worker 15.70***
11360 - Window Cleaner 15.50***
12000 - Health Occupations
12010 - Ambulance Driver 17.82
12011 - Breath Alcohol Technician 24.52
12012 - Certified Occupational Therapist Assistant 38.37
12015 - Certified Physical Therapist Assistant 35.95
12020 - Dental Assistant 17.77
12025 - Dental Hygienist 39.93
12030 - EKG Technician 30.71
12035 - Electroneurodiagnostic Technologist 30.71
12040 - Emergency Medical Technician 17.82
12071 - Licensed Practical Nurse I 21.92
12072 - Licensed Practical Nurse II 24.52
12073 - Licensed Practical Nurse III 27.33
12100 - Medical Assistant 17.35***
12130 - Medical Laboratory Technician 28.35
12160 - Medical Record Clerk 18.03
12190 - Medical Record Technician 20.16
12195 - Medical Transcriptionist 19.16
12210 - Nuclear Medicine Technologist 53.89
12221 - Nursing Assistant I 13.67***
12222 - Nursing Assistant II 15.38***
12223 - Nursing Assistant III 16.78***
12224 - Nursing Assistant IV 18.84
12235 - Optical Dispenser 16.85***
12236 - Optical Technician 21.92
12250 - Pharmacy Technician 18.33
12280 - Phlebotomist 17.15***
12305 - Radiologic Technologist 30.18
12311 - Registered Nurse I 25.57
12312 - Registered Nurse II 31.27
12313 - Registered Nurse II, Specialist 31.27

12314 - Registered Nurse III 37.84
12315 - Registered Nurse III, Anesthetist 37.84
12316 - Registered Nurse IV 45.37
12317 - Scheduler (Drug and Alcohol Testing) 30.37
12320 - Substance Abuse Treatment Counselor 22.83
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.42
13012 - Exhibits Specialist II 26.55
13013 - Exhibits Specialist III 32.47
13041 - Illustrator I 21.42
13042 - Illustrator II 26.55
13043 - Illustrator III 32.47
13047 - Librarian 29.40
13050 - Library Aide/Clerk 13.98***
13054 - Library Information Technology Systems Administrator 26.55
13058 - Library Technician 19.65
13061 - Media Specialist I 19.16
13062 - Media Specialist II 21.42
13063 - Media Specialist III 23.88
13071 - Photographer I 18.67
13072 - Photographer II 20.88
13073 - Photographer III 25.87
13074 - Photographer IV 31.65
13075 - Photographer V 38.29
13090 - Technical Order Library Clerk 17.56***
13110 - Video Teleconference Technician 20.34
14000 - Information Technology Occupations
14041 - Computer Operator I 20.57
14042 - Computer Operator II 23.00
14043 - Computer Operator III 25.65
14044 - Computer Operator IV 28.51
14045 - Computer Operator V 31.57
14071 - Computer Programmer I (see 1) 22.18
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 20.57
14160 - Personal Computer Support Technician 28.51
14170 - System Support Specialist 31.57
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.64
15020 - Aircrew Training Devices Instructor (Rated) 40.70
15030 - Air Crew Training Devices Instructor (Pilot) 48.80
15050 - Computer Based Training Specialist / Instructor 33.64
15060 - Educational Technologist 29.19
15070 - Flight Instructor (Pilot) 48.80
15080 - Graphic Artist 21.09
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.80
15086 - Maintenance Test Pilot, Rotary Wing 48.80
15088 - Non-Maintenance Test/Co-Pilot 48.80

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 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.84***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.74***
16220 - Tailor 14.65***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.88
19040 - Tool And Die Maker 28.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.73
21030 - Material Coordinator 22.36
21040 - Material Expediter 22.36
21050 - Material Handling Laborer 16.06***
21071 - Order Filler 16.61***
21080 - Production Line Worker (Food Processing) 18.73
21110 - Shipping Packer 17.03***
21130 - Shipping/Receiving Clerk 17.03***
21140 - Store Worker I 13.71***
21150 - Stock Clerk 17.39***
21210 - Tools And Parts Attendant 18.73
21410 - Warehouse Specialist 18.73
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.57
23019 - Aircraft Logs and Records Technician 24.86
23021 - Aircraft Mechanic I 30.64
23022 - Aircraft Mechanic II 32.57
23023 - Aircraft Mechanic III 34.45
23040 - Aircraft Mechanic Helper 21.32
23050 - Aircraft, Painter 28.66
23060 - Aircraft Servicer 24.86
23070 - Aircraft Survival Flight Equipment Technician 28.66
23080 - Aircraft Worker 26.71
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.64
23110 - Appliance Mechanic 24.82
23120 - Bicycle Repairer 18.42
23125 - Cable Splicer 36.36
23130 - Carpenter, Maintenance 20.92
23140 - Carpet Layer 21.36
23160 - Electrician, Maintenance 22.78
23181 - Electronics Technician Maintenance I 26.17

23182 - Electronics Technician Maintenance II 28.02
23183 - Electronics Technician Maintenance III 29.95
23260 - Fabric Worker 19.84
23290 - Fire Alarm System Mechanic 22.51
23310 - Fire Extinguisher Repairer 18.42
23311 - Fuel Distribution System Mechanic 25.98
23312 - Fuel Distribution System Operator 20.04
23370 - General Maintenance Worker 18.66
23380 - Ground Support Equipment Mechanic 30.64
23381 - Ground Support Equipment Servicer 24.86
23382 - Ground Support Equipment Worker 26.71
23391 - Gunsmith I 18.42
23392 - Gunsmith II 21.36
23393 - Gunsmith III 24.47
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.92
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 26.50
23430 - Heavy Equipment Mechanic 26.58
23440 - Heavy Equipment Operator 22.01
23460 - Instrument Mechanic 24.47
23465 - Laboratory/Shelter Mechanic 22.88
23470 - Laborer 16.06***
23510 - Locksmith 22.09
23530 - Machinery Maintenance Mechanic 26.88
23550 - Machinist, Maintenance 22.57
23580 - Maintenance Trades Helper 15.56***
23591 - Metrology Technician I 24.47
23592 - Metrology Technician II 26.01
23593 - Metrology Technician III 27.50
23640 - Millwright 24.47
23710 - Office Appliance Repairer 18.66
23760 - Painter, Maintenance 17.88
23790 - Pipefitter, Maintenance 25.47
23810 - Plumber, Maintenance 23.82
23820 - Pneudraulic Systems Mechanic 24.47
23850 - Rigger 24.47
23870 - Scale Mechanic 21.36
23890 - Sheet-Metal Worker, Maintenance 22.86
23910 - Small Engine Mechanic 19.36
23931 - Telecommunications Mechanic I 28.71
23932 - Telecommunications Mechanic II 30.52
23950 - Telephone Lineman 28.38
23960 - Welder, Combination, Maintenance 21.71
23965 - Well Driller 24.47
23970 - Woodcraft Worker 24.47
23980 - Woodworker 18.42
24000 - Personal Needs Occupations
24550 - Case Manager 18.69
24570 - Child Care Attendant 12.32***
24580 - Child Care Center Clerk 15.37***
24610 - Chore Aide 11.32***
24620 - Family Readiness And Support Services Coordinator 18.69

24630 - Homemaker 18.69
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.54
25040 - Sewage Plant Operator 21.62
25070 - Stationary Engineer 23.54
25190 - Ventilation Equipment Tender 16.36***
25210 - Water Treatment Plant Operator 21.62
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.70
27007 - Baggage Inspector 15.27***
27008 - Corrections Officer 24.60
27010 - Court Security Officer 26.86
27030 - Detection Dog Handler 17.08***
27040 - Detention Officer 24.60
27070 - Firefighter 27.35
27101 - Guard I 15.27***
27102 - Guard II 17.08***
27131 - Police Officer I 32.99
27132 - Police Officer II 36.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.96***
28042 - Carnival Equipment Repairer 16.21***
28043 - Carnival Worker 11.33***
28210 - Gate Attendant/Gate Tender 16.01***
28310 - Lifeguard 13.17***
28350 - Park Attendant (Aide) 17.91
28510 - Recreation Aide/Health Facility Attendant 13.07***
28515 - Recreation Specialist 22.18
28630 - Sports Official 14.26***
28690 - Swimming Pool Operator 18.80
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.24
29020 - Hatch Tender 29.24
29030 - Line Handler 29.24
29041 - Stevedore I 27.15
29042 - Stevedore II 31.31
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 18.76
30022 - Archeological Technician II 20.98
30023 - Archeological Technician III 26.00
30030 - Cartographic Technician 26.00
30040 - Civil Engineering Technician 24.13
30051 - Cryogenic Technician I 28.79
30052 - Cryogenic Technician II 31.80
30061 - Drafter/CAD Operator I 18.76
30062 - Drafter/CAD Operator II 20.98
30063 - Drafter/CAD Operator III 23.39
30064 - Drafter/CAD Operator IV 28.79
30081 - Engineering Technician I 16.58***
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 38.14
30090 - Environmental Technician 26.41
30095 - Evidence Control Specialist 26.00
30210 - Laboratory Technician 25.73
30221 - Latent Fingerprint Technician I 28.79
30222 - Latent Fingerprint Technician II 31.80
30240 - Mathematical Technician 26.00
30361 - Paralegal/Legal Assistant I 21.69
30362 - Paralegal/Legal Assistant II 26.87
30363 - Paralegal/Legal Assistant III 32.86
30364 - Paralegal/Legal Assistant IV 39.75
30375 - Petroleum Supply Specialist 31.80
30390 - Photo-Optics Technician 26.00
30395 - Radiation Control Technician 31.80
30461 - Technical Writer I 26.00
30462 - Technical Writer II 31.80
30463 - Technical Writer III 38.47
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 28.79
30502 - Weather Forecaster II 35.02
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.39
30621 - Weather Observer, Senior (see 2) 26.00
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 13.69***
31030 - Bus Driver 19.38
31043 - Driver Courier 16.62***
31260 - Parking and Lot Attendant 14.15***
31290 - Shuttle Bus Driver 16.59***
31310 - Taxi Driver 13.95***
31361 - Truckdriver, Light 18.00
31362 - Truckdriver, Medium 19.38
31363 - Truckdriver, Heavy 23.18
31364 - Truckdriver, Tractor-Trailer 23.18
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.45***
99050 - Desk Clerk 13.16***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 19.07
99252 - Laboratory Animal Caretaker II 20.66
99260 - Marketing Analyst 32.06
99310 - Mortician 29.28
99410 - Pest Controller 20.39
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 20.15

99711 - Recycling Specialist	24.46
99730 - Refuse Collector	18.52
99810 - Sales Clerk	13.63***
99820 - School Crossing Guard	13.46***
99830 - Survey Party Chief	22.50
99831 - Surveying Aide	15.66***
99832 - Surveying Technician	21.49
99840 - Vending Machine Attendant	19.07
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	19.07

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5245
Revision No.: 26
Date Of Last Revision: 05/29/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Hidalgo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.32***
01012 - Accounting Clerk II		18.31
01013 - Accounting Clerk III		20.48
01020 - Administrative Assistant		27.21
01035 - Court Reporter		20.31

01041 - Customer Service Representative I 14.37***
01042 - Customer Service Representative II 15.67***
01043 - Customer Service Representative III 17.59***
01051 - Data Entry Operator I 15.00***
01052 - Data Entry Operator II 16.37***
01060 - Dispatcher, Motor Vehicle 19.16
01070 - Document Preparation Clerk 15.94***
01090 - Duplicating Machine Operator 15.94***
01111 - General Clerk I 15.11***
01112 - General Clerk II 16.49***
01113 - General Clerk III 18.51
01120 - Housing Referral Assistant 22.64
01141 - Messenger Courier 14.80***
01191 - Order Clerk I 15.01***
01192 - Order Clerk II 16.38***
01261 - Personnel Assistant (Employment) I 17.76
01262 - Personnel Assistant (Employment) II 19.87
01263 - Personnel Assistant (Employment) III 22.15
01270 - Production Control Clerk 18.83
01290 - Rental Clerk 14.38***
01300 - Scheduler, Maintenance 18.16
01311 - Secretary I 18.16
01312 - Secretary II 20.31
01313 - Secretary III 22.64
01320 - Service Order Dispatcher 17.13***
01410 - Supply Technician 27.21
01420 - Survey Worker 17.40***
01460 - Switchboard Operator/Receptionist 13.87***
01531 - Travel Clerk I 15.37***
01532 - Travel Clerk II 16.89***
01533 - Travel Clerk III 19.95
01611 - Word Processor I 16.18***
01612 - Word Processor II 18.16
01613 - Word Processor III 20.31
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.21
05010 - Automotive Electrician 19.10
05040 - Automotive Glass Installer 18.16
05070 - Automotive Worker 18.16
05110 - Mobile Equipment Servicer 16.23***
05130 - Motor Equipment Metal Mechanic 19.96
05160 - Motor Equipment Metal Worker 18.16
05190 - Motor Vehicle Mechanic 19.96
05220 - Motor Vehicle Mechanic Helper 15.20***
05250 - Motor Vehicle Upholstery Worker 17.17***
05280 - Motor Vehicle Wrecker 18.16
05310 - Painter, Automotive 19.10
05340 - Radiator Repair Specialist 18.16
05370 - Tire Repairer 14.77***
05400 - Transmission Repair Specialist 19.96
07000 - Food Preparation And Service Occupations
07010 - Baker 13.13***
07041 - Cook I 14.38***
07042 - Cook II 16.08***

07070 - Dishwasher 11.66***
07130 - Food Service Worker 12.29***
07210 - Meat Cutter 15.62***
07260 - Waiter/Waitress 10.76***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.67***
09040 - Furniture Handler 11.85***
09080 - Furniture Refinisher 17.67***
09090 - Furniture Refinisher Helper 14.06***
09110 - Furniture Repairer, Minor 15.88***
09130 - Upholsterer 17.60***
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 11.32***
11060 - Elevator Operator 14.20***
11090 - Gardener 18.41
11122 - Housekeeping Aide 14.20***
11150 - Janitor 14.20***
11210 - Laborer, Grounds Maintenance 14.45***
11240 - Maid or Houseman 12.76***
11260 - Pruner 12.84***
11270 - Tractor Operator 17.24***
11330 - Trail Maintenance Worker 14.45***
11360 - Window Cleaner 15.99***
12000 - Health Occupations
12010 - Ambulance Driver 15.53***
12011 - Breath Alcohol Technician 21.58
12012 - Certified Occupational Therapist Assistant 38.94
12015 - Certified Physical Therapist Assistant 36.83
12020 - Dental Assistant 16.58***
12025 - Dental Hygienist 38.64
12030 - EKG Technician 25.30
12035 - Electroneurodiagnostic Technologist 25.30
12040 - Emergency Medical Technician 15.53***
12071 - Licensed Practical Nurse I 19.29
12072 - Licensed Practical Nurse II 21.58
12073 - Licensed Practical Nurse III 24.05
12100 - Medical Assistant 15.22***
12130 - Medical Laboratory Technician 21.70
12160 - Medical Record Clerk 15.62***
12190 - Medical Record Technician 17.47***
12195 - Medical Transcriptionist 18.30
12210 - Nuclear Medicine Technologist 47.42
12221 - Nursing Assistant I 13.06***
12222 - Nursing Assistant II 14.67***
12223 - Nursing Assistant III 16.02***
12224 - Nursing Assistant IV 17.99
12235 - Optical Dispenser 15.79***
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 17.40***
12280 - Phlebotomist 16.34***
12305 - Radiologic Technologist 28.92
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) 26.73
12320 - Substance Abuse Treatment Counselor 28.08
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.25
13012 - Exhibits Specialist II 30.04
13013 - Exhibits Specialist III 36.74
13041 - Illustrator I 24.25
13042 - Illustrator II 30.04
13043 - Illustrator III 36.74
13047 - Librarian 33.27
13050 - Library Aide/Clerk 18.30
13054 - Library Information Technology Systems Administrator 30.04
13058 - Library Technician 15.07***
13061 - Media Specialist I 21.68
13062 - Media Specialist II 24.25
13063 - Media Specialist III 27.03
13071 - Photographer I 17.75
13072 - Photographer II 19.86
13073 - Photographer III 24.63
13074 - Photographer IV 28.38
13075 - Photographer V 35.41
13090 - Technical Order Library Clerk 18.41
13110 - Video Teleconference Technician 20.54
14000 - Information Technology Occupations
14041 - Computer Operator I 17.56***
14042 - Computer Operator II 19.64
14043 - Computer Operator III 21.89
14044 - Computer Operator IV 24.33
14045 - Computer Operator V 26.94
14071 - Computer Programmer I (see 1) 20.22
14072 - Computer Programmer II (see 1) 25.06
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 17.56***
14160 - Personal Computer Support Technician 24.33
14170 - System Support Specialist 26.94
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 35.35
15020 - Aircrew Training Devices Instructor (Rated) 42.77
15030 - Air Crew Training Devices Instructor (Pilot) 51.28
15050 - Computer Based Training Specialist / Instructor 35.35
15060 - Educational Technologist 34.12
15070 - Flight Instructor (Pilot) 51.28
15080 - Graphic Artist 20.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 51.28
15086 - Maintenance Test Pilot, Rotary Wing 51.28
15088 - Non-Maintenance Test/Co-Pilot 51.28

15090 - Technical Instructor 21.79
15095 - Technical Instructor/Course Developer 26.65
15110 - Test Proctor 17.59***
15120 - Tutor 17.59***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.79
19040 - Tool And Die Maker 25.78
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 13.76***
21030 - Material Coordinator 18.83
21040 - Material Expediter 18.83
21050 - Material Handling Laborer 14.64***
21071 - Order Filler 16.56***
21080 - Production Line Worker (Food Processing) 13.76***
21110 - Shipping Packer 14.75***
21130 - Shipping/Receiving Clerk 14.75***
21140 - Store Worker I 17.43***
21150 - Stock Clerk 24.05
21210 - Tools And Parts Attendant 13.76***
21410 - Warehouse Specialist 13.76***
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.65
23019 - Aircraft Logs and Records Technician 22.81
23021 - Aircraft Mechanic I 26.51
23022 - Aircraft Mechanic II 27.65
23023 - Aircraft Mechanic III 28.82
23040 - Aircraft Mechanic Helper 20.20
23050 - Aircraft, Painter 25.38
23060 - Aircraft Servicer 22.81
23070 - Aircraft Survival Flight Equipment Technician 25.38
23080 - Aircraft Worker 24.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.51
23110 - Appliance Mechanic 21.79
23120 - Bicycle Repairer 18.52
23125 - Cable Splicer 29.01
23130 - Carpenter, Maintenance 19.46
23140 - Carpet Layer 20.72
23160 - Electrician, Maintenance 21.54
23181 - Electronics Technician Maintenance I 22.10

23182 - Electronics Technician Maintenance II 23.42
23183 - Electronics Technician Maintenance III 25.74
23260 - Fabric Worker 19.60
23290 - Fire Alarm System Mechanic 22.42
23310 - Fire Extinguisher Repairer 18.52
23311 - Fuel Distribution System Mechanic 22.81
23312 - Fuel Distribution System Operator 18.55
23370 - General Maintenance Worker 16.58***
23380 - Ground Support Equipment Mechanic 26.51
23381 - Ground Support Equipment Servicer 22.81
23382 - Ground Support Equipment Worker 24.11
23391 - Gunsmith I 18.52
23392 - Gunsmith II 20.72
23393 - Gunsmith III 22.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.05
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23.00
23430 - Heavy Equipment Mechanic 25.03
23440 - Heavy Equipment Operator 18.92
23460 - Instrument Mechanic 22.78
23465 - Laboratory/Shelter Mechanic 21.79
23470 - Laborer 14.64***
23510 - Locksmith 23.11
23530 - Machinery Maintenance Mechanic 23.30
23550 - Machinist, Maintenance 18.63
23580 - Maintenance Trades Helper 14.89***
23591 - Metrology Technician I 22.78
23592 - Metrology Technician II 23.76
23593 - Metrology Technician III 24.75
23640 - Millwright 22.78
23710 - Office Appliance Repairer 18.22
23760 - Painter, Maintenance 19.04
23790 - Pipefitter, Maintenance 22.87
23810 - Plumber, Maintenance 21.88
23820 - Pneudraulic Systems Mechanic 22.78
23850 - Rigger 22.78
23870 - Scale Mechanic 20.72
23890 - Sheet-Metal Worker, Maintenance 21.67
23910 - Small Engine Mechanic 17.85
23931 - Telecommunications Mechanic I 23.17
23932 - Telecommunications Mechanic II 24.17
23950 - Telephone Lineman 27.47
23960 - Welder, Combination, Maintenance 19.13
23965 - Well Driller 22.78
23970 - Woodcraft Worker 22.78
23980 - Woodworker 18.52
24000 - Personal Needs Occupations
24550 - Case Manager 18.87
24570 - Child Care Attendant 10.64***
24580 - Child Care Center Clerk 13.27***
24610 - Chore Aide 11.15***
24620 - Family Readiness And Support Services Coordinator 18.87

24630 - Homemaker 18.87
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.21
25040 - Sewage Plant Operator 17.60***
25070 - Stationary Engineer 22.21
25190 - Ventilation Equipment Tender 16.92***
25210 - Water Treatment Plant Operator 17.60***
27000 - Protective Service Occupations
27004 - Alarm Monitor 17.85
27007 - Baggage Inspector 13.81***
27008 - Corrections Officer 22.61
27010 - Court Security Officer 22.50
27030 - Detection Dog Handler 15.61***
27040 - Detention Officer 22.61
27070 - Firefighter 20.50
27101 - Guard I 13.81***
27102 - Guard II 15.61***
27131 - Police Officer I 26.35
27132 - Police Officer II 29.28
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.88***
28042 - Carnival Equipment Repairer 16.95***
28043 - Carnival Worker 11.82***
28210 - Gate Attendant/Gate Tender 16.14***
28310 - Lifeguard 11.93***
28350 - Park Attendant (Aide) 18.05
28510 - Recreation Aide/Health Facility Attendant 13.18***
28515 - Recreation Specialist 21.67
28630 - Sports Official 14.38***
28690 - Swimming Pool Operator 18.96
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.52
29020 - Hatch Tender 26.52
29030 - Line Handler 26.52
29041 - Stevedore I 25.09
29042 - Stevedore II 27.92
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 19.11
30022 - Archeological Technician II 21.37
30023 - Archeological Technician III 26.47
30030 - Cartographic Technician 26.47
30040 - Civil Engineering Technician 24.12
30051 - Cryogenic Technician I 29.32
30052 - Cryogenic Technician II 32.38
30061 - Drafter/CAD Operator I 19.11
30062 - Drafter/CAD Operator II 21.37
30063 - Drafter/CAD Operator III 23.82
30064 - Drafter/CAD Operator IV 29.32
30081 - Engineering Technician I 17.02***
30082 - Engineering Technician II 19.11
30083 - Engineering Technician III 21.37

30084 - Engineering Technician IV 26.47
30085 - Engineering Technician V 32.38
30086 - Engineering Technician VI 39.17
30090 - Environmental Technician 22.99
30095 - Evidence Control Specialist 26.47
30210 - Laboratory Technician 23.82
30221 - Latent Fingerprint Technician I 24.73
30222 - Latent Fingerprint Technician II 27.31
30240 - Mathematical Technician 26.47
30361 - Paralegal/Legal Assistant I 19.42
30362 - Paralegal/Legal Assistant II 24.05
30363 - Paralegal/Legal Assistant III 29.42
30364 - Paralegal/Legal Assistant IV 35.59
30375 - Petroleum Supply Specialist 32.38
30390 - Photo-Optics Technician 26.47
30395 - Radiation Control Technician 32.38
30461 - Technical Writer I 26.47
30462 - Technical Writer II 32.38
30463 - Technical Writer III 39.17
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 29.32
30502 - Weather Forecaster II 35.67
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.82
30621 - Weather Observer, Senior (see 2) 26.47
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 14.76***
31030 - Bus Driver 19.79
31043 - Driver Courier 16.53***
31260 - Parking and Lot Attendant 11.72***
31290 - Shuttle Bus Driver 13.63***
31310 - Taxi Driver 11.70***
31361 - Truckdriver, Light 17.65***
31362 - Truckdriver, Medium 18.67
31363 - Truckdriver, Heavy 22.10
31364 - Truckdriver, Tractor-Trailer 22.10
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 11.67***
99050 - Desk Clerk 12.03***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 26.07
99252 - Laboratory Animal Caretaker II 27.84
99260 - Marketing Analyst 28.84
99310 - Mortician 29.28
99410 - Pest Controller 18.18
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 19.17

99711 - Recycling Specialist	22.75
99730 - Refuse Collector	17.10***
99810 - Sales Clerk	12.82***
99820 - School Crossing Guard	15.50***
99830 - Survey Party Chief	24.30
99831 - Surveying Aide	16.53***
99832 - Surveying Technician	20.33
99840 - Vending Machine Attendant	17.25***
99841 - Vending Machine Repairer	19.56
99842 - Vending Machine Repairer Helper	17.25***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5247
Daniel W. Simms Division of Revision No.: 26
Director Wage Determinations Date Of Last Revision: 05/29/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Martin, Midland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.25
01012 - Accounting Clerk II		21.61
01013 - Accounting Clerk III		24.17
01020 - Administrative Assistant		37.49
01035 - Court Reporter		20.01

01041 - Customer Service Representative I 15.33***
01042 - Customer Service Representative II 16.73***
01043 - Customer Service Representative III 18.78
01051 - Data Entry Operator I 18.57
01052 - Data Entry Operator II 20.26
01060 - Dispatcher, Motor Vehicle 26.02
01070 - Document Preparation Clerk 15.93***
01090 - Duplicating Machine Operator 15.93***
01111 - General Clerk I 18.25
01112 - General Clerk II 19.92
01113 - General Clerk III 22.36
01120 - Housing Referral Assistant 22.30
01141 - Messenger Courier 12.99***
01191 - Order Clerk I 18.02
01192 - Order Clerk II 19.66
01261 - Personnel Assistant (Employment) I 18.73
01262 - Personnel Assistant (Employment) II 20.95
01263 - Personnel Assistant (Employment) III 23.36
01270 - Production Control Clerk 30.73
01290 - Rental Clerk 18.62
01300 - Scheduler, Maintenance 17.90
01311 - Secretary I 17.90
01312 - Secretary II 20.01
01313 - Secretary III 22.30
01320 - Service Order Dispatcher 23.27
01410 - Supply Technician 37.49
01420 - Survey Worker 19.88
01460 - Switchboard Operator/Receptionist 16.96***
01531 - Travel Clerk I 15.41***
01532 - Travel Clerk II 16.67***
01533 - Travel Clerk III 17.83
01611 - Word Processor I 15.93***
01612 - Word Processor II 17.90
01613 - Word Processor III 20.01
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 26.27
05010 - Automotive Electrician 27.86
05040 - Automotive Glass Installer 26.03
05070 - Automotive Worker 26.03
05110 - Mobile Equipment Servicer 22.44
05130 - Motor Equipment Metal Mechanic 29.79
05160 - Motor Equipment Metal Worker 26.03
05190 - Motor Vehicle Mechanic 29.79
05220 - Motor Vehicle Mechanic Helper 20.72
05250 - Motor Vehicle Upholstery Worker 24.17
05280 - Motor Vehicle Wrecker 26.03
05310 - Painter, Automotive 27.86
05340 - Radiator Repair Specialist 26.03
05370 - Tire Repairer 17.51***
05400 - Transmission Repair Specialist 29.79
07000 - Food Preparation And Service Occupations
07010 - Baker 15.71***
07041 - Cook I 17.06***
07042 - Cook II 19.79

07070 - Dishwasher 14.76***
07130 - Food Service Worker 14.62***
07210 - Meat Cutter 20.09
07260 - Waiter/Waitress 12.34***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.82
09040 - Furniture Handler 13.97***
09080 - Furniture Refinisher 22.82
09090 - Furniture Refinisher Helper 16.96***
09110 - Furniture Repairer, Minor 19.79
09130 - Upholsterer 22.82
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 17.36***
11060 - Elevator Operator 16.37***
11090 - Gardener 23.34
11122 - Housekeeping Aide 16.03***
11150 - Janitor 16.03***
11210 - Laborer, Grounds Maintenance 17.75
11240 - Maid or Houseman 14.18***
11260 - Pruner 16.32***
11270 - Tractor Operator 21.55
11330 - Trail Maintenance Worker 17.75
11360 - Window Cleaner 17.40***
12000 - Health Occupations
12010 - Ambulance Driver 26.74
12011 - Breath Alcohol Technician 26.74
12012 - Certified Occupational Therapist Assistant 36.68
12015 - Certified Physical Therapist Assistant 38.26
12020 - Dental Assistant 19.32
12025 - Dental Hygienist 48.16
12030 - EKG Technician 40.51
12035 - Electroneurodiagnostic Technologist 40.51
12040 - Emergency Medical Technician 26.74
12071 - Licensed Practical Nurse I 23.90
12072 - Licensed Practical Nurse II 26.74
12073 - Licensed Practical Nurse III 29.80
12100 - Medical Assistant 20.39
12130 - Medical Laboratory Technician 24.12
12160 - Medical Record Clerk 20.75
12190 - Medical Record Technician 23.21
12195 - Medical Transcriptionist 23.90
12210 - Nuclear Medicine Technologist 58.76
12221 - Nursing Assistant I 12.87***
12222 - Nursing Assistant II 14.48***
12223 - Nursing Assistant III 15.80***
12224 - Nursing Assistant IV 17.74***
12235 - Optical Dispenser 17.94
12236 - Optical Technician 23.90
12250 - Pharmacy Technician 21.72
12280 - Phlebotomist 23.79
12305 - Radiologic Technologist 38.86
12311 - Registered Nurse I 26.57
12312 - Registered Nurse II 32.50
12313 - Registered Nurse II, Specialist 32.50

12314 - Registered Nurse III 39.32
12315 - Registered Nurse III, Anesthetist 39.32
12316 - Registered Nurse IV 47.13
12317 - Scheduler (Drug and Alcohol Testing) 33.12
12320 - Substance Abuse Treatment Counselor 29.35
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.54
13012 - Exhibits Specialist II 27.93
13013 - Exhibits Specialist III 34.17
13041 - Illustrator I 22.54
13042 - Illustrator II 27.93
13043 - Illustrator III 34.17
13047 - Librarian 30.93
13050 - Library Aide/Clerk 17.96
13054 - Library Information Technology Systems Administrator 27.93
13058 - Library Technician 22.54
13061 - Media Specialist I 20.15
13062 - Media Specialist II 22.54
13063 - Media Specialist III 25.14
13071 - Photographer I 20.15
13072 - Photographer II 22.54
13073 - Photographer III 27.93
13074 - Photographer IV 34.17
13075 - Photographer V 41.33
13090 - Technical Order Library Clerk 22.54
13110 - Video Teleconference Technician 22.17
14000 - Information Technology Occupations
14041 - Computer Operator I 20.47
14042 - Computer Operator II 22.89
14043 - Computer Operator III 26.28
14044 - Computer Operator IV 29.19
14045 - Computer Operator V 32.33
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 20.47
14160 - Personal Computer Support Technician 29.19
14170 - System Support Specialist 32.92
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 39.83
15020 - Aircrew Training Devices Instructor (Rated) 50.79
15030 - Air Crew Training Devices Instructor (Pilot) 59.44
15050 - Computer Based Training Specialist / Instructor 40.58
15060 - Educational Technologist 37.75
15070 - Flight Instructor (Pilot) 59.44
15080 - Graphic Artist 27.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 57.76
15086 - Maintenance Test Pilot, Rotary Wing 57.76
15088 - Non-Maintenance Test/Co-Pilot 57.76

15090 - Technical Instructor 25.71
15095 - Technical Instructor/Course Developer 31.45
15110 - Test Proctor 20.75
15120 - Tutor 20.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.84***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.74***
16220 - Tailor 14.65***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 27.63
19040 - Tool And Die Maker 34.99
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 23.41
21030 - Material Coordinator 30.73
21040 - Material Expediter 30.73
21050 - Material Handling Laborer 18.63
21071 - Order Filler 18.68
21080 - Production Line Worker (Food Processing) 23.41
21110 - Shipping Packer 20.27
21130 - Shipping/Receiving Clerk 20.27
21140 - Store Worker I 13.71***
21150 - Stock Clerk 17.39***
21210 - Tools And Parts Attendant 23.41
21410 - Warehouse Specialist 23.41
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.59
23019 - Aircraft Logs and Records Technician 27.14
23021 - Aircraft Mechanic I 33.46
23022 - Aircraft Mechanic II 35.59
23023 - Aircraft Mechanic III 37.62
23040 - Aircraft Mechanic Helper 23.27
23050 - Aircraft, Painter 31.30
23060 - Aircraft Servicer 27.14
23070 - Aircraft Survival Flight Equipment Technician 31.30
23080 - Aircraft Worker 29.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.46
23110 - Appliance Mechanic 26.19
23120 - Bicycle Repairer 22.25
23125 - Cable Splicer 32.35
23130 - Carpenter, Maintenance 25.70
23140 - Carpet Layer 25.80
23160 - Electrician, Maintenance 29.20
23181 - Electronics Technician Maintenance I 29.68

23182 - Electronics Technician Maintenance II 31.78
23183 - Electronics Technician Maintenance III 33.98
23260 - Fabric Worker 23.96
23290 - Fire Alarm System Mechanic 29.55
23310 - Fire Extinguisher Repairer 22.25
23311 - Fuel Distribution System Mechanic 28.81
23312 - Fuel Distribution System Operator 21.69
23370 - General Maintenance Worker 22.67
23380 - Ground Support Equipment Mechanic 33.46
23381 - Ground Support Equipment Servicer 27.14
23382 - Ground Support Equipment Worker 29.23
23391 - Gunsmith I 22.25
23392 - Gunsmith II 25.80
23393 - Gunsmith III 29.55
23410 - Heating, Ventilation And Air-Conditioning Mechanic 27.35
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 29.07
23430 - Heavy Equipment Mechanic 30.40
23440 - Heavy Equipment Operator 27.07
23460 - Instrument Mechanic 29.55
23465 - Laboratory/Shelter Mechanic 27.63
23470 - Laborer 18.63
23510 - Locksmith 27.63
23530 - Machinery Maintenance Mechanic 29.18
23550 - Machinist, Maintenance 28.47
23580 - Maintenance Trades Helper 19.86
23591 - Metrology Technician I 29.55
23592 - Metrology Technician II 31.41
23593 - Metrology Technician III 33.21
23640 - Millwright 29.55
23710 - Office Appliance Repairer 25.51
23760 - Painter, Maintenance 23.35
23790 - Pipefitter, Maintenance 28.62
23810 - Plumber, Maintenance 26.76
23820 - Pneudraulic Systems Mechanic 29.55
23850 - Rigger 23.38
23870 - Scale Mechanic 25.80
23890 - Sheet-Metal Worker, Maintenance 29.55
23910 - Small Engine Mechanic 25.80
23931 - Telecommunications Mechanic I 27.57
23932 - Telecommunications Mechanic II 29.33
23950 - Telephone Lineman 34.34
23960 - Welder, Combination, Maintenance 29.22
23965 - Well Driller 29.55
23970 - Woodcraft Worker 29.55
23980 - Woodworker 22.25
24000 - Personal Needs Occupations
24550 - Case Manager 22.63
24570 - Child Care Attendant 13.95***
24580 - Child Care Center Clerk 17.39***
24610 - Chore Aide 12.87***
24620 - Family Readiness And Support Services Coordinator 22.63

24630 - Homemaker	22.63
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.78
25040 - Sewage Plant Operator	25.04
25070 - Stationary Engineer	26.78
25190 - Ventilation Equipment Tender	18.61
25210 - Water Treatment Plant Operator	25.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.52
27007 - Baggage Inspector	18.58
27008 - Corrections Officer	18.14
27010 - Court Security Officer	19.36
27030 - Detection Dog Handler	20.78
27040 - Detention Officer	18.14
27070 - Firefighter	20.08
27101 - Guard I	18.58
27102 - Guard II	20.78
27131 - Police Officer I	36.18
27132 - Police Officer II	40.20
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.19***
28042 - Carnival Equipment Repairer	18.63
28043 - Carnival Worker	13.02***
28210 - Gate Attendant/Gate Tender	19.58
28310 - Lifeguard	14.50***
28350 - Park Attendant (Aide)	21.90
28510 - Recreation Aide/Health Facility Attendant	15.98***
28515 - Recreation Specialist	27.14
28630 - Sports Official	17.44***
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.70
29020 - Hatch Tender	35.70
29030 - Line Handler	35.70
29041 - Stevedore I	33.15
29042 - Stevedore II	38.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	19.08
30022 - Archeological Technician II	21.34
30023 - Archeological Technician III	26.44
30030 - Cartographic Technician	26.44
30040 - Civil Engineering Technician	33.88
30051 - Cryogenic Technician I	29.28
30052 - Cryogenic Technician II	32.35
30061 - Drafter/CAD Operator I	19.08
30062 - Drafter/CAD Operator II	21.34
30063 - Drafter/CAD Operator III	23.79
30064 - Drafter/CAD Operator IV	29.28
30081 - Engineering Technician I	18.29
30082 - Engineering Technician II	20.53
30083 - Engineering Technician III	22.97

30084 - Engineering Technician IV 28.45
30085 - Engineering Technician V 34.79
30086 - Engineering Technician VI 42.09
30090 - Environmental Technician 26.05
30095 - Evidence Control Specialist 26.44
30210 - Laboratory Technician 28.26
30221 - Latent Fingerprint Technician I 29.28
30222 - Latent Fingerprint Technician II 32.35
30240 - Mathematical Technician 26.44
30361 - Paralegal/Legal Assistant I 22.45
30362 - Paralegal/Legal Assistant II 27.80
30363 - Paralegal/Legal Assistant III 34.00
30364 - Paralegal/Legal Assistant IV 41.13
30375 - Petroleum Supply Specialist 32.35
30390 - Photo-Optics Technician 26.44
30395 - Radiation Control Technician 32.35
30461 - Technical Writer I 26.44
30462 - Technical Writer II 32.35
30463 - Technical Writer III 39.13
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 29.28
30502 - Weather Forecaster II 35.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.79
30621 - Weather Observer, Senior (see 2) 26.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 16.05***
31030 - Bus Driver 22.38
31043 - Driver Courier 20.88
31260 - Parking and Lot Attendant 15.81***
31290 - Shuttle Bus Driver 20.22
31310 - Taxi Driver 15.21***
31361 - Truckdriver, Light 22.62
31362 - Truckdriver, Medium 24.36
31363 - Truckdriver, Heavy 27.75
31364 - Truckdriver, Tractor-Trailer 27.75
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 13.97***
99050 - Desk Clerk 15.15***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 17.46***
99252 - Laboratory Animal Caretaker II 18.92
99260 - Marketing Analyst 36.05
99310 - Mortician 29.28
99410 - Pest Controller 22.25
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 26.26

99711 - Recycling Specialist	31.87
99730 - Refuse Collector	24.18
99810 - Sales Clerk	15.60***
99820 - School Crossing Guard	14.44***
99830 - Survey Party Chief	26.34
99831 - Surveying Aide	18.33
99832 - Surveying Technician	25.15
99840 - Vending Machine Attendant	19.07
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	19.07

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5249
Revision No.: 26
Date Of Last Revision: 05/29/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Ector

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.96
01012 - Accounting Clerk II		20.16
01013 - Accounting Clerk III		22.55
01020 - Administrative Assistant		32.07
01035 - Court Reporter		21.07

01041 - Customer Service Representative I 14.96***
01042 - Customer Service Representative II 16.33***
01043 - Customer Service Representative III 18.33
01051 - Data Entry Operator I 16.14***
01052 - Data Entry Operator II 17.61***
01060 - Dispatcher, Motor Vehicle 26.00
01070 - Document Preparation Clerk 16.79***
01090 - Duplicating Machine Operator 16.79***
01111 - General Clerk I 15.39***
01112 - General Clerk II 16.79***
01113 - General Clerk III 18.85
01120 - Housing Referral Assistant 23.50
01141 - Messenger Courier 15.04***
01191 - Order Clerk I 19.67
01192 - Order Clerk II 21.77
01261 - Personnel Assistant (Employment) I 18.33
01262 - Personnel Assistant (Employment) II 20.50
01263 - Personnel Assistant (Employment) III 22.85
01270 - Production Control Clerk 27.86
01290 - Rental Clerk 18.00
01300 - Scheduler, Maintenance 18.84
01311 - Secretary I 18.84
01312 - Secretary II 21.07
01313 - Secretary III 23.50
01320 - Service Order Dispatcher 23.24
01410 - Supply Technician 32.07
01420 - Survey Worker 21.07
01460 - Switchboard Operator/Receptionist 16.64***
01531 - Travel Clerk I 14.91***
01532 - Travel Clerk II 16.34***
01533 - Travel Clerk III 17.88
01611 - Word Processor I 16.79***
01612 - Word Processor II 18.84
01613 - Word Processor III 21.07
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 24.31
05010 - Automotive Electrician 22.43
05040 - Automotive Glass Installer 20.94
05070 - Automotive Worker 20.94
05110 - Mobile Equipment Servicer 18.06
05130 - Motor Equipment Metal Mechanic 23.98
05160 - Motor Equipment Metal Worker 20.94
05190 - Motor Vehicle Mechanic 23.98
05220 - Motor Vehicle Mechanic Helper 16.68***
05250 - Motor Vehicle Upholstery Worker 19.45
05280 - Motor Vehicle Wrecker 20.94
05310 - Painter, Automotive 22.43
05340 - Radiator Repair Specialist 20.94
05370 - Tire Repairer 17.52***
05400 - Transmission Repair Specialist 23.98
07000 - Food Preparation And Service Occupations
07010 - Baker 15.97***
07041 - Cook I 11.82***
07042 - Cook II 13.71***

07070 - Dishwasher 13.84***
07130 - Food Service Worker 15.32***
07210 - Meat Cutter 17.86
07260 - Waiter/Waitress 12.72***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.36
09040 - Furniture Handler 13.69***
09080 - Furniture Refinisher 22.36
09090 - Furniture Refinisher Helper 16.62***
09110 - Furniture Repairer, Minor 19.39
09130 - Upholsterer 22.36
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.85***
11060 - Elevator Operator 16.32***
11090 - Gardener 23.30
11122 - Housekeeping Aide 16.32***
11150 - Janitor 16.32***
11210 - Laborer, Grounds Maintenance 17.72***
11240 - Maid or Houseman 14.14***
11260 - Pruner 16.32***
11270 - Tractor Operator 21.51
11330 - Trail Maintenance Worker 17.72***
11360 - Window Cleaner 17.76
12000 - Health Occupations
12010 - Ambulance Driver 25.73
12011 - Breath Alcohol Technician 25.73
12012 - Certified Occupational Therapist Assistant 35.29
12015 - Certified Physical Therapist Assistant 36.83
12020 - Dental Assistant 20.14
12025 - Dental Hygienist 47.39
12030 - EKG Technician 38.97
12035 - Electroneurodiagnostic Technologist 38.97
12040 - Emergency Medical Technician 25.73
12071 - Licensed Practical Nurse I 23.00
12072 - Licensed Practical Nurse II 25.73
12073 - Licensed Practical Nurse III 28.67
12100 - Medical Assistant 18.50
12130 - Medical Laboratory Technician 32.21
12160 - Medical Record Clerk 19.82
12190 - Medical Record Technician 22.17
12195 - Medical Transcriptionist 23.00
12210 - Nuclear Medicine Technologist 56.53
12221 - Nursing Assistant I 13.67***
12222 - Nursing Assistant II 15.39***
12223 - Nursing Assistant III 16.79***
12224 - Nursing Assistant IV 18.85
12235 - Optical Dispenser 18.55
12236 - Optical Technician 23.00
12250 - Pharmacy Technician 20.24
12280 - Phlebotomist 19.23
12305 - Radiologic Technologist 33.28
12311 - Registered Nurse I 26.27
12312 - Registered Nurse II 32.13
12313 - Registered Nurse II, Specialist 32.13

12314 - Registered Nurse III 38.87
12315 - Registered Nurse III, Anesthetist 38.87
12316 - Registered Nurse IV 46.59
12317 - Scheduler (Drug and Alcohol Testing) 31.86
12320 - Substance Abuse Treatment Counselor 29.71
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 24.10
13012 - Exhibits Specialist II 29.85
13013 - Exhibits Specialist III 36.50
13041 - Illustrator I 24.10
13042 - Illustrator II 29.85
13043 - Illustrator III 36.50
13047 - Librarian 33.06
13050 - Library Aide/Clerk 18.30
13054 - Library Information Technology Systems Administrator 29.85
13058 - Library Technician 24.10
13061 - Media Specialist I 21.54
13062 - Media Specialist II 24.10
13063 - Media Specialist III 26.86
13071 - Photographer I 21.54
13072 - Photographer II 24.10
13073 - Photographer III 29.85
13074 - Photographer IV 36.50
13075 - Photographer V 44.17
13090 - Technical Order Library Clerk 24.10
13110 - Video Teleconference Technician 21.54
14000 - Information Technology Occupations
14041 - Computer Operator I 14.79***
14042 - Computer Operator II 16.55***
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)
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 14.79***
14160 - Personal Computer Support Technician 21.63
14170 - System Support Specialist 26.36
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 31.85
15020 - Aircrew Training Devices Instructor (Rated) 38.53
15030 - Air Crew Training Devices Instructor (Pilot) 46.18
15050 - Computer Based Training Specialist / Instructor 31.85
15060 - Educational Technologist 34.60
15070 - Flight Instructor (Pilot) 46.18
15080 - Graphic Artist 28.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.18
15086 - Maintenance Test Pilot, Rotary Wing 46.18
15088 - Non-Maintenance Test/Co-Pilot 46.18

15090 - Technical Instructor 26.60
15095 - Technical Instructor/Course Developer 32.55
15110 - Test Proctor 22.03
15120 - Tutor 22.03
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 14.40***
16030 - Counter Attendant 14.40***
16040 - Dry Cleaner 16.47***
16070 - Finisher, Flatwork, Machine 14.40***
16090 - Presser, Hand 14.40***
16110 - Presser, Machine, Drycleaning 14.40***
16130 - Presser, Machine, Shirts 14.40***
16160 - Presser, Machine, Wearing Apparel, Laundry 14.40***
16190 - Sewing Machine Operator 17.16***
16220 - Tailor 17.85
16250 - Washer, Machine 15.09***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.91
19040 - Tool And Die Maker 31.55
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.38
21030 - Material Coordinator 27.86
21040 - Material Expediter 27.86
21050 - Material Handling Laborer 18.04
21071 - Order Filler 19.04
21080 - Production Line Worker (Food Processing) 22.38
21110 - Shipping Packer 19.47
21130 - Shipping/Receiving Clerk 19.47
21140 - Store Worker I 13.71***
21150 - Stock Clerk 17.39***
21210 - Tools And Parts Attendant 22.38
21410 - Warehouse Specialist 22.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.32
23019 - Aircraft Logs and Records Technician 21.60
23021 - Aircraft Mechanic I 26.64
23022 - Aircraft Mechanic II 28.32
23023 - Aircraft Mechanic III 29.94
23040 - Aircraft Mechanic Helper 18.51
23050 - Aircraft, Painter 24.91
23060 - Aircraft Servicer 21.60
23070 - Aircraft Survival Flight Equipment Technician 24.91
23080 - Aircraft Worker 23.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.64
23110 - Appliance Mechanic 24.91
23120 - Bicycle Repairer 20.06
23125 - Cable Splicer 27.63
23130 - Carpenter, Maintenance 23.39
23140 - Carpet Layer 23.26
23160 - Electrician, Maintenance 25.78
23181 - Electronics Technician Maintenance I 26.32

23182 - Electronics Technician Maintenance II 28.19
23183 - Electronics Technician Maintenance III 30.14
23260 - Fabric Worker 21.60
23290 - Fire Alarm System Mechanic 26.64
23310 - Fire Extinguisher Repairer 20.06
23311 - Fuel Distribution System Mechanic 24.00
23312 - Fuel Distribution System Operator 18.07
23370 - General Maintenance Worker 21.01
23380 - Ground Support Equipment Mechanic 26.64
23381 - Ground Support Equipment Servicer 21.60
23382 - Ground Support Equipment Worker 23.26
23391 - Gunsmith I 20.06
23392 - Gunsmith II 23.26
23393 - Gunsmith III 26.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.78
23430 - Heavy Equipment Mechanic 32.87
23440 - Heavy Equipment Operator 24.11
23460 - Instrument Mechanic 26.64
23465 - Laboratory/Shelter Mechanic 24.91
23470 - Laborer 18.04
23510 - Locksmith 24.91
23530 - Machinery Maintenance Mechanic 28.74
23550 - Machinist, Maintenance 27.30
23580 - Maintenance Trades Helper 18.75
23591 - Metrology Technician I 26.64
23592 - Metrology Technician II 28.32
23593 - Metrology Technician III 29.94
23640 - Millwright 26.64
23710 - Office Appliance Repairer 24.91
23760 - Painter, Maintenance 22.31
23790 - Pipefitter, Maintenance 28.20
23810 - Plumber, Maintenance 26.37
23820 - Pneudraulic Systems Mechanic 26.64
23850 - Rigger 23.42
23870 - Scale Mechanic 23.26
23890 - Sheet-Metal Worker, Maintenance 27.17
23910 - Small Engine Mechanic 23.26
23931 - Telecommunications Mechanic I 25.14
23932 - Telecommunications Mechanic II 26.72
23950 - Telephone Lineman 26.64
23960 - Welder, Combination, Maintenance 29.25
23965 - Well Driller 26.64
23970 - Woodcraft Worker 26.64
23980 - Woodworker 20.06
24000 - Personal Needs Occupations
24550 - Case Manager 21.52
24570 - Child Care Attendant 13.32***
24580 - Child Care Center Clerk 16.60***
24610 - Chore Aide 11.55***
24620 - Family Readiness And Support Services Coordinator 21.52

24630 - Homemaker 21.52
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.88
25040 - Sewage Plant Operator 25.14
25070 - Stationary Engineer 26.88
25190 - Ventilation Equipment Tender 18.68
25210 - Water Treatment Plant Operator 25.14
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.05
27007 - Baggage Inspector 17.93
27008 - Corrections Officer 16.49***
27010 - Court Security Officer 19.36
27030 - Detection Dog Handler 20.06
27040 - Detention Officer 16.49***
27070 - Firefighter 20.08
27101 - Guard I 17.93
27102 - Guard II 20.06
27131 - Police Officer I 29.40
27132 - Police Officer II 32.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.75***
28042 - Carnival Equipment Repairer 18.15
28043 - Carnival Worker 12.71***
28210 - Gate Attendant/Gate Tender 17.60***
28310 - Lifeguard 15.68***
28350 - Park Attendant (Aide) 19.69
28510 - Recreation Aide/Health Facility Attendant 14.37***
28515 - Recreation Specialist 24.39
28630 - Sports Official 15.68***
28690 - Swimming Pool Operator 21.05
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.31
29020 - Hatch Tender 28.31
29030 - Line Handler 28.31
29041 - Stevedore I 26.30
29042 - Stevedore II 30.32
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 19.00
30022 - Archeological Technician II 21.26
30023 - Archeological Technician III 26.33
30030 - Cartographic Technician 26.33
30040 - Civil Engineering Technician 26.33
30051 - Cryogenic Technician I 29.16
30052 - Cryogenic Technician II 32.20
30061 - Drafter/CAD Operator I 19.00
30062 - Drafter/CAD Operator II 21.26
30063 - Drafter/CAD Operator III 23.69
30064 - Drafter/CAD Operator IV 29.16
30081 - Engineering Technician I 16.67***
30082 - Engineering Technician II 18.71
30083 - Engineering Technician III 20.93

30084 - Engineering Technician IV 25.92
30085 - Engineering Technician V 31.70
30086 - Engineering Technician VI 38.36
30090 - Environmental Technician 26.33
30095 - Evidence Control Specialist 26.33
30210 - Laboratory Technician 27.85
30221 - Latent Fingerprint Technician I 29.16
30222 - Latent Fingerprint Technician II 32.20
30240 - Mathematical Technician 26.33
30361 - Paralegal/Legal Assistant I 22.67
30362 - Paralegal/Legal Assistant II 28.08
30363 - Paralegal/Legal Assistant III 34.34
30364 - Paralegal/Legal Assistant IV 41.55
30375 - Petroleum Supply Specialist 32.20
30390 - Photo-Optics Technician 26.33
30395 - Radiation Control Technician 32.20
30461 - Technical Writer I 26.33
30462 - Technical Writer II 32.20
30463 - Technical Writer III 38.96
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 29.16
30502 - Weather Forecaster II 35.47
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.69
30621 - Weather Observer, Senior (see 2) 26.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.50***
31030 - Bus Driver 21.95
31043 - Driver Courier 17.64***
31260 - Parking and Lot Attendant 13.84***
31290 - Shuttle Bus Driver 19.75
31310 - Taxi Driver 15.69***
31361 - Truckdriver, Light 19.11
31362 - Truckdriver, Medium 20.58
31363 - Truckdriver, Heavy 26.50
31364 - Truckdriver, Tractor-Trailer 26.50
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 13.55***
99050 - Desk Clerk 15.03***
99095 - Embalmer 28.73
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 19.07
99252 - Laboratory Animal Caretaker II 20.66
99260 - Marketing Analyst 34.32
99310 - Mortician 28.73
99410 - Pest Controller 22.51
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 16.42***

99711 - Recycling Specialist	19.93
99730 - Refuse Collector	15.13***
99810 - Sales Clerk	14.91***
99820 - School Crossing Guard	14.44***
99830 - Survey Party Chief	23.46
99831 - Surveying Aide	16.34***
99832 - Surveying Technician	22.41
99840 - Vending Machine Attendant	19.07
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	19.07

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5251
Revision No.: 26
Date Of Last Revision: 05/29/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Irion, Tom Green

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.71***
01012 - Accounting Clerk II		17.64***
01013 - Accounting Clerk III		19.73
01020 - Administrative Assistant		29.66
01035 - Court Reporter		21.01

01041 - Customer Service Representative I 15.37***
01042 - Customer Service Representative II 16.77***
01043 - Customer Service Representative III 18.82
01051 - Data Entry Operator I 15.32***
01052 - Data Entry Operator II 16.72***
01060 - Dispatcher, Motor Vehicle 20.20
01070 - Document Preparation Clerk 16.73***
01090 - Duplicating Machine Operator 16.73***
01111 - General Clerk I 14.99***
01112 - General Clerk II 16.36***
01113 - General Clerk III 18.36
01120 - Housing Referral Assistant 23.41
01141 - Messenger Courier 13.63***
01191 - Order Clerk I 15.33***
01192 - Order Clerk II 17.15***
01261 - Personnel Assistant (Employment) I 18.78
01262 - Personnel Assistant (Employment) II 21.01
01263 - Personnel Assistant (Employment) III 23.41
01270 - Production Control Clerk 22.82
01290 - Rental Clerk 15.45***
01300 - Scheduler, Maintenance 18.78
01311 - Secretary I 18.78
01312 - Secretary II 21.01
01313 - Secretary III 23.41
01320 - Service Order Dispatcher 18.05
01410 - Supply Technician 29.66
01420 - Survey Worker 21.01
01460 - Switchboard Operator/Receptionist 13.92***
01531 - Travel Clerk I 16.25***
01532 - Travel Clerk II 17.45***
01533 - Travel Clerk III 18.91
01611 - Word Processor I 16.73***
01612 - Word Processor II 18.78
01613 - Word Processor III 21.01
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.81
05010 - Automotive Electrician 21.88
05040 - Automotive Glass Installer 20.48
05070 - Automotive Worker 20.48
05110 - Mobile Equipment Servicer 17.73***
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.48
05190 - Motor Vehicle Mechanic 23.54
05220 - Motor Vehicle Mechanic Helper 16.38***
05250 - Motor Vehicle Upholstery Worker 19.13
05280 - Motor Vehicle Wrecker 20.48
05310 - Painter, Automotive 21.88
05340 - Radiator Repair Specialist 20.48
05370 - Tire Repairer 16.23***
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 15.11***
07041 - Cook I 14.89***
07042 - Cook II 17.28***

07070 - Dishwasher 12.44***
07130 - Food Service Worker 12.98***
07210 - Meat Cutter 21.54
07260 - Waiter/Waitress 11.50***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.07
09040 - Furniture Handler 13.51***
09080 - Furniture Refinisher 22.07
09090 - Furniture Refinisher Helper 16.40***
09110 - Furniture Repairer, Minor 19.14
09130 - Upholsterer 22.07
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.83***
11060 - Elevator Operator 13.92***
11090 - Gardener 20.21
11122 - Housekeeping Aide 13.92***
11150 - Janitor 13.92***
11210 - Laborer, Grounds Maintenance 15.37***
11240 - Maid or Houseman 12.71***
11260 - Pruner 14.13***
11270 - Tractor Operator 18.66
11330 - Trail Maintenance Worker 15.37***
11360 - Window Cleaner 15.14***
12000 - Health Occupations
12010 - Ambulance Driver 24.55
12011 - Breath Alcohol Technician 24.55
12012 - Certified Occupational Therapist Assistant 33.68
12015 - Certified Physical Therapist Assistant 35.13
12020 - Dental Assistant 17.62***
12025 - Dental Hygienist 39.34
12030 - EKG Technician 37.19
12035 - Electroneurodiagnostic Technologist 37.19
12040 - Emergency Medical Technician 24.55
12071 - Licensed Practical Nurse I 21.95
12072 - Licensed Practical Nurse II 24.55
12073 - Licensed Practical Nurse III 27.36
12100 - Medical Assistant 17.50***
12130 - Medical Laboratory Technician 22.00
12160 - Medical Record Clerk 19.02
12190 - Medical Record Technician 21.28
12195 - Medical Transcriptionist 21.95
12210 - Nuclear Medicine Technologist 53.95
12221 - Nursing Assistant I 13.50***
12222 - Nursing Assistant II 15.19***
12223 - Nursing Assistant III 16.58***
12224 - Nursing Assistant IV 18.61
12235 - Optical Dispenser 19.40
12236 - Optical Technician 21.95
12250 - Pharmacy Technician 20.11
12280 - Phlebotomist 27.06
12305 - Radiologic Technologist 34.21
12311 - Registered Nurse I 25.24
12312 - Registered Nurse II 30.87
12313 - Registered Nurse II, Specialist 30.87

12314 - Registered Nurse III 37.35
12315 - Registered Nurse III, Anesthetist 37.35
12316 - Registered Nurse IV 44.77
12317 - Scheduler (Drug and Alcohol Testing) 30.41
12320 - Substance Abuse Treatment Counselor 29.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.67
13012 - Exhibits Specialist II 25.60
13013 - Exhibits Specialist III 31.31
13041 - Illustrator I 22.36
13042 - Illustrator II 27.34
13043 - Illustrator III 31.31
13047 - Librarian 22.14
13050 - Library Aide/Clerk 22.36
13054 - Library Information Technology Systems Administrator 23.77
13058 - Library Technician 20.66
13061 - Media Specialist I 18.47
13062 - Media Specialist II 20.67
13063 - Media Specialist III 23.05
13071 - Photographer I 18.81
13072 - Photographer II 20.66
13073 - Photographer III 25.60
13074 - Photographer IV 31.31
13075 - Photographer V 37.88
13090 - Technical Order Library Clerk 20.66
13110 - Video Teleconference Technician 18.48
14000 - Information Technology Occupations
14041 - Computer Operator I 19.86
14042 - Computer Operator II 22.21
14043 - Computer Operator III 24.77
14044 - Computer Operator IV 27.52
14045 - Computer Operator V 30.48
14071 - Computer Programmer I (see 1) 22.25
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.86
14160 - Personal Computer Support Technician 27.52
14170 - System Support Specialist 30.48
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.59
15020 - Aircrew Training Devices Instructor (Rated) 39.42
15030 - Air Crew Training Devices Instructor (Pilot) 47.25
15050 - Computer Based Training Specialist / Instructor 32.59
15060 - Educational Technologist 38.72
15070 - Flight Instructor (Pilot) 47.25
15080 - Graphic Artist 21.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 47.25
15086 - Maintenance Test Pilot, Rotary Wing 47.25
15088 - Non-Maintenance Test/Co-Pilot 47.25

15090 - Technical Instructor 21.30
15095 - Technical Instructor/Course Developer 26.05
15110 - Test Proctor 18.52
15120 - Tutor 18.52
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 14.40***
16030 - Counter Attendant 14.40***
16040 - Dry Cleaner 16.47***
16070 - Finisher, Flatwork, Machine 14.40***
16090 - Presser, Hand 14.40***
16110 - Presser, Machine, Drycleaning 14.40***
16130 - Presser, Machine, Shirts 14.40***
16160 - Presser, Machine, Wearing Apparel, Laundry 14.40***
16190 - Sewing Machine Operator 17.16***
16220 - Tailor 17.85
16250 - Washer, Machine 15.09***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.87
19040 - Tool And Die Maker 30.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 20.78
21030 - Material Coordinator 22.82
21040 - Material Expediter 22.82
21050 - Material Handling Laborer 15.47***
21071 - Order Filler 17.34***
21080 - Production Line Worker (Food Processing) 20.78
21110 - Shipping Packer 17.28***
21130 - Shipping/Receiving Clerk 17.28***
21140 - Store Worker I 13.71***
21150 - Stock Clerk 17.39***
21210 - Tools And Parts Attendant 20.78
21410 - Warehouse Specialist 20.78
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.40
23019 - Aircraft Logs and Records Technician 22.65
23021 - Aircraft Mechanic I 28.69
23022 - Aircraft Mechanic II 30.40
23023 - Aircraft Mechanic III 32.10
23040 - Aircraft Mechanic Helper 20.22
23050 - Aircraft, Painter 26.11
23060 - Aircraft Servicer 22.65
23070 - Aircraft Survival Flight Equipment Technician 26.11
23080 - Aircraft Worker 24.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.69
23110 - Appliance Mechanic 23.87
23120 - Bicycle Repairer 19.23
23125 - Cable Splicer 30.17
23130 - Carpenter, Maintenance 20.77
23140 - Carpet Layer 22.30
23160 - Electrician, Maintenance 22.89
23181 - Electronics Technician Maintenance I 22.59

23182 - Electronics Technician Maintenance II 24.19
23183 - Electronics Technician Maintenance III 25.86
23260 - Fabric Worker 20.70
23290 - Fire Alarm System Mechanic 23.30
23310 - Fire Extinguisher Repairer 19.23
23311 - Fuel Distribution System Mechanic 24.75
23312 - Fuel Distribution System Operator 19.11
23370 - General Maintenance Worker 18.43
23380 - Ground Support Equipment Mechanic 28.69
23381 - Ground Support Equipment Servicer 22.65
23382 - Ground Support Equipment Worker 24.28
23391 - Gunsmith I 19.23
23392 - Gunsmith II 22.30
23393 - Gunsmith III 25.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.40
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.95
23430 - Heavy Equipment Mechanic 28.27
23440 - Heavy Equipment Operator 22.42
23460 - Instrument Mechanic 25.53
23465 - Laboratory/Shelter Mechanic 23.87
23470 - Laborer 15.47***
23510 - Locksmith 23.87
23530 - Machinery Maintenance Mechanic 25.04
23550 - Machinist, Maintenance 22.97
23580 - Maintenance Trades Helper 14.93***
23591 - Metrology Technician I 25.53
23592 - Metrology Technician II 27.15
23593 - Metrology Technician III 28.69
23640 - Millwright 25.53
23710 - Office Appliance Repairer 21.65
23760 - Painter, Maintenance 20.10
23790 - Pipefitter, Maintenance 25.01
23810 - Plumber, Maintenance 23.39
23820 - Pneudraulic Systems Mechanic 25.53
23850 - Rigger 25.53
23870 - Scale Mechanic 22.30
23890 - Sheet-Metal Worker, Maintenance 25.53
23910 - Small Engine Mechanic 22.30
23931 - Telecommunications Mechanic I 25.64
23932 - Telecommunications Mechanic II 27.26
23950 - Telephone Lineman 25.80
23960 - Welder, Combination, Maintenance 23.09
23965 - Well Driller 25.53
23970 - Woodcraft Worker 25.53
23980 - Woodworker 19.23
24000 - Personal Needs Occupations
24550 - Case Manager 19.98
24570 - Child Care Attendant 11.66***
24580 - Child Care Center Clerk 14.54***
24610 - Chore Aide 11.56***
24620 - Family Readiness And Support Services Coordinator 19.98

24630 - Homemaker 19.98
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 21.22
25040 - Sewage Plant Operator 19.84
25070 - Stationary Engineer 21.22
25190 - Ventilation Equipment Tender 14.74***
25210 - Water Treatment Plant Operator 19.84
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.07
27007 - Baggage Inspector 16.32***
27008 - Corrections Officer 25.75
27010 - Court Security Officer 25.75
27030 - Detection Dog Handler 18.26
27040 - Detention Officer 25.75
27070 - Firefighter 25.75
27101 - Guard I 16.32***
27102 - Guard II 18.26
27131 - Police Officer I 28.33
27132 - Police Officer II 31.49
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.03***
28042 - Carnival Equipment Repairer 16.28***
28043 - Carnival Worker 11.38***
28210 - Gate Attendant/Gate Tender 18.20
28310 - Lifeguard 15.57***
28350 - Park Attendant (Aide) 20.36
28510 - Recreation Aide/Health Facility Attendant 14.86***
28515 - Recreation Specialist 25.22
28630 - Sports Official 16.22***
28690 - Swimming Pool Operator 18.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.30
29020 - Hatch Tender 22.30
29030 - Line Handler 22.30
29041 - Stevedore I 20.70
29042 - Stevedore II 23.87
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 26.81
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 22.69
30362 - Paralegal/Legal Assistant II 28.11
30363 - Paralegal/Legal Assistant III 34.39
30364 - Paralegal/Legal Assistant IV 41.61
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 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 25.68
30502 - Weather Forecaster II 31.23
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 20.86
30621 - Weather Observer, Senior (see 2) 23.18
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.45***
31030 - Bus Driver 21.88
31043 - Driver Courier 18.50
31260 - Parking and Lot Attendant 13.87***
31290 - Shuttle Bus Driver 16.03***
31310 - Taxi Driver 13.18***
31361 - Truckdriver, Light 20.04
31362 - Truckdriver, Medium 21.58
31363 - Truckdriver, Heavy 22.95
31364 - Truckdriver, Tractor-Trailer 22.95
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.54***
99050 - Desk Clerk 15.25***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 19.07
99252 - Laboratory Animal Caretaker II 20.66
99260 - Marketing Analyst 26.25
99310 - Mortician 29.28
99410 - Pest Controller 22.25
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 15.71***

99711 - Recycling Specialist	19.07
99730 - Refuse Collector	14.44***
99810 - Sales Clerk	13.98***
99820 - School Crossing Guard	14.44***
99830 - Survey Party Chief	20.24
99831 - Surveying Aide	14.10***
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	19.07
99841 - Vending Machine Repairer	23.96
99842 - Vending Machine Repairer Helper	19.07

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5253
Revision No.: 26
Date Of Last Revision: 05/30/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.91
01012 - Accounting Clerk II		20.10
01013 - Accounting Clerk III		22.48
01020 - Administrative Assistant		32.87

01035 - Court Reporter 38.74
01041 - Customer Service Representative I 16.36***
01042 - Customer Service Representative II 17.85
01043 - Customer Service Representative III 20.04
01051 - Data Entry Operator I 16.12***
01052 - Data Entry Operator II 17.59***
01060 - Dispatcher, Motor Vehicle 21.11
01070 - Document Preparation Clerk 19.48
01090 - Duplicating Machine Operator 19.48
01111 - General Clerk I 15.29***
01112 - General Clerk II 16.68***
01113 - General Clerk III 18.73
01120 - Housing Referral Assistant 23.30
01141 - Messenger Courier 18.58
01191 - Order Clerk I 16.03***
01192 - Order Clerk II 17.49***
01261 - Personnel Assistant (Employment) I 18.74
01262 - Personnel Assistant (Employment) II 21.15
01263 - Personnel Assistant (Employment) III 23.39
01270 - Production Control Clerk 25.07
01290 - Rental Clerk 16.53***
01300 - Scheduler, Maintenance 18.69
01311 - Secretary I 18.69
01312 - Secretary II 20.90
01313 - Secretary III 23.30
01320 - Service Order Dispatcher 18.88
01410 - Supply Technician 32.87
01420 - Survey Worker 18.80
01460 - Switchboard Operator/Receptionist 17.00***
01531 - Travel Clerk I 18.75
01532 - Travel Clerk II 21.04
01533 - Travel Clerk III 22.61
01611 - Word Processor I 17.42***
01612 - Word Processor II 19.55
01613 - Word Processor III 21.87
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.45
05010 - Automotive Electrician 21.86
05040 - Automotive Glass Installer 20.43
05070 - Automotive Worker 20.43
05110 - Mobile Equipment Servicer 17.68***
05130 - Motor Equipment Metal Mechanic 23.23
05160 - Motor Equipment Metal Worker 20.43
05190 - Motor Vehicle Mechanic 23.23
05220 - Motor Vehicle Mechanic Helper 16.43***
05250 - Motor Vehicle Upholstery Worker 19.05
05280 - Motor Vehicle Wrecker 20.43
05310 - Painter, Automotive 21.86
05340 - Radiator Repair Specialist 20.43
05370 - Tire Repairer 17.00***
05400 - Transmission Repair Specialist 23.23
07000 - Food Preparation And Service Occupations
07010 - Baker 16.44***
07041 - Cook I 15.77***

07042 - Cook II 18.22
07070 - Dishwasher 13.82***
07130 - Food Service Worker 15.35***
07210 - Meat Cutter 20.79
07260 - Waiter/Waitress 13.04***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.38
09040 - Furniture Handler 11.65***
09080 - Furniture Refinisher 18.40
09090 - Furniture Refinisher Helper 13.83***
09110 - Furniture Repairer, Minor 16.04***
09130 - Upholsterer 19.34
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.59***
11060 - Elevator Operator 15.67***
11090 - Gardener 22.08
11122 - Housekeeping Aide 15.67***
11150 - Janitor 15.67***
11210 - Laborer, Grounds Maintenance 17.29***
11240 - Maid or Houseman 14.01***
11260 - Pruner 15.57***
11270 - Tractor Operator 20.53
11330 - Trail Maintenance Worker 17.29***
11360 - Window Cleaner 17.40***
12000 - Health Occupations
12010 - Ambulance Driver 18.10
12011 - Breath Alcohol Technician 26.20
12012 - Certified Occupational Therapist Assistant 37.60
12015 - Certified Physical Therapist Assistant 36.94
12020 - Dental Assistant 19.93
12025 - Dental Hygienist 41.27
12030 - EKG Technician 28.21
12035 - Electroneurodiagnostic Technologist 28.21
12040 - Emergency Medical Technician 18.10
12071 - Licensed Practical Nurse I 23.42
12072 - Licensed Practical Nurse II 26.20
12073 - Licensed Practical Nurse III 29.20
12100 - Medical Assistant 19.21
12130 - Medical Laboratory Technician 27.51
12160 - Medical Record Clerk 20.46
12190 - Medical Record Technician 22.88
12195 - Medical Transcriptionist 13.76***
12210 - Nuclear Medicine Technologist 43.29
12221 - Nursing Assistant I 14.09***
12222 - Nursing Assistant II 15.85***
12223 - Nursing Assistant III 17.30***
12224 - Nursing Assistant IV 19.42
12235 - Optical Dispenser 17.93
12236 - Optical Technician 17.66***
12250 - Pharmacy Technician 20.81
12280 - Phlebotomist 18.69
12305 - Radiologic Technologist 37.00
12311 - Registered Nurse I 28.30
12312 - Registered Nurse II 34.61

12313 - Registered Nurse II, Specialist 34.61
12314 - Registered Nurse III 41.88
12315 - Registered Nurse III, Anesthetist 41.88
12316 - Registered Nurse IV 50.21
12317 - Scheduler (Drug and Alcohol Testing) 32.45
12320 - Substance Abuse Treatment Counselor 27.98
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.66
13012 - Exhibits Specialist II 28.07
13013 - Exhibits Specialist III 34.34
13041 - Illustrator I 21.10
13042 - Illustrator II 26.14
13043 - Illustrator III 31.98
13047 - Librarian 31.09
13050 - Library Aide/Clerk 15.39***
13054 - Library Information Technology Systems Administrator 28.07
13058 - Library Technician 18.73
13061 - Media Specialist I 20.26
13062 - Media Specialist II 22.66
13063 - Media Specialist III 25.27
13071 - Photographer I 18.74
13072 - Photographer II 20.96
13073 - Photographer III 25.18
13074 - Photographer IV 29.21
13075 - Photographer V 35.34
13090 - Technical Order Library Clerk 19.32
13110 - Video Teleconference Technician 22.48
14000 - Information Technology Occupations
14041 - Computer Operator I 21.91
14042 - Computer Operator II 24.51
14043 - Computer Operator III 27.31
14044 - Computer Operator IV 30.35
14045 - Computer Operator V 33.62
14071 - Computer Programmer I (see 1) 25.97
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 21.91
14160 - Personal Computer Support Technician 30.35
14170 - System Support Specialist 33.62
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.19
15020 - Aircrew Training Devices Instructor (Rated) 40.16
15030 - Air Crew Training Devices Instructor (Pilot) 48.15
15050 - Computer Based Training Specialist / Instructor 33.19
15060 - Educational Technologist 36.77
15070 - Flight Instructor (Pilot) 48.15
15080 - Graphic Artist 28.67
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.15
15086 - Maintenance Test Pilot, Rotary Wing 48.15

15088 - Non-Maintenance Test/Co-Pilot 48.15
15090 - Technical Instructor 23.90
15095 - Technical Instructor/Course Developer 29.23
15110 - Test Proctor 19.30
15120 - Tutor 19.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.52
19040 - Tool And Die Maker 29.37
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.22
21030 - Material Coordinator 25.07
21040 - Material Expediter 25.07
21050 - Material Handling Laborer 17.44***
21071 - Order Filler 17.76
21080 - Production Line Worker (Food Processing) 21.22
21110 - Shipping Packer 18.43
21130 - Shipping/Receiving Clerk 18.43
21140 - Store Worker I 13.44***
21150 - Stock Clerk 18.14
21210 - Tools And Parts Attendant 21.22
21410 - Warehouse Specialist 21.22
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.96
23019 - Aircraft Logs and Records Technician 29.45
23021 - Aircraft Mechanic I 35.91
23022 - Aircraft Mechanic II 37.96
23023 - Aircraft Mechanic III 40.05
23040 - Aircraft Mechanic Helper 25.40
23050 - Aircraft, Painter 33.79
23060 - Aircraft Servicer 29.45
23070 - Aircraft Survival Flight Equipment Technician 33.79
23080 - Aircraft Worker 31.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.91
23110 - Appliance Mechanic 24.21
23120 - Bicycle Repairer 21.38
23125 - Cable Splicer 36.56
23130 - Carpenter, Maintenance 22.92
23140 - Carpet Layer 22.42
23160 - Electrician, Maintenance 25.73

23181 - Electronics Technician Maintenance I 28.74
23182 - Electronics Technician Maintenance II 30.75
23183 - Electronics Technician Maintenance III 32.68
23260 - Fabric Worker 23.04
23290 - Fire Alarm System Mechanic 24.73
23310 - Fire Extinguisher Repairer 21.38
23311 - Fuel Distribution System Mechanic 23.95
23312 - Fuel Distribution System Operator 18.23
23370 - General Maintenance Worker 20.02
23380 - Ground Support Equipment Mechanic 35.91
23381 - Ground Support Equipment Servicer 29.45
23382 - Ground Support Equipment Worker 31.58
23391 - Gunsmith I 21.38
23392 - Gunsmith II 24.71
23393 - Gunsmith III 28.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic 25.85
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 27.33
23430 - Heavy Equipment Mechanic 29.41
23440 - Heavy Equipment Operator 23.58
23460 - Instrument Mechanic 32.63
23465 - Laboratory/Shelter Mechanic 26.44
23470 - Laborer 17.44***
23510 - Locksmith 20.38
23530 - Machinery Maintenance Mechanic 29.52
23550 - Machinist, Maintenance 25.49
23580 - Maintenance Trades Helper 18.05
23591 - Metrology Technician I 32.63
23592 - Metrology Technician II 34.49
23593 - Metrology Technician III 36.38
23640 - Millwright 29.77
23710 - Office Appliance Repairer 21.77
23760 - Painter, Maintenance 20.91
23790 - Pipefitter, Maintenance 27.82
23810 - Plumber, Maintenance 26.18
23820 - Pneudraulic Systems Mechanic 28.10
23850 - Rigger 23.83
23870 - Scale Mechanic 24.71
23890 - Sheet-Metal Worker, Maintenance 26.36
23910 - Small Engine Mechanic 21.58
23931 - Telecommunications Mechanic I 28.59
23932 - Telecommunications Mechanic II 30.23
23950 - Telephone Lineman 32.21
23960 - Welder, Combination, Maintenance 23.24
23965 - Well Driller 26.30
23970 - Woodcraft Worker 28.10
23980 - Woodworker 21.38
24000 - Personal Needs Occupations
24550 - Case Manager 20.70
24570 - Child Care Attendant 13.74***
24580 - Child Care Center Clerk 17.13***
24610 - Chore Aide 12.01***
24620 - Family Readiness And Support Services 20.70

Coordinator
24630 - Homemaker 20.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 28.74
25040 - Sewage Plant Operator 24.20
25070 - Stationary Engineer 28.74
25190 - Ventilation Equipment Tender 20.33
25210 - Water Treatment Plant Operator 24.20
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.28
27007 - Baggage Inspector 15.85***
27008 - Corrections Officer 24.53
27010 - Court Security Officer 28.68
27030 - Detection Dog Handler 17.73***
27040 - Detention Officer 24.53
27070 - Firefighter 34.27
27101 - Guard I 15.85***
27102 - Guard II 17.73***
27131 - Police Officer I 30.92
27132 - Police Officer II 34.37
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.98***
28042 - Carnival Equipment Repairer 18.27
28043 - Carnival Worker 12.88***
28210 - Gate Attendant/Gate Tender 17.97
28310 - Lifeguard 12.23***
28350 - Park Attendant (Aide) 20.10
28510 - Recreation Aide/Health Facility Attendant 14.67***
28515 - Recreation Specialist 24.90
28630 - Sports Official 16.01***
28690 - Swimming Pool Operator 21.11
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.73
29020 - Hatch Tender 29.73
29030 - Line Handler 29.73
29041 - Stevedore I 27.72
29042 - Stevedore II 31.81
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.75
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 32.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.50
30021 - Archeological Technician I 18.73
30022 - Archeological Technician II 20.95
30023 - Archeological Technician III 25.95
30030 - Cartographic Technician 25.95
30040 - Civil Engineering Technician 29.57
30051 - Cryogenic Technician I 28.74
30052 - Cryogenic Technician II 31.73
30061 - Drafter/CAD Operator I 18.73
30062 - Drafter/CAD Operator II 20.95
30063 - Drafter/CAD Operator III 23.35
30064 - Drafter/CAD Operator IV 28.74
30081 - Engineering Technician I 16.89***
30082 - Engineering Technician II 18.96

30083 - Engineering Technician III 21.21
30084 - Engineering Technician IV 26.27
30085 - Engineering Technician V 32.13
30086 - Engineering Technician VI 38.87
30090 - Environmental Technician 24.53
30095 - Evidence Control Specialist 25.95
30210 - Laboratory Technician 25.05
30221 - Latent Fingerprint Technician I 25.53
30222 - Latent Fingerprint Technician II 28.19
30240 - Mathematical Technician 31.59
30361 - Paralegal/Legal Assistant I 22.31
30362 - Paralegal/Legal Assistant II 27.64
30363 - Paralegal/Legal Assistant III 33.80
30364 - Paralegal/Legal Assistant IV 40.90
30375 - Petroleum Supply Specialist 31.73
30390 - Photo-Optics Technician 25.95
30395 - Radiation Control Technician 31.73
30461 - Technical Writer I 26.29
30462 - Technical Writer II 32.16
30463 - Technical Writer III 38.91
30491 - Unexploded Ordnance (UXO) Technician I 29.71
30492 - Unexploded Ordnance (UXO) Technician II 35.95
30493 - Unexploded Ordnance (UXO) Technician III 43.09
30494 - Unexploded (UXO) Safety Escort 29.71
30495 - Unexploded (UXO) Sweep Personnel 29.71
30501 - Weather Forecaster I 28.74
30502 - Weather Forecaster II 34.96
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 23.35
30621 - Weather Observer, Senior (see 2) 25.95
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.95
31020 - Bus Aide 17.46***
31030 - Bus Driver 24.03
31043 - Driver Courier 17.57***
31260 - Parking and Lot Attendant 13.60***
31290 - Shuttle Bus Driver 18.18
31310 - Taxi Driver 14.15***
31361 - Truckdriver, Light 18.90
31362 - Truckdriver, Medium 20.37
31363 - Truckdriver, Heavy 23.84
31364 - Truckdriver, Tractor-Trailer 23.84
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.53***
99030 - Cashier 13.83***
99050 - Desk Clerk 14.05***
99095 - Embalmer 27.72
99130 - Flight Follower 29.71
99251 - Laboratory Animal Caretaker I 15.25***
99252 - Laboratory Animal Caretaker II 16.41***
99260 - Marketing Analyst 36.49
99310 - Mortician 28.38
99410 - Pest Controller 20.47
99510 - Photofinishing Worker 16.68***

99710 - Recycling Laborer	24.97
99711 - Recycling Specialist	29.65
99730 - Refuse Collector	22.48
99810 - Sales Clerk	14.50***
99820 - School Crossing Guard	18.14
99830 - Survey Party Chief	27.55
99831 - Surveying Aide	19.23
99832 - Surveying Technician	22.95
99840 - Vending Machine Attendant	14.83***
99841 - Vending Machine Repairer	18.43
99842 - Vending Machine Repairer Helper	14.83***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Wage Determination No.: 2015-5255
Revision No.: 26
Date Of Last Revision: 05/30/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Grayson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.11
01013 - Accounting Clerk III		22.49
01020 - Administrative Assistant		28.85
01035 - Court Reporter		22.35

01041 - Customer Service Representative I 15.91***
01042 - Customer Service Representative II 17.36***
01043 - Customer Service Representative III 19.49
01051 - Data Entry Operator I 15.81***
01052 - Data Entry Operator II 17.25***
01060 - Dispatcher, Motor Vehicle 21.36
01070 - Document Preparation Clerk 17.81
01090 - Duplicating Machine Operator 17.81
01111 - General Clerk I 16.46***
01112 - General Clerk II 17.96
01113 - General Clerk III 20.16
01120 - Housing Referral Assistant 24.94
01141 - Messenger Courier 14.51***
01191 - Order Clerk I 17.31***
01192 - Order Clerk II 18.89
01261 - Personnel Assistant (Employment) I 20.34
01262 - Personnel Assistant (Employment) II 22.75
01263 - Personnel Assistant (Employment) III 25.36
01270 - Production Control Clerk 21.75
01290 - Rental Clerk 16.83***
01300 - Scheduler, Maintenance 19.99
01311 - Secretary I 19.99
01312 - Secretary II 22.35
01313 - Secretary III 24.94
01320 - Service Order Dispatcher 18.98
01410 - Supply Technician 28.85
01420 - Survey Worker 19.86
01460 - Switchboard Operator/Receptionist 15.89***
01531 - Travel Clerk I 17.81
01532 - Travel Clerk II 19.99
01533 - Travel Clerk III 21.80
01611 - Word Processor I 17.81
01612 - Word Processor II 19.99
01613 - Word Processor III 22.35
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 27.73
05010 - Automotive Electrician 23.44
05040 - Automotive Glass Installer 22.24
05070 - Automotive Worker 22.24
05110 - Mobile Equipment Servicer 19.36
05130 - Motor Equipment Metal Mechanic 24.69
05160 - Motor Equipment Metal Worker 22.24
05190 - Motor Vehicle Mechanic 24.69
05220 - Motor Vehicle Mechanic Helper 17.69***
05250 - Motor Vehicle Upholstery Worker 21.02
05280 - Motor Vehicle Wrecker 22.24
05310 - Painter, Automotive 24.22
05340 - Radiator Repair Specialist 22.24
05370 - Tire Repairer 16.86***
05400 - Transmission Repair Specialist 24.69
07000 - Food Preparation And Service Occupations
07010 - Baker 14.99***
07041 - Cook I 16.20***
07042 - Cook II 18.61

07070 - Dishwasher 13.19***
07130 - Food Service Worker 13.56***
07210 - Meat Cutter 17.75
07260 - Waiter/Waitress 12.14***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.39
09040 - Furniture Handler 13.01***
09080 - Furniture Refinisher 20.39
09090 - Furniture Refinisher Helper 15.98***
09110 - Furniture Repairer, Minor 18.99
09130 - Upholsterer 21.18
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.23***
11060 - Elevator Operator 14.61***
11090 - Gardener 25.04
11122 - Housekeeping Aide 14.61***
11150 - Janitor 14.61***
11210 - Laborer, Grounds Maintenance 18.63
11240 - Maid or Houseman 13.52***
11260 - Pruner 16.45***
11270 - Tractor Operator 22.88
11330 - Trail Maintenance Worker 18.63
11360 - Window Cleaner 16.54***
12000 - Health Occupations
12010 - Ambulance Driver 17.42***
12011 - Breath Alcohol Technician 25.04
12012 - Certified Occupational Therapist Assistant 34.35
12015 - Certified Physical Therapist Assistant 33.59
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 46.41
12030 - EKG Technician 37.94
12035 - Electroneurodiagnostic Technologist 37.94
12040 - Emergency Medical Technician 17.42***
12071 - Licensed Practical Nurse I 22.39
12072 - Licensed Practical Nurse II 25.04
12073 - Licensed Practical Nurse III 27.92
12100 - Medical Assistant 18.47
12130 - Medical Laboratory Technician 25.15
12160 - Medical Record Clerk 18.70
12190 - Medical Record Technician 20.89
12195 - Medical Transcriptionist 22.39
12210 - Nuclear Medicine Technologist 55.02
12221 - Nursing Assistant I 14.51***
12222 - Nursing Assistant II 16.32***
12223 - Nursing Assistant III 17.81
12224 - Nursing Assistant IV 19.99
12235 - Optical Dispenser 22.66
12236 - Optical Technician 22.39
12250 - Pharmacy Technician 19.45
12280 - Phlebotomist 17.38***
12305 - Radiologic Technologist 34.38
12311 - Registered Nurse I 29.65
12312 - Registered Nurse II 36.27
12313 - Registered Nurse II, Specialist 36.27

12314 - Registered Nurse III 43.89
12315 - Registered Nurse III, Anesthetist 43.89
12316 - Registered Nurse IV 52.59
12317 - Scheduler (Drug and Alcohol Testing) 31.02
12320 - Substance Abuse Treatment Counselor 28.09
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.55
13012 - Exhibits Specialist II 26.69
13013 - Exhibits Specialist III 32.64
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 36.18
13047 - Librarian 31.56
13050 - Library Aide/Clerk 17.16***
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 18.59
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 19.26
13072 - Photographer II 21.55
13073 - Photographer III 26.69
13074 - Photographer IV 32.64
13075 - Photographer V 39.49
13090 - Technical Order Library Clerk 21.55
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) 47.30
15050 - Computer Based Training Specialist / Instructor 35.04
15060 - Educational Technologist 33.19
15070 - Flight Instructor (Pilot) 47.30
15080 - Graphic Artist 27.44
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 47.30
15086 - Maintenance Test Pilot, Rotary Wing 47.30
15088 - Non-Maintenance Test/Co-Pilot 47.30

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 12.53***
16030 - Counter Attendant 12.53***
16040 - Dry Cleaner 16.10***
16070 - Finisher, Flatwork, Machine 12.53***
16090 - Presser, Hand 12.53***
16110 - Presser, Machine, Drycleaning 12.53***
16130 - Presser, Machine, Shirts 12.53***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.53***
16190 - Sewing Machine Operator 17.07***
16220 - Tailor 18.34
16250 - Washer, Machine 13.77***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.44
19040 - Tool And Die Maker 29.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.54
21030 - Material Coordinator 21.75
21040 - Material Expediter 21.75
21050 - Material Handling Laborer 16.39***
21071 - Order Filler 16.29***
21080 - Production Line Worker (Food Processing) 18.54
21110 - Shipping Packer 17.55***
21130 - Shipping/Receiving Clerk 17.55***
21140 - Store Worker I 14.64***
21150 - Stock Clerk 21.22
21210 - Tools And Parts Attendant 18.54
21410 - Warehouse Specialist 18.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.47
23019 - Aircraft Logs and Records Technician 22.61
23021 - Aircraft Mechanic I 29.07
23022 - Aircraft Mechanic II 30.47
23023 - Aircraft Mechanic III 31.89
23040 - Aircraft Mechanic Helper 19.71
23050 - Aircraft, Painter 25.93
23060 - Aircraft Servicer 22.61
23070 - Aircraft Survival Flight Equipment Technician 25.93
23080 - Aircraft Worker 23.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 29.07
23110 - Appliance Mechanic 24.44
23120 - Bicycle Repairer 20.19
23125 - Cable Splicer 30.82
23130 - Carpenter, Maintenance 22.36
23140 - Carpet Layer 23.19
23160 - Electrician, Maintenance 25.92
23181 - Electronics Technician Maintenance I 27.28

23182 - Electronics Technician Maintenance II 28.75
23183 - Electronics Technician Maintenance III 30.28
23260 - Fabric Worker 21.92
23290 - Fire Alarm System Mechanic 25.00
23310 - Fire Extinguisher Repairer 20.19
23311 - Fuel Distribution System Mechanic 25.75
23312 - Fuel Distribution System Operator 20.19
23370 - General Maintenance Worker 20.55
23380 - Ground Support Equipment Mechanic 29.07
23381 - Ground Support Equipment Servicer 22.61
23382 - Ground Support Equipment Worker 23.90
23391 - Gunsmith I 20.19
23392 - Gunsmith II 23.19
23393 - Gunsmith III 25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.70
23430 - Heavy Equipment Mechanic 27.44
23440 - Heavy Equipment Operator 23.93
23460 - Instrument Mechanic 25.75
23465 - Laboratory/Shelter Mechanic 24.44
23470 - Laborer 16.39***
23510 - Locksmith 24.44
23530 - Machinery Maintenance Mechanic 29.24
23550 - Machinist, Maintenance 24.99
23580 - Maintenance Trades Helper 15.82***
23591 - Metrology Technician I 25.75
23592 - Metrology Technician II 26.98
23593 - Metrology Technician III 28.24
23640 - Millwright 25.75
23710 - Office Appliance Repairer 24.44
23760 - Painter, Maintenance 19.64
23790 - Pipefitter, Maintenance 24.69
23810 - Plumber, Maintenance 23.44
23820 - Pneudraulic Systems Mechanic 25.75
23850 - Rigger 25.75
23870 - Scale Mechanic 23.19
23890 - Sheet-Metal Worker, Maintenance 25.75
23910 - Small Engine Mechanic 23.19
23931 - Telecommunications Mechanic I 25.94
23932 - Telecommunications Mechanic II 27.18
23950 - Telephone Lineman 25.94
23960 - Welder, Combination, Maintenance 22.38
23965 - Well Driller 25.75
23970 - Woodcraft Worker 25.75
23980 - Woodworker 20.19
24000 - Personal Needs Occupations
24550 - Case Manager 21.11
24570 - Child Care Attendant 12.09***
24580 - Child Care Center Clerk 15.08***
24610 - Chore Aide 11.54***
24620 - Family Readiness And Support Services Coordinator 21.11

24630 - Homemaker 21.11
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.60
25040 - Sewage Plant Operator 23.36
25070 - Stationary Engineer 24.60
25190 - Ventilation Equipment Tender 17.63***
25210 - Water Treatment Plant Operator 23.36
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.69
27007 - Baggage Inspector 15.62***
27008 - Corrections Officer 29.51
27010 - Court Security Officer 31.28
27030 - Detection Dog Handler 17.47***
27040 - Detention Officer 29.51
27070 - Firefighter 30.45
27101 - Guard I 15.62***
27102 - Guard II 17.47***
27131 - Police Officer I 31.37
27132 - Police Officer II 34.86
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.02
28042 - Carnival Equipment Repairer 19.46
28043 - Carnival Worker 13.78***
28210 - Gate Attendant/Gate Tender 17.14***
28310 - Lifeguard 12.94***
28350 - Park Attendant (Aide) 19.17
28510 - Recreation Aide/Health Facility Attendant 13.99***
28515 - Recreation Specialist 23.74
28630 - Sports Official 15.27***
28690 - Swimming Pool Operator 25.20
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 23.19
29020 - Hatch Tender 23.19
29030 - Line Handler 23.19
29041 - Stevedore I 21.92
29042 - Stevedore II 24.44
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.08
30022 - Archeological Technician II 24.64
30023 - Archeological Technician III 30.53
30030 - Cartographic Technician 30.53
30040 - Civil Engineering Technician 28.45
30051 - Cryogenic Technician I 31.70
30052 - Cryogenic Technician II 35.00
30061 - Drafter/CAD Operator I 22.08
30062 - Drafter/CAD Operator II 24.64
30063 - Drafter/CAD Operator III 27.47
30064 - Drafter/CAD Operator IV 33.80
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 28.62
30095 - Evidence Control Specialist 28.62
30210 - Laboratory Technician 25.75
30221 - Latent Fingerprint Technician I 31.70
30222 - Latent Fingerprint Technician II 35.00
30240 - Mathematical Technician 30.53
30361 - Paralegal/Legal Assistant I 22.12
30362 - Paralegal/Legal Assistant II 27.41
30363 - Paralegal/Legal Assistant III 33.52
30364 - Paralegal/Legal Assistant IV 40.56
30375 - Petroleum Supply Specialist 35.00
30390 - Photo-Optics Technician 30.53
30395 - Radiation Control Technician 35.00
30461 - Technical Writer I 28.62
30462 - Technical Writer II 35.00
30463 - Technical Writer III 42.35
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 33.80
30502 - Weather Forecaster II 41.11
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.47
30621 - Weather Observer, Senior (see 2) 28.62
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 13.59***
31030 - Bus Driver 19.83
31043 - Driver Courier 16.69***
31260 - Parking and Lot Attendant 12.00***
31290 - Shuttle Bus Driver 18.09
31310 - Taxi Driver 14.29***
31361 - Truckdriver, Light 18.26
31362 - Truckdriver, Medium 19.83
31363 - Truckdriver, Heavy 24.69
31364 - Truckdriver, Tractor-Trailer 24.69
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 12.74***
99050 - Desk Clerk 13.40***
99095 - Embalmer 31.83
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 23.31
99252 - Laboratory Animal Caretaker II 25.45
99260 - Marketing Analyst 27.96
99310 - Mortician 31.83
99410 - Pest Controller 27.83
99510 - Photofinishing Worker 16.73***
99710 - Recycling Laborer 25.48

99711 - Recycling Specialist	31.29
99730 - Refuse Collector	22.50
99810 - Sales Clerk	14.82***
99820 - School Crossing Guard	16.84***
99830 - Survey Party Chief	29.52
99831 - Surveying Aide	17.69***
99832 - Surveying Technician	22.66
99840 - Vending Machine Attendant	23.42
99841 - Vending Machine Repairer	29.44
99842 - Vending Machine Repairer Helper	23.42

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5257
Revision No.: 26
Date Of Last Revision: 05/30/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Smith

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.78***
01012 - Accounting Clerk II		18.84
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		29.66
01035 - Court Reporter		20.50

01041 - Customer Service Representative I	15.19***
01042 - Customer Service Representative II	16.58***
01043 - Customer Service Representative III	18.62
01051 - Data Entry Operator I	16.17***
01052 - Data Entry Operator II	17.65***
01060 - Dispatcher, Motor Vehicle	21.36
01070 - Document Preparation Clerk	16.33***
01090 - Duplicating Machine Operator	16.33***
01111 - General Clerk I	15.69***
01112 - General Clerk II	17.12***
01113 - General Clerk III	19.22
01120 - Housing Referral Assistant	22.87
01141 - Messenger Courier	15.28***
01191 - Order Clerk I	16.12***
01192 - Order Clerk II	17.59***
01261 - Personnel Assistant (Employment) I	18.70
01262 - Personnel Assistant (Employment) II	20.91
01263 - Personnel Assistant (Employment) III	23.31
01270 - Production Control Clerk	24.05
01290 - Rental Clerk	15.86***
01300 - Scheduler, Maintenance	18.33
01311 - Secretary I	18.33
01312 - Secretary II	20.50
01313 - Secretary III	22.87
01320 - Service Order Dispatcher	17.73***
01410 - Supply Technician	29.66
01420 - Survey Worker	19.97
01460 - Switchboard Operator/Receptionist	15.18***
01531 - Travel Clerk I	16.33***
01532 - Travel Clerk II	18.33
01533 - Travel Clerk III	19.82
01611 - Word Processor I	16.33***
01612 - Word Processor II	18.33
01613 - Word Processor III	20.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.32
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27***
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	16.03***
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.38***
07041 - Cook I	14.10***
07042 - Cook II	16.49***

07070 - Dishwasher 12.84***
07130 - Food Service Worker 12.83***
07210 - Meat Cutter 14.42***
07260 - Waiter/Waitress 11.94***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.52
09040 - Furniture Handler 12.87***
09080 - Furniture Refinisher 21.62
09090 - Furniture Refinisher Helper 15.86***
09110 - Furniture Repairer, Minor 18.81
09130 - Upholsterer 21.62
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.66***
11060 - Elevator Operator 14.40***
11090 - Gardener 23.23
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 17.23***
11240 - Maid or Houseman 13.04***
11260 - Pruner 15.14***
11270 - Tractor Operator 21.22
11330 - Trail Maintenance Worker 17.23***
11360 - Window Cleaner 16.38***
12000 - Health Occupations
12010 - Ambulance Driver 19.21
12011 - Breath Alcohol Technician 24.44
12012 - Certified Occupational Therapist Assistant 37.61
12015 - Certified Physical Therapist Assistant 36.55
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 40.40
12030 - EKG Technician 37.05
12035 - Electroneurodiagnostic Technologist 37.05
12040 - Emergency Medical Technician 19.21
12071 - Licensed Practical Nurse I 21.86
12072 - Licensed Practical Nurse II 24.44
12073 - Licensed Practical Nurse III 27.26
12100 - Medical Assistant 17.84
12130 - Medical Laboratory Technician 23.71
12160 - Medical Record Clerk 18.36
12190 - Medical Record Technician 20.54
12195 - Medical Transcriptionist 17.87
12210 - Nuclear Medicine Technologist 53.71
12221 - Nursing Assistant I 13.42***
12222 - Nursing Assistant II 15.10***
12223 - Nursing Assistant III 16.48***
12224 - Nursing Assistant IV 18.50
12235 - Optical Dispenser 17.72***
12236 - Optical Technician 21.86
12250 - Pharmacy Technician 18.98
12280 - Phlebotomist 18.11
12305 - Radiologic Technologist 34.20
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) 30.28
12320 - Substance Abuse Treatment Counselor 26.52
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.94
13012 - Exhibits Specialist II 25.94
13013 - Exhibits Specialist III 31.72
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 36.18
13047 - Librarian 31.56
13050 - Library Aide/Clerk 16.68***
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 19.91
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 18.72
13072 - Photographer II 20.94
13073 - Photographer III 25.94
13074 - Photographer IV 31.72
13075 - Photographer V 38.38
13090 - Technical Order Library Clerk 20.94
13110 - Video Teleconference Technician 21.59
14000 - Information Technology Occupations
14041 - Computer Operator I 19.17
14042 - Computer Operator II 21.44
14043 - Computer Operator III 23.90
14044 - Computer Operator IV 26.56
14045 - Computer Operator V 29.42
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.17
14160 - Personal Computer Support Technician 26.56
14170 - System Support Specialist 29.42
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) 49.89
15050 - Computer Based Training Specialist / Instructor 35.04
15060 - Educational Technologist 30.83
15070 - Flight Instructor (Pilot) 49.89
15080 - Graphic Artist 22.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.02
15086 - Maintenance Test Pilot, Rotary Wing 48.02
15088 - Non-Maintenance Test/Co-Pilot 48.02

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 12.37***
16030 - Counter Attendant 12.37***
16040 - Dry Cleaner 15.77***
16070 - Finisher, Flatwork, Machine 12.37***
16090 - Presser, Hand 12.37***
16110 - Presser, Machine, Drycleaning 12.37***
16130 - Presser, Machine, Shirts 12.37***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.37***
16190 - Sewing Machine Operator 16.77***
16220 - Tailor 17.98
16250 - Washer, Machine 13.58***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.83
19040 - Tool And Die Maker 28.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.36
21030 - Material Coordinator 24.05
21040 - Material Expediter 24.05
21050 - Material Handling Laborer 19.99
21071 - Order Filler 16.78***
21080 - Production Line Worker (Food Processing) 18.36
21110 - Shipping Packer 17.33***
21130 - Shipping/Receiving Clerk 17.33***
21140 - Store Worker I 13.85***
21150 - Stock Clerk 20.45
21210 - Tools And Parts Attendant 18.36
21410 - Warehouse Specialist 18.36
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 36.43
23019 - Aircraft Logs and Records Technician 28.84
23021 - Aircraft Mechanic I 34.78
23022 - Aircraft Mechanic II 36.43
23023 - Aircraft Mechanic III 38.14
23040 - Aircraft Mechanic Helper 24.18
23050 - Aircraft, Painter 32.97
23060 - Aircraft Servicer 28.84
23070 - Aircraft Survival Flight Equipment Technician 32.97
23080 - Aircraft Worker 30.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 34.78
23110 - Appliance Mechanic 23.83
23120 - Bicycle Repairer 19.12
23125 - Cable Splicer 26.09
23130 - Carpenter, Maintenance 22.34
23140 - Carpet Layer 22.37
23160 - Electrician, Maintenance 24.03
23181 - Electronics Technician Maintenance I 31.24

23182 - Electronics Technician Maintenance II 32.92
23183 - Electronics Technician Maintenance III 35.50
23260 - Fabric Worker 20.84
23290 - Fire Alarm System Mechanic 23.48
23310 - Fire Extinguisher Repairer 19.12
23311 - Fuel Distribution System Mechanic 27.70
23312 - Fuel Distribution System Operator 21.07
23370 - General Maintenance Worker 19.00
23380 - Ground Support Equipment Mechanic 34.78
23381 - Ground Support Equipment Servicer 28.84
23382 - Ground Support Equipment Worker 30.94
23391 - Gunsmith I 19.12
23392 - Gunsmith II 22.37
23393 - Gunsmith III 25.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.46
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.62
23430 - Heavy Equipment Mechanic 27.90
23440 - Heavy Equipment Operator 22.62
23460 - Instrument Mechanic 25.14
23465 - Laboratory/Shelter Mechanic 23.83
23470 - Laborer 19.99
23510 - Locksmith 23.83
23530 - Machinery Maintenance Mechanic 29.12
23550 - Machinist, Maintenance 23.06
23580 - Maintenance Trades Helper 16.12***
23591 - Metrology Technician I 25.14
23592 - Metrology Technician II 26.34
23593 - Metrology Technician III 27.56
23640 - Millwright 25.14
23710 - Office Appliance Repairer 20.64
23760 - Painter, Maintenance 18.41
23790 - Pipefitter, Maintenance 26.16
23810 - Plumber, Maintenance 24.80
23820 - Pneudraulic Systems Mechanic 25.14
23850 - Rigger 25.14
23870 - Scale Mechanic 22.37
23890 - Sheet-Metal Worker, Maintenance 22.85
23910 - Small Engine Mechanic 21.60
23931 - Telecommunications Mechanic I 27.37
23932 - Telecommunications Mechanic II 28.68
23950 - Telephone Lineman 33.27
23960 - Welder, Combination, Maintenance 22.42
23965 - Well Driller 25.14
23970 - Woodcraft Worker 25.14
23980 - Woodworker 19.12
24000 - Personal Needs Occupations
24550 - Case Manager 18.85
24570 - Child Care Attendant 12.55***
24580 - Child Care Center Clerk 15.64***
24610 - Chore Aide 11.86***
24620 - Family Readiness And Support Services Coordinator 18.85

24630 - Homemaker 18.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.76
25040 - Sewage Plant Operator 23.47
25070 - Stationary Engineer 24.76
25190 - Ventilation Equipment Tender 17.21***
25210 - Water Treatment Plant Operator 23.47
27000 - Protective Service Occupations
27004 - Alarm Monitor 23.08
27007 - Baggage Inspector 15.41***
27008 - Corrections Officer 27.80
27010 - Court Security Officer 28.44
27030 - Detection Dog Handler 17.23***
27040 - Detention Officer 27.80
27070 - Firefighter 27.80
27101 - Guard I 15.41***
27102 - Guard II 17.23***
27131 - Police Officer I 32.51
27132 - Police Officer II 36.11
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.80***
28042 - Carnival Equipment Repairer 17.29***
28043 - Carnival Worker 11.27***
28210 - Gate Attendant/Gate Tender 17.16***
28310 - Lifeguard 14.58***
28350 - Park Attendant (Aide) 19.20
28510 - Recreation Aide/Health Facility Attendant 14.00***
28515 - Recreation Specialist 22.96
28630 - Sports Official 15.28***
28690 - Swimming Pool Operator 21.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.78
29020 - Hatch Tender 25.78
29030 - Line Handler 25.78
29041 - Stevedore I 24.05
29042 - Stevedore II 27.47
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 20.22
30022 - Archeological Technician II 22.61
30023 - Archeological Technician III 28.02
30030 - Cartographic Technician 28.02
30040 - Civil Engineering Technician 25.86
30051 - Cryogenic Technician I 30.67
30052 - Cryogenic Technician II 33.88
30061 - Drafter/CAD Operator I 20.22
30062 - Drafter/CAD Operator II 22.61
30063 - Drafter/CAD Operator III 25.22
30064 - Drafter/CAD Operator IV 31.03
30081 - Engineering Technician I 18.02
30082 - Engineering Technician II 20.22
30083 - Engineering Technician III 22.61

30084 - Engineering Technician IV 28.02
30085 - Engineering Technician V 34.28
30086 - Engineering Technician VI 41.47
30090 - Environmental Technician 27.69
30095 - Evidence Control Specialist 27.69
30210 - Laboratory Technician 24.92
30221 - Latent Fingerprint Technician I 27.88
30222 - Latent Fingerprint Technician II 30.80
30240 - Mathematical Technician 28.02
30361 - Paralegal/Legal Assistant I 23.30
30362 - Paralegal/Legal Assistant II 28.86
30363 - Paralegal/Legal Assistant III 35.31
30364 - Paralegal/Legal Assistant IV 42.72
30375 - Petroleum Supply Specialist 33.88
30390 - Photo-Optics Technician 28.02
30395 - Radiation Control Technician 33.88
30461 - Technical Writer I 27.69
30462 - Technical Writer II 33.88
30463 - Technical Writer III 40.98
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 30.67
30502 - Weather Forecaster II 37.30
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.22
30621 - Weather Observer, Senior (see 2) 27.75
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.26***
31030 - Bus Driver 22.40
31043 - Driver Courier 17.61***
31260 - Parking and Lot Attendant 13.04***
31290 - Shuttle Bus Driver 18.09
31310 - Taxi Driver 12.77***
31361 - Truckdriver, Light 19.27
31362 - Truckdriver, Medium 21.00
31363 - Truckdriver, Heavy 23.58
31364 - Truckdriver, Tractor-Trailer 23.58
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.56***
99050 - Desk Clerk 13.17***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 14.77***
99252 - Laboratory Animal Caretaker II 16.18***
99260 - Marketing Analyst 30.68
99310 - Mortician 29.28
99410 - Pest Controller 18.98
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 19.77

99711 - Recycling Specialist	24.34
99730 - Refuse Collector	17.38***
99810 - Sales Clerk	14.11***
99820 - School Crossing Guard	16.11***
99830 - Survey Party Chief	25.64
99831 - Surveying Aide	15.36***
99832 - Surveying Technician	19.68
99840 - Vending Machine Attendant	22.58
99841 - Vending Machine Repairer	28.90
99842 - Vending Machine Repairer Helper	22.58

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5259
Revision No.: 26
Date Of Last Revision: 05/30/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Goliad, Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.24***
01012 - Accounting Clerk II		18.23
01013 - Accounting Clerk III		20.39
01020 - Administrative Assistant		28.84
01035 - Court Reporter		20.65

01041 - Customer Service Representative I	15.26***
01042 - Customer Service Representative II	16.65***
01043 - Customer Service Representative III	18.68
01051 - Data Entry Operator I	15.32***
01052 - Data Entry Operator II	16.72***
01060 - Dispatcher, Motor Vehicle	20.39
01070 - Document Preparation Clerk	16.45***
01090 - Duplicating Machine Operator	16.45***
01111 - General Clerk I	15.32***
01112 - General Clerk II	16.72***
01113 - General Clerk III	18.76
01120 - Housing Referral Assistant	23.01
01141 - Messenger Courier	13.39***
01191 - Order Clerk I	15.07***
01192 - Order Clerk II	16.45***
01261 - Personnel Assistant (Employment) I	18.46
01262 - Personnel Assistant (Employment) II	20.65
01263 - Personnel Assistant (Employment) III	23.01
01270 - Production Control Clerk	22.81
01290 - Rental Clerk	16.05***
01300 - Scheduler, Maintenance	18.46
01311 - Secretary I	18.46
01312 - Secretary II	20.65
01313 - Secretary III	23.01
01320 - Service Order Dispatcher	18.22
01410 - Supply Technician	28.84
01420 - Survey Worker	20.65
01460 - Switchboard Operator/Receptionist	15.20***
01531 - Travel Clerk I	15.37***
01532 - Travel Clerk II	16.89***
01533 - Travel Clerk III	19.95
01611 - Word Processor I	16.45***
01612 - Word Processor II	18.46
01613 - Word Processor III	20.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.03
05010 - Automotive Electrician	21.04
05040 - Automotive Glass Installer	20.01
05070 - Automotive Worker	20.01
05110 - Mobile Equipment Servicer	17.89
05130 - Motor Equipment Metal Mechanic	22.00
05160 - Motor Equipment Metal Worker	20.01
05190 - Motor Vehicle Mechanic	22.00
05220 - Motor Vehicle Mechanic Helper	16.75***
05250 - Motor Vehicle Upholstery Worker	18.92
05280 - Motor Vehicle Wrecker	20.01
05310 - Painter, Automotive	21.04
05340 - Radiator Repair Specialist	20.01
05370 - Tire Repairer	16.25***
05400 - Transmission Repair Specialist	22.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.03***
07041 - Cook I	13.55***
07042 - Cook II	15.16***

07070 - Dishwasher 12.46***
07130 - Food Service Worker 13.27***
07210 - Meat Cutter 20.24
07260 - Waiter/Waitress 11.04***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.83
09040 - Furniture Handler 15.44***
09080 - Furniture Refinisher 22.83
09090 - Furniture Refinisher Helper 18.33
09110 - Furniture Repairer, Minor 20.53
09130 - Upholsterer 22.83
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.85***
11060 - Elevator Operator 14.00***
11090 - Gardener 19.98
11122 - Housekeeping Aide 14.00***
11150 - Janitor 14.00***
11210 - Laborer, Grounds Maintenance 15.68***
11240 - Maid or Houseman 12.63***
11260 - Pruner 13.93***
11270 - Tractor Operator 18.71
11330 - Trail Maintenance Worker 15.68***
11360 - Window Cleaner 15.77***
12000 - Health Occupations
12010 - Ambulance Driver 21.31
12011 - Breath Alcohol Technician 25.38
12012 - Certified Occupational Therapist Assistant 35.03
12015 - Certified Physical Therapist Assistant 34.95
12020 - Dental Assistant 18.37
12025 - Dental Hygienist 39.79
12030 - EKG Technician 36.88
12035 - Electroneurodiagnostic Technologist 36.88
12040 - Emergency Medical Technician 21.31
12071 - Licensed Practical Nurse I 22.69
12072 - Licensed Practical Nurse II 25.38
12073 - Licensed Practical Nurse III 28.30
12100 - Medical Assistant 17.49***
12130 - Medical Laboratory Technician 27.47
12160 - Medical Record Clerk 18.21
12190 - Medical Record Technician 20.37
12195 - Medical Transcriptionist 22.69
12210 - Nuclear Medicine Technologist 55.78
12221 - Nursing Assistant I 13.19***
12222 - Nursing Assistant II 14.84***
12223 - Nursing Assistant III 16.19***
12224 - Nursing Assistant IV 18.17
12235 - Optical Dispenser 16.63***
12236 - Optical Technician 22.69
12250 - Pharmacy Technician 19.77
12280 - Phlebotomist 20.63
12305 - Radiologic Technologist 33.02
12311 - Registered Nurse I 26.29
12312 - Registered Nurse II 32.16
12313 - Registered Nurse II, Specialist 32.16

12314 - Registered Nurse III 38.90
12315 - Registered Nurse III, Anesthetist 38.90
12316 - Registered Nurse IV 46.63
12317 - Scheduler (Drug and Alcohol Testing) 31.45
12320 - Substance Abuse Treatment Counselor 26.94
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 Administrator 21.66
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) 22.65
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 14.77***
14160 - Personal Computer Support Technician 20.48
14170 - System Support Specialist 22.67
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 31.14
15020 - Aircrew Training Devices Instructor (Rated) 37.67
15030 - Air Crew Training Devices Instructor (Pilot) 45.17
15050 - Computer Based Training Specialist / Instructor 31.14
15060 - Educational Technologist 33.73
15070 - Flight Instructor (Pilot) 45.17
15080 - Graphic Artist 25.25
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 45.17
15086 - Maintenance Test Pilot, Rotary Wing 45.17
15088 - Non-Maintenance Test/Co-Pilot 45.17

15090 - Technical Instructor 20.65
15095 - Technical Instructor/Course Developer 25.25
15110 - Test Proctor 16.67***
15120 - Tutor 16.67***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.14
19040 - Tool And Die Maker 29.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.85
21030 - Material Coordinator 23.55
21040 - Material Expediter 23.55
21050 - Material Handling Laborer 16.86***
21071 - Order Filler 17.53***
21080 - Production Line Worker (Food Processing) 18.85
21110 - Shipping Packer 17.72***
21130 - Shipping/Receiving Clerk 17.72***
21140 - Store Worker I 17.43***
21150 - Stock Clerk 24.05
21210 - Tools And Parts Attendant 18.85
21410 - Warehouse Specialist 18.85
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.41
23019 - Aircraft Logs and Records Technician 22.61
23021 - Aircraft Mechanic I 26.27
23022 - Aircraft Mechanic II 27.41
23023 - Aircraft Mechanic III 28.55
23040 - Aircraft Mechanic Helper 20.01
23050 - Aircraft, Painter 25.14
23060 - Aircraft Servicer 22.61
23070 - Aircraft Survival Flight Equipment Technician 25.14
23080 - Aircraft Worker 23.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.27
23110 - Appliance Mechanic 25.14
23120 - Bicycle Repairer 21.37
23125 - Cable Splicer 36.63
23130 - Carpenter, Maintenance 21.75
23140 - Carpet Layer 23.90
23160 - Electrician, Maintenance 24.82
23181 - Electronics Technician Maintenance I 29.06

23182 - Electronics Technician Maintenance II 30.57
23183 - Electronics Technician Maintenance III 31.94
23260 - Fabric Worker 22.61
23290 - Fire Alarm System Mechanic 26.27
23310 - Fire Extinguisher Repairer 21.37
23311 - Fuel Distribution System Mechanic 27.40
23312 - Fuel Distribution System Operator 22.35
23370 - General Maintenance Worker 20.39
23380 - Ground Support Equipment Mechanic 26.27
23381 - Ground Support Equipment Servicer 22.61
23382 - Ground Support Equipment Worker 23.90
23391 - Gunsmith I 21.37
23392 - Gunsmith II 23.90
23393 - Gunsmith III 26.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 23.42
23430 - Heavy Equipment Mechanic 28.09
23440 - Heavy Equipment Operator 22.86
23460 - Instrument Mechanic 26.27
23465 - Laboratory/Shelter Mechanic 25.14
23470 - Laborer 16.86***
23510 - Locksmith 25.14
23530 - Machinery Maintenance Mechanic 30.59
23550 - Machinist, Maintenance 23.27
23580 - Maintenance Trades Helper 17.95
23591 - Metrology Technician I 26.27
23592 - Metrology Technician II 27.41
23593 - Metrology Technician III 28.55
23640 - Millwright 26.27
23710 - Office Appliance Repairer 25.14
23760 - Painter, Maintenance 21.88
23790 - Pipefitter, Maintenance 26.26
23810 - Plumber, Maintenance 25.13
23820 - Pneudraulic Systems Mechanic 26.27
23850 - Rigger 26.27
23870 - Scale Mechanic 23.90
23890 - Sheet-Metal Worker, Maintenance 26.27
23910 - Small Engine Mechanic 23.90
23931 - Telecommunications Mechanic I 25.40
23932 - Telecommunications Mechanic II 26.49
23950 - Telephone Lineman 26.27
23960 - Welder, Combination, Maintenance 26.14
23965 - Well Driller 26.27
23970 - Woodcraft Worker 26.27
23980 - Woodworker 21.37
24000 - Personal Needs Occupations
24550 - Case Manager 21.22
24570 - Child Care Attendant 11.05***
24580 - Child Care Center Clerk 13.78***
24610 - Chore Aide 11.80***
24620 - Family Readiness And Support Services Coordinator 21.22

24630 - Homemaker 21.22
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.06
25040 - Sewage Plant Operator 23.02
25070 - Stationary Engineer 24.06
25190 - Ventilation Equipment Tender 18.32
25210 - Water Treatment Plant Operator 23.02
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.53
27007 - Baggage Inspector 15.16***
27008 - Corrections Officer 24.17
27010 - Court Security Officer 24.17
27030 - Detection Dog Handler 16.96***
27040 - Detention Officer 24.17
27070 - Firefighter 24.61
27101 - Guard I 15.16***
27102 - Guard II 16.96***
27131 - Police Officer I 26.91
27132 - Police Officer II 29.90
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.49***
28042 - Carnival Equipment Repairer 15.48***
28043 - Carnival Worker 10.79***
28210 - Gate Attendant/Gate Tender 18.68
28310 - Lifeguard 16.63***
28350 - Park Attendant (Aide) 20.89
28510 - Recreation Aide/Health Facility Attendant 15.24***
28515 - Recreation Specialist 25.89
28630 - Sports Official 16.63***
28690 - Swimming Pool Operator 17.31***
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 26.49
29020 - Hatch Tender 26.49
29030 - Line Handler 26.49
29041 - Stevedore I 25.06
29042 - Stevedore II 27.85
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 22.28
30362 - Paralegal/Legal Assistant II 27.60
30363 - Paralegal/Legal Assistant III 33.76
30364 - Paralegal/Legal Assistant IV 40.84
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 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 27.89
30502 - Weather Forecaster II 33.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 22.67
30621 - Weather Observer, Senior (see 2) 24.33
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.50***
31030 - Bus Driver 20.80
31043 - Driver Courier 18.41
31260 - Parking and Lot Attendant 13.83***
31290 - Shuttle Bus Driver 17.13***
31310 - Taxi Driver 13.76***
31361 - Truckdriver, Light 19.66
31362 - Truckdriver, Medium 20.80
31363 - Truckdriver, Heavy 24.53
31364 - Truckdriver, Tractor-Trailer 24.53
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 13.06***
99050 - Desk Clerk 13.10***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 24.43
99252 - Laboratory Animal Caretaker II 25.65
99260 - Marketing Analyst 26.24
99310 - Mortician 29.28
99410 - Pest Controller 29.45
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 23.20

99711 - Recycling Specialist	27.62
99730 - Refuse Collector	20.60
99810 - Sales Clerk	13.72***
99820 - School Crossing Guard	19.41
99830 - Survey Party Chief	23.38
99831 - Surveying Aide	15.71***
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	26.07
99841 - Vending Machine Repairer	31.14
99842 - Vending Machine Repairer Helper	26.07

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5261
Revision No.: 26
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Falls, McLennan

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.33***
01012 - Accounting Clerk II		19.45
01013 - Accounting Clerk III		21.76
01020 - Administrative Assistant		31.29
01035 - Court Reporter		21.58

01041 - Customer Service Representative I	14.34***
01042 - Customer Service Representative II	15.64***
01043 - Customer Service Representative III	17.56***
01051 - Data Entry Operator I	15.82***
01052 - Data Entry Operator II	17.26***
01060 - Dispatcher, Motor Vehicle	20.15
01070 - Document Preparation Clerk	17.19***
01090 - Duplicating Machine Operator	17.19***
01111 - General Clerk I	14.98***
01112 - General Clerk II	16.35***
01113 - General Clerk III	18.35
01120 - Housing Referral Assistant	24.05
01141 - Messenger Courier	16.92***
01191 - Order Clerk I	17.79
01192 - Order Clerk II	19.41
01261 - Personnel Assistant (Employment) I	19.29
01262 - Personnel Assistant (Employment) II	21.58
01263 - Personnel Assistant (Employment) III	24.05
01270 - Production Control Clerk	22.66
01290 - Rental Clerk	16.56***
01300 - Scheduler, Maintenance	19.29
01311 - Secretary I	19.29
01312 - Secretary II	21.58
01313 - Secretary III	24.05
01320 - Service Order Dispatcher	18.01
01410 - Supply Technician	31.29
01420 - Survey Worker	19.15
01460 - Switchboard Operator/Receptionist	15.31***
01531 - Travel Clerk I	17.19***
01532 - Travel Clerk II	19.29
01533 - Travel Clerk III	20.96
01611 - Word Processor I	17.19***
01612 - Word Processor II	19.29
01613 - Word Processor III	21.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.40
05010 - Automotive Electrician	20.86
05040 - Automotive Glass Installer	19.50
05070 - Automotive Worker	19.50
05110 - Mobile Equipment Servicer	16.80***
05130 - Motor Equipment Metal Mechanic	22.21
05160 - Motor Equipment Metal Worker	19.50
05190 - Motor Vehicle Mechanic	22.21
05220 - Motor Vehicle Mechanic Helper	15.43***
05250 - Motor Vehicle Upholstery Worker	18.13
05280 - Motor Vehicle Wrecker	19.50
05310 - Painter, Automotive	20.86
05340 - Radiator Repair Specialist	19.50
05370 - Tire Repairer	16.96***
05400 - Transmission Repair Specialist	22.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.97***
07041 - Cook I	15.06***
07042 - Cook II	17.48***

07070 - Dishwasher 13.33***
07130 - Food Service Worker 13.69***
07210 - Meat Cutter 18.73
07260 - Waiter/Waitress 12.10***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.38
09040 - Furniture Handler 13.62***
09080 - Furniture Refinisher 22.38
09090 - Furniture Refinisher Helper 16.56***
09110 - Furniture Repairer, Minor 19.46
09130 - Upholsterer 22.38
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.43***
11060 - Elevator Operator 14.62***
11090 - Gardener 22.80
11122 - Housekeeping Aide 14.62***
11150 - Janitor 14.62***
11210 - Laborer, Grounds Maintenance 17.22***
11240 - Maid or Houseman 13.23***
11260 - Pruner 15.25***
11270 - Tractor Operator 20.94
11330 - Trail Maintenance Worker 17.22***
11360 - Window Cleaner 16.51***
12000 - Health Occupations
12010 - Ambulance Driver 20.76
12011 - Breath Alcohol Technician 25.81
12012 - Certified Occupational Therapist Assistant 37.14
12015 - Certified Physical Therapist Assistant 35.63
12020 - Dental Assistant 18.12
12025 - Dental Hygienist 43.69
12030 - EKG Technician 31.46
12035 - Electroneurodiagnostic Technologist 31.46
12040 - Emergency Medical Technician 20.76
12071 - Licensed Practical Nurse I 23.07
12072 - Licensed Practical Nurse II 25.81
12073 - Licensed Practical Nurse III 28.76
12100 - Medical Assistant 18.44
12130 - Medical Laboratory Technician 25.74
12160 - Medical Record Clerk 18.51
12190 - Medical Record Technician 20.70
12195 - Medical Transcriptionist 21.13
12210 - Nuclear Medicine Technologist 56.71
12221 - Nursing Assistant I 13.57***
12222 - Nursing Assistant II 15.27***
12223 - Nursing Assistant III 16.66***
12224 - Nursing Assistant IV 18.70
12235 - Optical Dispenser 15.75***
12236 - Optical Technician 23.07
12250 - Pharmacy Technician 20.02
12280 - Phlebotomist 18.37
12305 - Radiologic Technologist 32.39
12311 - Registered Nurse I 28.37
12312 - Registered Nurse II 34.70
12313 - Registered Nurse II, Specialist 34.70

12314 - Registered Nurse III 41.98
12315 - Registered Nurse III, Anesthetist 41.98
12316 - Registered Nurse IV 50.33
12317 - Scheduler (Drug and Alcohol Testing) 31.96
12320 - Substance Abuse Treatment Counselor 27.67
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.38
13012 - Exhibits Specialist II 26.49
13013 - Exhibits Specialist III 32.41
13041 - Illustrator I 21.38
13042 - Illustrator II 26.49
13043 - Illustrator III 32.41
13047 - Librarian 29.34
13050 - Library Aide/Clerk 14.45***
13054 - Library Information Technology Systems Administrator 26.49
13058 - Library Technician 21.36
13061 - Media Specialist I 19.12
13062 - Media Specialist II 21.38
13063 - Media Specialist III 23.85
13071 - Photographer I 19.12
13072 - Photographer II 21.38
13073 - Photographer III 26.49
13074 - Photographer IV 32.41
13075 - Photographer V 39.21
13090 - Technical Order Library Clerk 18.14
13110 - Video Teleconference Technician 21.44
14000 - Information Technology Occupations
14041 - Computer Operator I 18.94
14042 - Computer Operator II 21.19
14043 - Computer Operator III 23.62
14044 - Computer Operator IV 26.25
14045 - Computer Operator V 29.07
14071 - Computer Programmer I (see 1) 22.13
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 18.94
14160 - Personal Computer Support Technician 26.25
14170 - System Support Specialist 32.77
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.27
15020 - Aircrew Training Devices Instructor (Rated) 40.25
15030 - Air Crew Training Devices Instructor (Pilot) 48.26
15050 - Computer Based Training Specialist / Instructor 33.27
15060 - Educational Technologist 31.58
15070 - Flight Instructor (Pilot) 48.26
15080 - Graphic Artist 24.14
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 48.26
15086 - Maintenance Test Pilot, Rotary Wing 48.26
15088 - Non-Maintenance Test/Co-Pilot 48.26

15090 - Technical Instructor 23.88
15095 - Technical Instructor/Course Developer 29.20
15110 - Test Proctor 19.37
15120 - Tutor 19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.01***
16030 - Counter Attendant 11.01***
16040 - Dry Cleaner 14.89***
16070 - Finisher, Flatwork, Machine 11.01***
16090 - Presser, Hand 11.01***
16110 - Presser, Machine, Drycleaning 11.01***
16130 - Presser, Machine, Shirts 11.01***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.01***
16190 - Sewing Machine Operator 16.23***
16220 - Tailor 17.52***
16250 - Washer, Machine 12.28***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.44
19040 - Tool And Die Maker 32.32
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.49
21030 - Material Coordinator 22.66
21040 - Material Expediter 22.66
21050 - Material Handling Laborer 16.70***
21071 - Order Filler 17.38***
21080 - Production Line Worker (Food Processing) 18.49
21110 - Shipping Packer 18.66
21130 - Shipping/Receiving Clerk 18.66
21140 - Store Worker I 12.22***
21150 - Stock Clerk 17.48***
21210 - Tools And Parts Attendant 18.49
21410 - Warehouse Specialist 18.49
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.39
23019 - Aircraft Logs and Records Technician 28.72
23021 - Aircraft Mechanic I 35.19
23022 - Aircraft Mechanic II 37.39
23023 - Aircraft Mechanic III 39.69
23040 - Aircraft Mechanic Helper 24.45
23050 - Aircraft, Painter 33.04
23060 - Aircraft Servicer 28.72
23070 - Aircraft Survival Flight Equipment Technician 33.04
23080 - Aircraft Worker 30.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.19
23110 - Appliance Mechanic 25.44
23120 - Bicycle Repairer 20.50
23125 - Cable Splicer 37.06
23130 - Carpenter, Maintenance 21.54
23140 - Carpet Layer 23.80
23160 - Electrician, Maintenance 24.28
23181 - Electronics Technician Maintenance I 30.80

23182 - Electronics Technician Maintenance II 32.93
23183 - Electronics Technician Maintenance III 35.07
23260 - Fabric Worker 22.12
23290 - Fire Alarm System Mechanic 24.57
23310 - Fire Extinguisher Repairer 20.50
23311 - Fuel Distribution System Mechanic 28.62
23312 - Fuel Distribution System Operator 21.65
23370 - General Maintenance Worker 20.42
23380 - Ground Support Equipment Mechanic 35.19
23381 - Ground Support Equipment Servicer 28.72
23382 - Ground Support Equipment Worker 30.90
23391 - Gunsmith I 20.50
23392 - Gunsmith II 23.80
23393 - Gunsmith III 27.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.56
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.04
23430 - Heavy Equipment Mechanic 26.39
23440 - Heavy Equipment Operator 23.60
23460 - Instrument Mechanic 27.10
23465 - Laboratory/Shelter Mechanic 25.44
23470 - Laborer 16.70***
23510 - Locksmith 25.44
23530 - Machinery Maintenance Mechanic 26.57
23550 - Machinist, Maintenance 23.26
23580 - Maintenance Trades Helper 15.71***
23591 - Metrology Technician I 27.10
23592 - Metrology Technician II 28.80
23593 - Metrology Technician III 30.57
23640 - Millwright 27.15
23710 - Office Appliance Repairer 22.63
23760 - Painter, Maintenance 20.72
23790 - Pipefitter, Maintenance 28.21
23810 - Plumber, Maintenance 26.49
23820 - Pneudraulic Systems Mechanic 27.10
23850 - Rigger 27.10
23870 - Scale Mechanic 23.80
23890 - Sheet-Metal Worker, Maintenance 23.32
23910 - Small Engine Mechanic 23.80
23931 - Telecommunications Mechanic I 28.20
23932 - Telecommunications Mechanic II 32.26
23950 - Telephone Lineman 28.51
23960 - Welder, Combination, Maintenance 22.10
23965 - Well Driller 27.10
23970 - Woodcraft Worker 27.10
23980 - Woodworker 20.50
24000 - Personal Needs Occupations
24550 - Case Manager 19.64
24570 - Child Care Attendant 12.82***
24580 - Child Care Center Clerk 15.98***
24610 - Chore Aide 11.37***
24620 - Family Readiness And Support Services Coordinator 19.64

24630 - Homemaker 19.64
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.73
25040 - Sewage Plant Operator 22.77
25070 - Stationary Engineer 23.73
25190 - Ventilation Equipment Tender 16.50***
25210 - Water Treatment Plant Operator 22.77
27000 - Protective Service Occupations
27004 - Alarm Monitor 21.04
27007 - Baggage Inspector 14.62***
27008 - Corrections Officer 23.28
27010 - Court Security Officer 28.57
27030 - Detection Dog Handler 17.06***
27040 - Detention Officer 23.28
27070 - Firefighter 30.98
27101 - Guard I 14.62***
27102 - Guard II 17.06***
27131 - Police Officer I 33.20
27132 - Police Officer II 36.90
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.05***
28042 - Carnival Equipment Repairer 16.38***
28043 - Carnival Worker 10.96***
28210 - Gate Attendant/Gate Tender 18.63
28310 - Lifeguard 16.60***
28350 - Park Attendant (Aide) 20.85
28510 - Recreation Aide/Health Facility Attendant 14.80***
28515 - Recreation Specialist 25.11
28630 - Sports Official 16.60***
28690 - Swimming Pool Operator 19.01
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.52
29020 - Hatch Tender 27.42
29030 - Line Handler 27.42
29041 - Stevedore I 25.51
29042 - Stevedore II 29.30
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 19.63
30022 - Archeological Technician II 21.96
30023 - Archeological Technician III 27.21
30030 - Cartographic Technician 27.21
30040 - Civil Engineering Technician 24.23
30051 - Cryogenic Technician I 30.13
30052 - Cryogenic Technician II 33.28
30061 - Drafter/CAD Operator I 19.63
30062 - Drafter/CAD Operator II 21.96
30063 - Drafter/CAD Operator III 24.49
30064 - Drafter/CAD Operator IV 30.13
30081 - Engineering Technician I 17.49***
30082 - Engineering Technician II 19.63
30083 - Engineering Technician III 21.96

30084 - Engineering Technician IV 27.21
30085 - Engineering Technician V 33.28
30086 - Engineering Technician VI 40.26
30090 - Environmental Technician 27.21
30095 - Evidence Control Specialist 27.21
30210 - Laboratory Technician 24.40
30221 - Latent Fingerprint Technician I 30.13
30222 - Latent Fingerprint Technician II 33.28
30240 - Mathematical Technician 27.21
30361 - Paralegal/Legal Assistant I 20.85
30362 - Paralegal/Legal Assistant II 25.84
30363 - Paralegal/Legal Assistant III 31.59
30364 - Paralegal/Legal Assistant IV 38.23
30375 - Petroleum Supply Specialist 33.28
30390 - Photo-Optics Technician 27.21
30395 - Radiation Control Technician 33.28
30461 - Technical Writer I 27.21
30462 - Technical Writer II 33.28
30463 - Technical Writer III 40.26
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 30.13
30502 - Weather Forecaster II 36.65
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.49
30621 - Weather Observer, Senior (see 2) 27.21
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.26***
31030 - Bus Driver 21.73
31043 - Driver Courier 17.29***
31260 - Parking and Lot Attendant 13.53***
31290 - Shuttle Bus Driver 15.41***
31310 - Taxi Driver 12.98***
31361 - Truckdriver, Light 18.82
31362 - Truckdriver, Medium 21.10
31363 - Truckdriver, Heavy 23.57
31364 - Truckdriver, Tractor-Trailer 23.57
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 13.02***
99050 - Desk Clerk 13.57***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 14.35***
99252 - Laboratory Animal Caretaker II 15.62***
99260 - Marketing Analyst 33.05
99310 - Mortician 29.28
99410 - Pest Controller 20.52
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 25.17

99711 - Recycling Specialist	30.60
99730 - Refuse Collector	22.30
99810 - Sales Clerk	14.56***
99820 - School Crossing Guard	15.84***
99830 - Survey Party Chief	31.10
99831 - Surveying Aide	19.43
99832 - Surveying Technician	26.59
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	24.20
99842 - Vending Machine Repairer Helper	19.15

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5263
Revision No.: 26
Date Of Last Revision: 05/30/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Archer, Clay, Wichita

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.45***
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		28.58
01035 - Court Reporter		19.46

01041 - Customer Service Representative I 14.58***
01042 - Customer Service Representative II 15.91***
01043 - Customer Service Representative III 17.86
01051 - Data Entry Operator I 15.20***
01052 - Data Entry Operator II 16.59***
01060 - Dispatcher, Motor Vehicle 20.39
01070 - Document Preparation Clerk 15.50***
01090 - Duplicating Machine Operator 15.50***
01111 - General Clerk I 14.94***
01112 - General Clerk II 16.30***
01113 - General Clerk III 18.29
01120 - Housing Referral Assistant 21.69
01141 - Messenger Courier 12.63***
01191 - Order Clerk I 15.71***
01192 - Order Clerk II 17.15***
01261 - Personnel Assistant (Employment) I 18.70
01262 - Personnel Assistant (Employment) II 20.92
01263 - Personnel Assistant (Employment) III 23.33
01270 - Production Control Clerk 27.21
01290 - Rental Clerk 15.12***
01300 - Scheduler, Maintenance 17.40***
01311 - Secretary I 17.40***
01312 - Secretary II 19.46
01313 - Secretary III 21.69
01320 - Service Order Dispatcher 18.23
01410 - Supply Technician 28.58
01420 - Survey Worker 19.46
01460 - Switchboard Operator/Receptionist 14.46***
01531 - Travel Clerk I 15.50***
01532 - Travel Clerk II 16.80***
01533 - Travel Clerk III 18.96
01611 - Word Processor I 15.50***
01612 - Word Processor II 17.40***
01613 - Word Processor III 19.46
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.21
05010 - Automotive Electrician 20.37
05040 - Automotive Glass Installer 19.30
05070 - Automotive Worker 19.30
05110 - Mobile Equipment Servicer 17.10***
05130 - Motor Equipment Metal Mechanic 21.46
05160 - Motor Equipment Metal Worker 19.30
05190 - Motor Vehicle Mechanic 21.46
05220 - Motor Vehicle Mechanic Helper 15.96***
05250 - Motor Vehicle Upholstery Worker 18.18
05280 - Motor Vehicle Wrecker 19.30
05310 - Painter, Automotive 20.37
05340 - Radiator Repair Specialist 19.30
05370 - Tire Repairer 16.70***
05400 - Transmission Repair Specialist 21.46
07000 - Food Preparation And Service Occupations
07010 - Baker 15.36***
07041 - Cook I 14.53***
07042 - Cook II 16.40***

07070 - Dishwasher 12.20***
07130 - Food Service Worker 12.57***
07210 - Meat Cutter 17.33***
07260 - Waiter/Waitress 10.89***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.46
09040 - Furniture Handler 14.34***
09080 - Furniture Refinisher 20.46
09090 - Furniture Refinisher Helper 16.51***
09110 - Furniture Repairer, Minor 18.81
09130 - Upholsterer 20.46
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.72***
11060 - Elevator Operator 14.21***
11090 - Gardener 18.66
11122 - Housekeeping Aide 14.21***
11150 - Janitor 14.21***
11210 - Laborer, Grounds Maintenance 15.03***
11240 - Maid or Houseman 13.27***
11260 - Pruner 13.84***
11270 - Tractor Operator 17.42***
11330 - Trail Maintenance Worker 15.03***
11360 - Window Cleaner 15.43***
12000 - Health Occupations
12010 - Ambulance Driver 15.25***
12011 - Breath Alcohol Technician 24.04
12012 - Certified Occupational Therapist Assistant 33.78
12015 - Certified Physical Therapist Assistant 35.06
12020 - Dental Assistant 20.23
12025 - Dental Hygienist 39.51
12030 - EKG Technician 36.43
12035 - Electroneurodiagnostic Technologist 36.43
12040 - Emergency Medical Technician 15.25***
12071 - Licensed Practical Nurse I 21.49
12072 - Licensed Practical Nurse II 24.04
12073 - Licensed Practical Nurse III 26.81
12100 - Medical Assistant 18.60
12130 - Medical Laboratory Technician 26.21
12160 - Medical Record Clerk 19.78
12190 - Medical Record Technician 22.12
12195 - Medical Transcriptionist 21.49
12210 - Nuclear Medicine Technologist 52.83
12221 - Nursing Assistant I 13.53***
12222 - Nursing Assistant II 15.22***
12223 - Nursing Assistant III 16.61***
12224 - Nursing Assistant IV 18.64
12235 - Optical Dispenser 17.43***
12236 - Optical Technician 21.49
12250 - Pharmacy Technician 19.14
12280 - Phlebotomist 18.88
12305 - Radiologic Technologist 28.39
12311 - Registered Nurse I 27.23
12312 - Registered Nurse II 33.31
12313 - Registered Nurse II, Specialist 33.31

12314 - Registered Nurse III 40.30
12315 - Registered Nurse III, Anesthetist 40.30
12316 - Registered Nurse IV 48.30
12317 - Scheduler (Drug and Alcohol Testing) 29.79
12320 - Substance Abuse Treatment Counselor 27.04
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.39
13012 - Exhibits Specialist II 26.51
13013 - Exhibits Specialist III 32.41
13041 - Illustrator I 21.39
13042 - Illustrator II 26.51
13043 - Illustrator III 32.41
13047 - Librarian 29.35
13050 - Library Aide/Clerk 17.03***
13054 - Library Information Technology Systems Administrator 26.51
13058 - Library Technician 21.39
13061 - Media Specialist I 19.13
13062 - Media Specialist II 21.39
13063 - Media Specialist III 23.84
13071 - Photographer I 19.13
13072 - Photographer II 21.39
13073 - Photographer III 26.51
13074 - Photographer IV 32.41
13075 - Photographer V 39.22
13090 - Technical Order Library Clerk 21.39
13110 - Video Teleconference Technician 19.13
14000 - Information Technology Occupations
14041 - Computer Operator I 16.66***
14042 - Computer Operator II 18.63
14043 - Computer Operator III 20.77
14044 - Computer Operator IV 23.09
14045 - Computer Operator V 25.57
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)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 16.66***
14160 - Personal Computer Support Technician 23.46
14170 - System Support Specialist 25.57
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 31.76
15020 - Aircrew Training Devices Instructor (Rated) 38.42
15030 - Air Crew Training Devices Instructor (Pilot) 46.05
15050 - Computer Based Training Specialist / Instructor 31.76
15060 - Educational Technologist 38.53
15070 - Flight Instructor (Pilot) 46.05
15080 - Graphic Artist 23.94
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.05
15086 - Maintenance Test Pilot, Rotary Wing 46.05
15088 - Non-Maintenance Test/Co-Pilot 46.05

15090 - Technical Instructor 21.55
15095 - Technical Instructor/Course Developer 26.37
15110 - Test Proctor 17.40***
15120 - Tutor 17.40***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.56***
16030 - Counter Attendant 10.56***
16040 - Dry Cleaner 13.30***
16070 - Finisher, Flatwork, Machine 10.56***
16090 - Presser, Hand 10.56***
16110 - Presser, Machine, Drycleaning 10.56***
16130 - Presser, Machine, Shirts 10.56***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.56***
16190 - Sewing Machine Operator 14.17***
16220 - Tailor 15.11***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.46
19040 - Tool And Die Maker 28.27
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.06
21030 - Material Coordinator 27.21
21040 - Material Expediter 27.21
21050 - Material Handling Laborer 16.47***
21071 - Order Filler 16.46***
21080 - Production Line Worker (Food Processing) 19.06
21110 - Shipping Packer 18.39
21130 - Shipping/Receiving Clerk 18.39
21140 - Store Worker I 15.59***
21150 - Stock Clerk 19.82
21210 - Tools And Parts Attendant 19.06
21410 - Warehouse Specialist 19.06
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.22
23019 - Aircraft Logs and Records Technician 32.42
23021 - Aircraft Mechanic I 38.34
23022 - Aircraft Mechanic II 40.22
23023 - Aircraft Mechanic III 42.14
23040 - Aircraft Mechanic Helper 28.50
23050 - Aircraft, Painter 36.32
23060 - Aircraft Servicer 32.42
23070 - Aircraft Survival Flight Equipment Technician 36.32
23080 - Aircraft Worker 34.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 34.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.34
23110 - Appliance Mechanic 23.46
23120 - Bicycle Repairer 19.69
23125 - Cable Splicer 24.71
23130 - Carpenter, Maintenance 19.35
23140 - Carpet Layer 22.23
23160 - Electrician, Maintenance 24.21
23181 - Electronics Technician Maintenance I 22.23

23182 - Electronics Technician Maintenance II 23.46
23183 - Electronics Technician Maintenance III 24.71
23260 - Fabric Worker 20.93
23290 - Fire Alarm System Mechanic 22.68
23310 - Fire Extinguisher Repairer 19.69
23311 - Fuel Distribution System Mechanic 25.93
23312 - Fuel Distribution System Operator 20.66
23370 - General Maintenance Worker 17.80
23380 - Ground Support Equipment Mechanic 38.34
23381 - Ground Support Equipment Servicer 32.42
23382 - Ground Support Equipment Worker 34.36
23391 - Gunsmith I 19.69
23392 - Gunsmith II 22.23
23393 - Gunsmith III 24.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.87
23430 - Heavy Equipment Mechanic 28.69
23440 - Heavy Equipment Operator 21.02
23460 - Instrument Mechanic 24.71
23465 - Laboratory/Shelter Mechanic 23.46
23470 - Laborer 16.47***
23510 - Locksmith 23.46
23530 - Machinery Maintenance Mechanic 27.92
23550 - Machinist, Maintenance 23.39
23580 - Maintenance Trades Helper 16.49***
23591 - Metrology Technician I 24.71
23592 - Metrology Technician II 25.91
23593 - Metrology Technician III 27.11
23640 - Millwright 24.71
23710 - Office Appliance Repairer 23.46
23760 - Painter, Maintenance 20.45
23790 - Pipefitter, Maintenance 26.73
23810 - Plumber, Maintenance 25.37
23820 - Pneudraulic Systems Mechanic 24.71
23850 - Rigger 24.71
23870 - Scale Mechanic 22.23
23890 - Sheet-Metal Worker, Maintenance 21.84
23910 - Small Engine Mechanic 22.23
23931 - Telecommunications Mechanic I 23.10
23932 - Telecommunications Mechanic II 24.22
23950 - Telephone Lineman 24.95
23960 - Welder, Combination, Maintenance 23.12
23965 - Well Driller 24.71
23970 - Woodcraft Worker 24.71
23980 - Woodworker 19.69
24000 - Personal Needs Occupations
24550 - Case Manager 16.94***
24570 - Child Care Attendant 11.42***
24580 - Child Care Center Clerk 14.24***
24610 - Chore Aide 10.80***
24620 - Family Readiness And Support Services Coordinator 16.94***

24630 - Homemaker 16.94***
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.68
25040 - Sewage Plant Operator 19.84
25070 - Stationary Engineer 22.68
25190 - Ventilation Equipment Tender 16.87***
25210 - Water Treatment Plant Operator 19.84
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.79
27007 - Baggage Inspector 14.65***
27008 - Corrections Officer 24.15
27010 - Court Security Officer 25.65
27030 - Detection Dog Handler 16.39***
27040 - Detention Officer 24.15
27070 - Firefighter 26.77
27101 - Guard I 14.65***
27102 - Guard II 16.39***
27131 - Police Officer I 30.29
27132 - Police Officer II 33.67
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.11***
28042 - Carnival Equipment Repairer 15.12***
28043 - Carnival Worker 11.21***
28210 - Gate Attendant/Gate Tender 16.54***
28310 - Lifeguard 12.61***
28350 - Park Attendant (Aide) 18.50
28510 - Recreation Aide/Health Facility Attendant 13.50***
28515 - Recreation Specialist 22.91
28630 - Sports Official 14.73***
28690 - Swimming Pool Operator 17.06***
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 22.23
29020 - Hatch Tender 22.23
29030 - Line Handler 22.23
29041 - Stevedore I 20.93
29042 - Stevedore II 23.46
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 17.12***
30022 - Archeological Technician II 19.15
30023 - Archeological Technician III 23.73
30030 - Cartographic Technician 23.73
30040 - Civil Engineering Technician 23.73
30051 - Cryogenic Technician I 26.28
30052 - Cryogenic Technician II 29.02
30061 - Drafter/CAD Operator I 17.12***
30062 - Drafter/CAD Operator II 19.15
30063 - Drafter/CAD Operator III 21.35
30064 - Drafter/CAD Operator IV 26.28
30081 - Engineering Technician I 15.25***
30082 - Engineering Technician II 18.08
30083 - Engineering Technician III 20.35

30084 - Engineering Technician IV 23.73
30085 - Engineering Technician V 29.02
30086 - Engineering Technician VI 35.11
30090 - Environmental Technician 23.73
30095 - Evidence Control Specialist 23.73
30210 - Laboratory Technician 21.35
30221 - Latent Fingerprint Technician I 26.28
30222 - Latent Fingerprint Technician II 29.02
30240 - Mathematical Technician 23.73
30361 - Paralegal/Legal Assistant I 23.06
30362 - Paralegal/Legal Assistant II 28.56
30363 - Paralegal/Legal Assistant III 34.93
30364 - Paralegal/Legal Assistant IV 42.27
30375 - Petroleum Supply Specialist 29.02
30390 - Photo-Optics Technician 23.73
30395 - Radiation Control Technician 29.02
30461 - Technical Writer I 23.73
30462 - Technical Writer II 29.02
30463 - Technical Writer III 35.11
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 26.28
30502 - Weather Forecaster II 31.96
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 21.35
30621 - Weather Observer, Senior (see 2) 23.73
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.21***
31030 - Bus Driver 20.06
31043 - Driver Courier 18.27
31260 - Parking and Lot Attendant 14.81***
31290 - Shuttle Bus Driver 15.47***
31310 - Taxi Driver 11.63***
31361 - Truckdriver, Light 19.57
31362 - Truckdriver, Medium 20.81
31363 - Truckdriver, Heavy 23.53
31364 - Truckdriver, Tractor-Trailer 23.53
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.53***
99050 - Desk Clerk 12.97***
99095 - Embalmer 29.28
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 19.76
99252 - Laboratory Animal Caretaker II 21.16
99260 - Marketing Analyst 26.53
99310 - Mortician 29.28
99410 - Pest Controller 18.77
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 21.57

99711 - Recycling Specialist	25.00
99730 - Refuse Collector	19.86
99810 - Sales Clerk	13.79***
99820 - School Crossing Guard	16.85***
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	14.31***
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	21.21
99841 - Vending Machine Repairer	25.65
99842 - Vending Machine Repairer Helper	21.21

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-5269
Revision No.: 28
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Andrews, Bailey, Borden, Briscoe, Castro, Childress, Collingsworth, Cottle, Crane, Crockett, Dallam, Dawson, Deaf Smith, Dickens, Donley, Fisher, Floyd, Foard, Gaines, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, 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	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	16.20***
01012 - Accounting Clerk II	18.18
01013 - Accounting Clerk III	20.34
01020 - Administrative Assistant	29.08
01035 - Court Reporter	21.26
01041 - Customer Service Representative I	14.75***
01042 - Customer Service Representative II	16.09***
01043 - Customer Service Representative III	18.06
01051 - Data Entry Operator I	16.04***
01052 - Data Entry Operator II	17.50***
01060 - Dispatcher, Motor Vehicle	24.31
01070 - Document Preparation Clerk	16.94***
01090 - Duplicating Machine Operator	16.94***
01111 - General Clerk I	15.66***
01112 - General Clerk II	17.09***
01113 - General Clerk III	19.18
01120 - Housing Referral Assistant	23.70
01141 - Messenger Courier	13.79***
01191 - Order Clerk I	18.02
01192 - Order Clerk II	19.87
01261 - Personnel Assistant (Employment) I	17.72***
01262 - Personnel Assistant (Employment) II	19.82
01263 - Personnel Assistant (Employment) III	22.10
01270 - Production Control Clerk	21.48
01290 - Rental Clerk	16.75***
01300 - Scheduler, Maintenance	19.01
01311 - Secretary I	19.01
01312 - Secretary II	21.26
01313 - Secretary III	23.70
01320 - Service Order Dispatcher	21.73
01410 - Supply Technician	29.08
01420 - Survey Worker	16.47***
01460 - Switchboard Operator/Receptionist	14.71***
01531 - Travel Clerk I	15.41***
01532 - Travel Clerk II	16.67***
01533 - Travel Clerk III	17.77
01611 - Word Processor I	16.94***
01612 - Word Processor II	19.01
01613 - Word Processor III	21.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.50
05010 - Automotive Electrician	23.02
05040 - Automotive Glass Installer	21.56
05070 - Automotive Worker	21.56
05110 - Mobile Equipment Servicer	18.58
05130 - Motor Equipment Metal Mechanic	24.56
05160 - Motor Equipment Metal Worker	21.56
05190 - Motor Vehicle Mechanic	24.56
05220 - Motor Vehicle Mechanic Helper	17.08***
05250 - Motor Vehicle Upholstery Worker	20.05
05280 - Motor Vehicle Wrecker	21.56
05310 - Painter, Automotive	23.02
05340 - Radiator Repair Specialist	21.56

05370 - Tire Repairer 16.09***
05400 - Transmission Repair Specialist 24.56
07000 - Food Preparation And Service Occupations
07010 - Baker 13.35***
07041 - Cook I 14.02***
07042 - Cook II 16.28***
07070 - Dishwasher 11.34***
07130 - Food Service Worker 12.96***
07210 - Meat Cutter 18.68
07260 - Waiter/Waitress 10.95***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.87
09040 - Furniture Handler 14.05***
09080 - Furniture Refinisher 22.87
09090 - Furniture Refinisher Helper 16.95***
09110 - Furniture Repairer, Minor 19.91
09130 - Upholsterer 22.87
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.68***
11060 - Elevator Operator 14.36***
11090 - Gardener 21.81
11122 - Housekeeping Aide 14.36***
11150 - Janitor 14.36***
11210 - Laborer, Grounds Maintenance 16.62***
11240 - Maid or Houseman 13.13***
11260 - Pruner 15.47***
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 16.62***
11360 - Window Cleaner 15.43***
12000 - Health Occupations
12010 - Ambulance Driver 17.48***
12011 - Breath Alcohol Technician 24.11
12012 - Certified Occupational Therapist Assistant 36.30
12015 - Certified Physical Therapist Assistant 36.30
12020 - Dental Assistant 17.49***
12025 - Dental Hygienist 44.42
12030 - EKG Technician 36.55
12035 - Electroneurodiagnostic Technologist 36.55
12040 - Emergency Medical Technician 17.48***
12071 - Licensed Practical Nurse I 21.56
12072 - Licensed Practical Nurse II 24.11
12073 - Licensed Practical Nurse III 26.90
12100 - Medical Assistant 17.35***
12130 - Medical Laboratory Technician 29.17
12160 - Medical Record Clerk 16.29***
12190 - Medical Record Technician 18.22
12195 - Medical Transcriptionist 21.56
12210 - Nuclear Medicine Technologist 53.00
12221 - Nursing Assistant I 13.10***
12222 - Nursing Assistant II 14.73***
12223 - Nursing Assistant III 16.08***
12224 - Nursing Assistant IV 18.05
12235 - Optical Dispenser 16.97***
12236 - Optical Technician 21.56

12250 - Pharmacy Technician		18.70
12280 - Phlebotomist		16.04***
12305 - Radiologic Technologist		32.96
12311 - Registered Nurse I		26.36
12312 - Registered Nurse II		32.24
12313 - Registered Nurse II, Specialist		32.24
12314 - Registered Nurse III		39.01
12315 - Registered Nurse III, Anesthetist		39.01
12316 - Registered Nurse IV		46.77
12317 - Scheduler (Drug and Alcohol Testing)		29.89
12320 - Substance Abuse Treatment Counselor		24.11
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.38
13012 - Exhibits Specialist II		22.77
13013 - Exhibits Specialist III		27.85
13041 - Illustrator I		18.38
13042 - Illustrator II		22.77
13043 - Illustrator III		27.85
13047 - Librarian		25.22
13050 - Library Aide/Clerk		13.61***
13054 - Library Information Technology Systems Administrator		22.77
13058 - Library Technician		17.14***
13061 - Media Specialist I		16.43***
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.49
13071 - Photographer I		16.43***
13072 - Photographer II		18.38
13073 - Photographer III		22.77
13074 - Photographer IV		27.85
13075 - Photographer V		33.69
13090 - Technical Order Library Clerk		17.08***
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		21.10
14042 - Computer Operator II		23.60
14043 - Computer Operator III		26.30
14044 - Computer Operator IV		29.24
14045 - Computer Operator V		32.37
14071 - Computer Programmer I	(see 1)	25.20
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		21.10
14160 - Personal Computer Support Technician		29.24
14170 - System Support Specialist		32.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.04
15020 - Aircrew Training Devices Instructor (Rated)		38.77
15030 - Air Crew Training Devices Instructor (Pilot)		46.48
15050 - Computer Based Training Specialist / Instructor		32.04

15060 - Educational Technologist 33.75
15070 - Flight Instructor (Pilot) 46.48
15080 - Graphic Artist 23.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.48
15086 - Maintenance Test Pilot, Rotary Wing 46.48
15088 - Non-Maintenance Test/Co-Pilot 46.48
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 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.84***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.74***
16220 - Tailor 14.65***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.49
19040 - Tool And Die Maker 31.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.21
21030 - Material Coordinator 21.48
21040 - Material Expediter 21.48
21050 - Material Handling Laborer 17.15***
21071 - Order Filler 16.82***
21080 - Production Line Worker (Food Processing) 22.21
21110 - Shipping Packer 19.77
21130 - Shipping/Receiving Clerk 19.77
21140 - Store Worker I 14.34***
21150 - Stock Clerk 18.01
21210 - Tools And Parts Attendant 22.21
21410 - Warehouse Specialist 22.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.85
23019 - Aircraft Logs and Records Technician 22.19
23021 - Aircraft Mechanic I 27.20
23022 - Aircraft Mechanic II 28.85
23023 - Aircraft Mechanic III 30.46
23040 - Aircraft Mechanic Helper 18.89
23050 - Aircraft, Painter 25.49
23060 - Aircraft Servicer 22.19
23070 - Aircraft Survival Flight Equipment Technician 25.49
23080 - Aircraft Worker 23.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.20
23110 - Appliance Mechanic 25.49

23120 - Bicycle Repairer 20.56
23125 - Cable Splicer 33.00
23130 - Carpenter, Maintenance 24.06
23140 - Carpet Layer 23.87
23160 - Electrician, Maintenance 28.70
23181 - Electronics Technician Maintenance I 38.30
23182 - Electronics Technician Maintenance II 40.89
23183 - Electronics Technician Maintenance III 43.62
23260 - Fabric Worker 22.19
23290 - Fire Alarm System Mechanic 27.20
23310 - Fire Extinguisher Repairer 20.56
23311 - Fuel Distribution System Mechanic 28.50
23312 - Fuel Distribution System Operator 21.54
23370 - General Maintenance Worker 19.21
23380 - Ground Support Equipment Mechanic 27.20
23381 - Ground Support Equipment Servicer 22.19
23382 - Ground Support Equipment Worker 23.87
23391 - Gunsmith I 20.56
23392 - Gunsmith II 23.87
23393 - Gunsmith III 27.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.74
23430 - Heavy Equipment Mechanic 29.00
23440 - Heavy Equipment Operator 24.36
23460 - Instrument Mechanic 27.20
23465 - Laboratory/Shelter Mechanic 25.49
23470 - Laborer 17.15***
23510 - Locksmith 25.49
23530 - Machinery Maintenance Mechanic 28.76
23550 - Machinist, Maintenance 23.33
23580 - Maintenance Trades Helper 16.50***
23591 - Metrology Technician I 27.20
23592 - Metrology Technician II 28.85
23593 - Metrology Technician III 30.46
23640 - Millwright 27.44
23710 - Office Appliance Repairer 25.49
23760 - Painter, Maintenance 20.23
23790 - Pipefitter, Maintenance 27.42
23810 - Plumber, Maintenance 25.70
23820 - Pneudraulic Systems Mechanic 27.20
23850 - Rigger 28.34
23870 - Scale Mechanic 23.87
23890 - Sheet-Metal Worker, Maintenance 26.40
23910 - Small Engine Mechanic 23.87
23931 - Telecommunications Mechanic I 28.63
23932 - Telecommunications Mechanic II 30.37
23950 - Telephone Lineman 28.85
23960 - Welder, Combination, Maintenance 24.13
23965 - Well Driller 27.20
23970 - Woodcraft Worker 27.20
23980 - Woodworker 20.56
24000 - Personal Needs Occupations

24550 - Case Manager 19.27
24570 - Child Care Attendant 11.87***
24580 - Child Care Center Clerk 14.80***
24610 - Chore Aide 12.43***
24620 - Family Readiness And Support Services Coordinator 18.88
24630 - Homemaker 19.27
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.47
25040 - Sewage Plant Operator 20.43
25070 - Stationary Engineer 23.47
25190 - Ventilation Equipment Tender 16.32***
25210 - Water Treatment Plant Operator 20.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.49
27007 - Baggage Inspector 15.16***
27008 - Corrections Officer 24.35
27010 - Court Security Officer 24.73
27030 - Detection Dog Handler 16.96***
27040 - Detention Officer 24.35
27070 - Firefighter 25.10
27101 - Guard I 15.16***
27102 - Guard II 16.96***
27131 - Police Officer I 25.60
27132 - Police Officer II 28.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.94***
28042 - Carnival Equipment Repairer 16.26***
28043 - Carnival Worker 11.53***
28210 - Gate Attendant/Gate Tender 17.67***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.77
28510 - Recreation Aide/Health Facility Attendant 14.43***
28515 - Recreation Specialist 24.17
28630 - Sports Official 15.74***
28690 - Swimming Pool Operator 18.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.72
29020 - Hatch Tender 34.72
29030 - Line Handler 34.72
29041 - Stevedore I 32.28
29042 - Stevedore II 37.07
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 26.99
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 16.49***
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 20.70
30084 - Engineering Technician IV 25.64
30085 - Engineering Technician V 31.37
30086 - Engineering Technician VI 37.95
30090 - Environmental Technician 28.66
30095 - Evidence Control Specialist 27.50
30210 - Laboratory Technician 35.54
30221 - Latent Fingerprint Technician I 30.46
30222 - Latent Fingerprint Technician II 33.64
30240 - Mathematical Technician 27.50
30361 - Paralegal/Legal Assistant I 21.38
30362 - Paralegal/Legal Assistant II 26.49
30363 - Paralegal/Legal Assistant III 32.40
30364 - Paralegal/Legal Assistant IV 39.19
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 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 30.46
30502 - Weather Forecaster II 37.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.74
30621 - Weather Observer, Senior (see 2) 27.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 14.12***
31030 - Bus Driver 20.01
31043 - Driver Courier 17.03***
31260 - Parking and Lot Attendant 13.14***
31290 - Shuttle Bus Driver 15.65***
31310 - Taxi Driver 11.54***
31361 - Truckdriver, Light 18.53
31362 - Truckdriver, Medium 20.01
31363 - Truckdriver, Heavy 25.63
31364 - Truckdriver, Tractor-Trailer 25.63
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.75***
99050 - Desk Clerk 13.28***
99095 - Embalmer 27.37
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 18.95

99252 - Laboratory Animal Caretaker II	20.64
99260 - Marketing Analyst	31.01
99310 - Mortician	27.37
99410 - Pest Controller	19.65
99510 - Photofinishing Worker	15.39***
99710 - Recycling Laborer	20.18
99711 - Recycling Specialist	24.34
99730 - Refuse Collector	18.78
99810 - Sales Clerk	13.99***
99820 - School Crossing Guard	15.23***
99830 - Survey Party Chief	27.69
99831 - Surveying Aide	19.26
99832 - Surveying Technician	26.43
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.95
99842 - Vending Machine Repairer Helper	19.74

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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

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

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section

13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5271
Revision No.: 28
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Baylor, Wilbarger

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20***
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		29.08
01035 - Court Reporter		21.26

01041 - Customer Service Representative I 14.75***
01042 - Customer Service Representative II 16.09***
01043 - Customer Service Representative III 18.06
01051 - Data Entry Operator I 16.04***
01052 - Data Entry Operator II 17.50***
01060 - Dispatcher, Motor Vehicle 24.18
01070 - Document Preparation Clerk 16.94***
01090 - Duplicating Machine Operator 16.94***
01111 - General Clerk I 15.66***
01112 - General Clerk II 17.09***
01113 - General Clerk III 19.18
01120 - Housing Referral Assistant 23.70
01141 - Messenger Courier 13.79***
01191 - Order Clerk I 18.22
01192 - Order Clerk II 19.87
01261 - Personnel Assistant (Employment) I 17.72***
01262 - Personnel Assistant (Employment) II 19.82
01263 - Personnel Assistant (Employment) III 22.10
01270 - Production Control Clerk 22.57
01290 - Rental Clerk 16.75***
01300 - Scheduler, Maintenance 19.01
01311 - Secretary I 19.01
01312 - Secretary II 21.26
01313 - Secretary III 23.70
01320 - Service Order Dispatcher 21.73
01410 - Supply Technician 29.08
01420 - Survey Worker 15.74***
01460 - Switchboard Operator/Receptionist 14.71***
01531 - Travel Clerk I 15.41***
01532 - Travel Clerk II 16.67***
01533 - Travel Clerk III 17.77
01611 - Word Processor I 16.94***
01612 - Word Processor II 19.01
01613 - Word Processor III 21.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.83
05010 - Automotive Electrician 23.02
05040 - Automotive Glass Installer 21.56
05070 - Automotive Worker 21.56
05110 - Mobile Equipment Servicer 18.58
05130 - Motor Equipment Metal Mechanic 24.56
05160 - Motor Equipment Metal Worker 21.56
05190 - Motor Vehicle Mechanic 24.56
05220 - Motor Vehicle Mechanic Helper 17.08***
05250 - Motor Vehicle Upholstery Worker 20.05
05280 - Motor Vehicle Wrecker 21.56
05310 - Painter, Automotive 23.02
05340 - Radiator Repair Specialist 21.56
05370 - Tire Repairer 16.09***
05400 - Transmission Repair Specialist 24.56
07000 - Food Preparation And Service Occupations
07010 - Baker 13.35***
07041 - Cook I 14.02***
07042 - Cook II 16.28***

07070 - Dishwasher 11.34***
07130 - Food Service Worker 12.96***
07210 - Meat Cutter 18.68
07260 - Waiter/Waitress 10.95***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.87
09040 - Furniture Handler 14.05***
09080 - Furniture Refinisher 22.87
09090 - Furniture Refinisher Helper 16.95***
09110 - Furniture Repairer, Minor 19.91
09130 - Upholsterer 22.87
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.68***
11060 - Elevator Operator 14.36***
11090 - Gardener 21.81
11122 - Housekeeping Aide 14.36***
11150 - Janitor 14.36***
11210 - Laborer, Grounds Maintenance 16.62***
11240 - Maid or Houseman 13.13***
11260 - Pruner 15.47***
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 16.62***
11360 - Window Cleaner 15.43***
12000 - Health Occupations
12010 - Ambulance Driver 17.48***
12011 - Breath Alcohol Technician 24.11
12012 - Certified Occupational Therapist Assistant 36.30
12015 - Certified Physical Therapist Assistant 36.30
12020 - Dental Assistant 17.49***
12025 - Dental Hygienist 44.42
12030 - EKG Technician 36.55
12035 - Electroneurodiagnostic Technologist 36.55
12040 - Emergency Medical Technician 17.48***
12071 - Licensed Practical Nurse I 21.56
12072 - Licensed Practical Nurse II 24.11
12073 - Licensed Practical Nurse III 26.90
12100 - Medical Assistant 17.35***
12130 - Medical Laboratory Technician 29.17
12160 - Medical Record Clerk 16.29***
12190 - Medical Record Technician 18.22
12195 - Medical Transcriptionist 21.56
12210 - Nuclear Medicine Technologist 53.00
12221 - Nursing Assistant I 13.10***
12222 - Nursing Assistant II 14.73***
12223 - Nursing Assistant III 16.08***
12224 - Nursing Assistant IV 18.05
12235 - Optical Dispenser 16.97***
12236 - Optical Technician 21.56
12250 - Pharmacy Technician 18.70
12280 - Phlebotomist 16.04***
12305 - Radiologic Technologist 32.96
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 32.24
12313 - Registered Nurse II, Specialist 32.24

12314 - Registered Nurse III 39.01
12315 - Registered Nurse III, Anesthetist 39.01
12316 - Registered Nurse IV 46.77
12317 - Scheduler (Drug and Alcohol Testing) 29.89
12320 - Substance Abuse Treatment Counselor 24.11
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.38
13012 - Exhibits Specialist II 22.77
13013 - Exhibits Specialist III 27.85
13041 - Illustrator I 18.38
13042 - Illustrator II 22.77
13043 - Illustrator III 27.85
13047 - Librarian 25.22
13050 - Library Aide/Clerk 13.61***
13054 - Library Information Technology Systems Administrator 22.77
13058 - Library Technician 17.14***
13061 - Media Specialist I 16.43***
13062 - Media Specialist II 18.38
13063 - Media Specialist III 20.49
13071 - Photographer I 16.43***
13072 - Photographer II 18.38
13073 - Photographer III 22.77
13074 - Photographer IV 27.85
13075 - Photographer V 33.69
13090 - Technical Order Library Clerk 17.08***
13110 - Video Teleconference Technician 19.12
14000 - Information Technology Occupations
14041 - Computer Operator I 21.10
14042 - Computer Operator II 23.60
14043 - Computer Operator III 26.30
14044 - Computer Operator IV 29.24
14045 - Computer Operator V 32.37
14071 - Computer Programmer I (see 1) 25.20
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 21.10
14160 - Personal Computer Support Technician 29.24
14170 - System Support Specialist 32.37
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.04
15020 - Aircrew Training Devices Instructor (Rated) 38.77
15030 - Air Crew Training Devices Instructor (Pilot) 46.48
15050 - Computer Based Training Specialist / Instructor 32.04
15060 - Educational Technologist 33.75
15070 - Flight Instructor (Pilot) 46.48
15080 - Graphic Artist 23.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.48
15086 - Maintenance Test Pilot, Rotary Wing 46.48
15088 - Non-Maintenance Test/Co-Pilot 46.48

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 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.84***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.74***
16220 - Tailor 14.65***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.49
19040 - Tool And Die Maker 31.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.21
21030 - Material Coordinator 22.57
21040 - Material Expediter 22.57
21050 - Material Handling Laborer 17.15***
21071 - Order Filler 16.82***
21080 - Production Line Worker (Food Processing) 22.21
21110 - Shipping Packer 19.77
21130 - Shipping/Receiving Clerk 19.77
21140 - Store Worker I 14.34***
21150 - Stock Clerk 18.01
21210 - Tools And Parts Attendant 22.21
21410 - Warehouse Specialist 22.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.85
23019 - Aircraft Logs and Records Technician 22.19
23021 - Aircraft Mechanic I 27.20
23022 - Aircraft Mechanic II 28.85
23023 - Aircraft Mechanic III 30.46
23040 - Aircraft Mechanic Helper 18.89
23050 - Aircraft, Painter 25.49
23060 - Aircraft Servicer 22.19
23070 - Aircraft Survival Flight Equipment Technician 25.49
23080 - Aircraft Worker 23.87
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.20
23110 - Appliance Mechanic 25.49
23120 - Bicycle Repairer 20.56
23125 - Cable Splicer 33.00
23130 - Carpenter, Maintenance 24.06
23140 - Carpet Layer 23.87
23160 - Electrician, Maintenance 28.70
23181 - Electronics Technician Maintenance I 38.30

23182 - Electronics Technician Maintenance II 40.89
23183 - Electronics Technician Maintenance III 43.62
23260 - Fabric Worker 22.19
23290 - Fire Alarm System Mechanic 27.20
23310 - Fire Extinguisher Repairer 20.56
23311 - Fuel Distribution System Mechanic 28.50
23312 - Fuel Distribution System Operator 21.54
23370 - General Maintenance Worker 19.21
23380 - Ground Support Equipment Mechanic 27.20
23381 - Ground Support Equipment Servicer 22.19
23382 - Ground Support Equipment Worker 23.87
23391 - Gunsmith I 20.56
23392 - Gunsmith II 23.87
23393 - Gunsmith III 27.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.74
23430 - Heavy Equipment Mechanic 29.00
23440 - Heavy Equipment Operator 24.36
23460 - Instrument Mechanic 27.20
23465 - Laboratory/Shelter Mechanic 25.49
23470 - Laborer 17.15***
23510 - Locksmith 25.49
23530 - Machinery Maintenance Mechanic 28.76
23550 - Machinist, Maintenance 23.33
23580 - Maintenance Trades Helper 16.50***
23591 - Metrology Technician I 27.20
23592 - Metrology Technician II 28.85
23593 - Metrology Technician III 30.46
23640 - Millwright 27.44
23710 - Office Appliance Repairer 25.49
23760 - Painter, Maintenance 20.23
23790 - Pipefitter, Maintenance 27.42
23810 - Plumber, Maintenance 25.70
23820 - Pneudraulic Systems Mechanic 27.20
23850 - Rigger 28.06
23870 - Scale Mechanic 23.87
23890 - Sheet-Metal Worker, Maintenance 27.20
23910 - Small Engine Mechanic 23.87
23931 - Telecommunications Mechanic I 28.63
23932 - Telecommunications Mechanic II 30.37
23950 - Telephone Lineman 28.85
23960 - Welder, Combination, Maintenance 24.13
23965 - Well Driller 27.20
23970 - Woodcraft Worker 27.20
23980 - Woodworker 20.56
24000 - Personal Needs Occupations
24550 - Case Manager 18.88
24570 - Child Care Attendant 11.87***
24580 - Child Care Center Clerk 14.80***
24610 - Chore Aide 12.43***
24620 - Family Readiness And Support Services Coordinator 18.88

24630 - Homemaker 18.88
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.47
25040 - Sewage Plant Operator 19.93
25070 - Stationary Engineer 23.47
25190 - Ventilation Equipment Tender 16.32***
25210 - Water Treatment Plant Operator 19.93
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.49
27007 - Baggage Inspector 15.16***
27008 - Corrections Officer 24.35
27010 - Court Security Officer 24.73
27030 - Detection Dog Handler 16.96***
27040 - Detention Officer 24.35
27070 - Firefighter 25.10
27101 - Guard I 15.16***
27102 - Guard II 16.96***
27131 - Police Officer I 25.60
27132 - Police Officer II 28.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.94***
28042 - Carnival Equipment Repairer 16.26***
28043 - Carnival Worker 11.53***
28210 - Gate Attendant/Gate Tender 17.67***
28310 - Lifeguard 12.11***
28350 - Park Attendant (Aide) 19.77
28510 - Recreation Aide/Health Facility Attendant 14.43***
28515 - Recreation Specialist 24.17
28630 - Sports Official 15.74***
28690 - Swimming Pool Operator 18.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.72
29020 - Hatch Tender 34.72
29030 - Line Handler 34.72
29041 - Stevedore I 32.28
29042 - Stevedore II 37.07
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 26.99
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 16.49***
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 20.70

30084 - Engineering Technician IV 25.64
30085 - Engineering Technician V 31.37
30086 - Engineering Technician VI 37.95
30090 - Environmental Technician 27.72
30095 - Evidence Control Specialist 27.50
30210 - Laboratory Technician 35.54
30221 - Latent Fingerprint Technician I 30.46
30222 - Latent Fingerprint Technician II 33.64
30240 - Mathematical Technician 27.50
30361 - Paralegal/Legal Assistant I 21.38
30362 - Paralegal/Legal Assistant II 26.49
30363 - Paralegal/Legal Assistant III 32.40
30364 - Paralegal/Legal Assistant IV 39.19
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 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 30.46
30502 - Weather Forecaster II 37.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.74
30621 - Weather Observer, Senior (see 2) 27.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 14.12***
31030 - Bus Driver 20.01
31043 - Driver Courier 17.03***
31260 - Parking and Lot Attendant 13.14***
31290 - Shuttle Bus Driver 15.65***
31310 - Taxi Driver 11.54***
31361 - Truckdriver, Light 18.53
31362 - Truckdriver, Medium 20.01
31363 - Truckdriver, Heavy 25.63
31364 - Truckdriver, Tractor-Trailer 25.63
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.75***
99050 - Desk Clerk 13.28***
99095 - Embalmer 27.37
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 18.95
99252 - Laboratory Animal Caretaker II 20.64
99260 - Marketing Analyst 31.01
99310 - Mortician 27.37
99410 - Pest Controller 20.25
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 20.18

99711 - Recycling Specialist	24.34
99730 - Refuse Collector	18.78
99810 - Sales Clerk	13.99***
99820 - School Crossing Guard	15.23***
99830 - Survey Party Chief	29.15
99831 - Surveying Aide	19.57
99832 - Surveying Technician	26.43
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.95
99842 - Vending Machine Repairer Helper	19.74

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Division of Wage Determinations

Wage Determination No.: 2015-5273
Revision No.: 29
Date Of Last Revision: 05/15/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Cooke, Delta, Fannin, Navarro

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.57
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.31
01020 - Administrative Assistant		27.88
01035 - Court Reporter		28.47

01041 - Customer Service Representative I 16.04***
01042 - Customer Service Representative II 17.50***
01043 - Customer Service Representative III 19.64
01051 - Data Entry Operator I 16.06***
01052 - Data Entry Operator II 17.53***
01060 - Dispatcher, Motor Vehicle 21.64
01070 - Document Preparation Clerk 16.18***
01090 - Duplicating Machine Operator 16.18***
01111 - General Clerk I 15.72***
01112 - General Clerk II 17.15***
01113 - General Clerk III 19.26
01120 - Housing Referral Assistant 22.64
01141 - Messenger Courier 14.34***
01191 - Order Clerk I 17.69***
01192 - Order Clerk II 19.30
01261 - Personnel Assistant (Employment) I 18.20
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 24.17
01290 - Rental Clerk 15.48***
01300 - Scheduler, Maintenance 18.16
01311 - Secretary I 18.16
01312 - Secretary II 20.31
01313 - Secretary III 22.64
01320 - Service Order Dispatcher 19.22
01410 - Supply Technician 27.88
01420 - Survey Worker 17.29***
01460 - Switchboard Operator/Receptionist 14.96***
01531 - Travel Clerk I 16.18***
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 20.27
01611 - Word Processor I 16.18***
01612 - Word Processor II 18.16
01613 - Word Processor III 20.31
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.02
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.99
05160 - Motor Equipment Metal Worker 20.93
05190 - Motor Vehicle Mechanic 22.99
05220 - Motor Vehicle Mechanic Helper 17.27***
05250 - Motor Vehicle Upholstery Worker 19.82
05280 - Motor Vehicle Wrecker 20.93
05310 - Painter, Automotive 24.22
05340 - Radiator Repair Specialist 20.93
05370 - Tire Repairer 16.97***
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 14.12***
07041 - Cook I 13.20***
07042 - Cook II 15.12***

07070 - Dishwasher 11.31***
07130 - Food Service Worker 12.56***
07210 - Meat Cutter 14.00***
07260 - Waiter/Waitress 11.17***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77
09040 - Furniture Handler 11.84***
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 14.13***
09110 - Furniture Repairer, Minor 16.40***
09130 - Upholsterer 18.52
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.86***
11060 - Elevator Operator 14.40***
11090 - Gardener 20.85
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.89***
11260 - Pruner 14.60***
11270 - Tractor Operator 19.29
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.95***
12000 - Health Occupations
12010 - Ambulance Driver 17.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 38.18
12015 - Certified Physical Therapist Assistant 36.69
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 41.86
12030 - EKG Technician 28.89
12035 - Electroneurodiagnostic Technologist 28.89
12040 - Emergency Medical Technician 17.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 18.10
12130 - Medical Laboratory Technician 28.85
12160 - Medical Record Clerk 16.60***
12190 - Medical Record Technician 18.57
12195 - Medical Transcriptionist 21.80
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 13.85***
12222 - Nursing Assistant II 15.58***
12223 - Nursing Assistant III 17.00***
12224 - Nursing Assistant IV 19.08
12235 - Optical Dispenser 17.03***
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 18.61
12280 - Phlebotomist 17.21***
12305 - Radiologic Technologist 34.51
12311 - Registered Nurse I 26.37
12312 - Registered Nurse II 32.25
12313 - Registered Nurse II, Specialist 32.25

12314 - Registered Nurse III 39.02
12315 - Registered Nurse III, Anesthetist 39.02
12316 - Registered Nurse IV 46.78
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 27.55
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.65
13012 - Exhibits Specialist II 25.58
13013 - Exhibits Specialist III 31.28
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 36.18
13047 - Librarian 31.56
13050 - Library Aide/Clerk 14.33***
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 16.29***
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 18.32
13072 - Photographer II 20.49
13073 - Photographer III 25.38
13074 - Photographer IV 31.05
13075 - Photographer V 37.56
13090 - Technical Order Library Clerk 18.01
13110 - Video Teleconference Technician 26.13
14000 - Information Technology Occupations
14041 - Computer Operator I 19.83
14042 - Computer Operator II 22.18
14043 - Computer Operator III 24.73
14044 - Computer Operator IV 27.48
14045 - Computer Operator V 30.43
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.83
14160 - Personal Computer Support Technician 27.48
14170 - System Support Specialist 30.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 36.41
15020 - Aircrew Training Devices Instructor (Rated) 44.05
15030 - Air Crew Training Devices Instructor (Pilot) 50.73
15050 - Computer Based Training Specialist / Instructor 36.41
15060 - Educational Technologist 34.98
15070 - Flight Instructor (Pilot) 50.73
15080 - Graphic Artist 24.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

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 12.33***
16030 - Counter Attendant 12.33***
16040 - Dry Cleaner 15.54***
16070 - Finisher, Flatwork, Machine 12.33***
16090 - Presser, Hand 12.33***
16110 - Presser, Machine, Drycleaning 12.33***
16130 - Presser, Machine, Shirts 12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.33***
16190 - Sewing Machine Operator 16.29***
16220 - Tailor 17.25***
16250 - Washer, Machine 13.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.49
19040 - Tool And Die Maker 25.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.95
21030 - Material Coordinator 24.17
21040 - Material Expediter 24.17
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.93***
21080 - Production Line Worker (Food Processing) 19.95
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 14.57***
21150 - Stock Clerk 19.71
21210 - Tools And Parts Attendant 19.95
21410 - Warehouse Specialist 19.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.85
23019 - Aircraft Logs and Records Technician 30.17
23021 - Aircraft Mechanic I 36.01
23022 - Aircraft Mechanic II 37.85
23023 - Aircraft Mechanic III 39.68
23040 - Aircraft Mechanic Helper 25.99
23050 - Aircraft, Painter 34.08
23060 - Aircraft Servicer 30.17
23070 - Aircraft Survival Flight Equipment Technician 34.08
23080 - Aircraft Worker 32.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.01
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 24.26
23160 - Electrician, Maintenance 23.96
23181 - Electronics Technician Maintenance I 32.92

23182 - Electronics Technician Maintenance II 34.86
23183 - Electronics Technician Maintenance III 36.84
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 26.99
23310 - Fire Extinguisher Repairer 21.19
23311 - Fuel Distribution System Mechanic 25.52
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 19.14
23380 - Ground Support Equipment Mechanic 36.01
23381 - Ground Support Equipment Servicer 30.17
23382 - Ground Support Equipment Worker 32.18
23391 - Gunsmith I 21.19
23392 - Gunsmith II 24.26
23393 - Gunsmith III 27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 27.15
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 16.96***
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist, Maintenance 24.05
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 27.15
23592 - Metrology Technician II 28.53
23593 - Metrology Technician III 29.91
23640 - Millwright 28.40
23710 - Office Appliance Repairer 21.19
23760 - Painter, Maintenance 21.08
23790 - Pipefitter, Maintenance 23.97
23810 - Plumber, Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 27.15
23850 - Rigger 27.15
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker, Maintenance 22.93
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 34.46
23960 - Welder, Combination, Maintenance 22.91
23965 - Well Driller 27.15
23970 - Woodcraft Worker 27.15
23980 - Woodworker 21.19
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.73***
24580 - Child Care Center Clerk 13.39***
24610 - Chore Aide 11.75***
24620 - Family Readiness And Support Services Coordinator 18.83

24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 19.83
25070 - Stationary Engineer 23.34
25190 - Ventilation Equipment Tender 16.86***
25210 - Water Treatment Plant Operator 19.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.25
27007 - Baggage Inspector 16.12***
27008 - Corrections Officer 24.30
27010 - Court Security Officer 23.79
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 24.30
27070 - Firefighter 23.05
27101 - Guard I 16.12***
27102 - Guard II 18.61
27131 - Police Officer I 27.08
27132 - Police Officer II 30.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.59***
28042 - Carnival Equipment Repairer 15.77***
28043 - Carnival Worker 11.04***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.19***
28350 - Park Attendant (Aide) 19.30
28510 - Recreation Aide/Health Facility Attendant 14.09***
28515 - Recreation Specialist 23.91
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 21.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.24
29020 - Hatch Tender 28.24
29030 - Line Handler 28.24
29041 - Stevedore I 26.49
29042 - Stevedore II 29.91
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 26.46
30051 - Cryogenic Technician I 33.79
30052 - Cryogenic Technician II 37.31
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70

30084 - Engineering Technician IV 30.61
30085 - Engineering Technician V 37.44
30086 - Engineering Technician VI 45.30
30090 - Environmental Technician 25.73
30095 - Evidence Control Specialist 30.51
30210 - Laboratory Technician 29.34
30221 - Latent Fingerprint Technician I 33.79
30222 - Latent Fingerprint Technician II 37.31
30240 - Mathematical Technician 30.51
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 37.31
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 37.31
30461 - Technical Writer I 30.61
30462 - Technical Writer II 37.46
30463 - Technical Writer III 45.29
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 33.79
30502 - Weather Forecaster II 41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 30.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 16.55***
31260 - Parking and Lot Attendant 13.48***
31290 - Shuttle Bus Driver 18.09
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 18.09
31362 - Truckdriver, Medium 19.69
31363 - Truckdriver, Heavy 23.60
31364 - Truckdriver, Tractor-Trailer 23.60
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 12.61***
99050 - Desk Clerk 13.31***
99095 - Embalmer 30.01
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 14.23***
99252 - Laboratory Animal Caretaker II 15.38***
99260 - Marketing Analyst 30.18
99310 - Mortician 30.01
99410 - Pest Controller 18.98
99510 - Photofinishing Worker 16.73***
99710 - Recycling Laborer 22.06

99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.48
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	15.63***
99830 - Survey Party Chief	27.28
99831 - Surveying Aide	16.34***
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	21.41
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.41

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5275
Revision No.: 29
Date Of Last Revision: 05/15/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Erath, Palo Pinto

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.57
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.31
01020 - Administrative Assistant		27.88
01035 - Court Reporter		28.47

01041 - Customer Service Representative I 16.04***
01042 - Customer Service Representative II 17.50***
01043 - Customer Service Representative III 19.64
01051 - Data Entry Operator I 16.06***
01052 - Data Entry Operator II 17.53***
01060 - Dispatcher, Motor Vehicle 23.32
01070 - Document Preparation Clerk 16.18***
01090 - Duplicating Machine Operator 16.18***
01111 - General Clerk I 15.72***
01112 - General Clerk II 17.15***
01113 - General Clerk III 19.26
01120 - Housing Referral Assistant 22.64
01141 - Messenger Courier 14.34***
01191 - Order Clerk I 17.69***
01192 - Order Clerk II 19.30
01261 - Personnel Assistant (Employment) I 18.20
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 24.17
01290 - Rental Clerk 15.48***
01300 - Scheduler, Maintenance 18.16
01311 - Secretary I 18.16
01312 - Secretary II 20.31
01313 - Secretary III 22.64
01320 - Service Order Dispatcher 20.70
01410 - Supply Technician 27.88
01420 - Survey Worker 17.29***
01460 - Switchboard Operator/Receptionist 14.96***
01531 - Travel Clerk I 16.18***
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 20.27
01611 - Word Processor I 16.18***
01612 - Word Processor II 18.16
01613 - Word Processor III 20.31
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.02
05010 - Automotive Electrician 21.49
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 17.73***
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 21.49
05340 - Radiator Repair Specialist 20.43
05370 - Tire Repairer 16.97***
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 14.12***
07041 - Cook I 13.20***
07042 - Cook II 15.12***

07070 - Dishwasher 11.31***
07130 - Food Service Worker 12.56***
07210 - Meat Cutter 14.00***
07260 - Waiter/Waitress 11.17***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77
09040 - Furniture Handler 11.84***
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 14.13***
09110 - Furniture Repairer, Minor 16.40***
09130 - Upholsterer 18.52
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.86***
11060 - Elevator Operator 14.40***
11090 - Gardener 20.85
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.89***
11260 - Pruner 14.60***
11270 - Tractor Operator 19.29
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.95***
12000 - Health Occupations
12010 - Ambulance Driver 17.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 38.18
12015 - Certified Physical Therapist Assistant 36.69
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 41.86
12030 - EKG Technician 28.89
12035 - Electroneurodiagnostic Technologist 28.89
12040 - Emergency Medical Technician 17.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 18.10
12130 - Medical Laboratory Technician 28.85
12160 - Medical Record Clerk 16.60***
12190 - Medical Record Technician 18.57
12195 - Medical Transcriptionist 21.80
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 13.85***
12222 - Nursing Assistant II 15.58***
12223 - Nursing Assistant III 17.00***
12224 - Nursing Assistant IV 19.08
12235 - Optical Dispenser 17.03***
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 18.61
12280 - Phlebotomist 17.21***
12305 - Radiologic Technologist 34.51
12311 - Registered Nurse I 26.37
12312 - Registered Nurse II 32.25
12313 - Registered Nurse II, Specialist 32.25

12314 - Registered Nurse III 39.02
12315 - Registered Nurse III, Anesthetist 39.02
12316 - Registered Nurse IV 46.78
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 27.55
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.65
13012 - Exhibits Specialist II 25.77
13013 - Exhibits Specialist III 31.28
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 37.82
13047 - Librarian 31.56
13050 - Library Aide/Clerk 14.33***
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 15.98***
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 18.32
13072 - Photographer II 20.49
13073 - Photographer III 25.38
13074 - Photographer IV 31.05
13075 - Photographer V 37.56
13090 - Technical Order Library Clerk 18.01
13110 - Video Teleconference Technician 26.13
14000 - Information Technology Occupations
14041 - Computer Operator I 19.83
14042 - Computer Operator II 22.18
14043 - Computer Operator III 24.73
14044 - Computer Operator IV 27.48
14045 - Computer Operator V 30.43
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.83
14160 - Personal Computer Support Technician 27.48
14170 - System Support Specialist 30.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 36.41
15020 - Aircrew Training Devices Instructor (Rated) 44.05
15030 - Air Crew Training Devices Instructor (Pilot) 52.80
15050 - Computer Based Training Specialist / Instructor 36.41
15060 - Educational Technologist 34.98
15070 - Flight Instructor (Pilot) 52.80
15080 - Graphic Artist 24.97
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

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 12.33***
16030 - Counter Attendant 12.33***
16040 - Dry Cleaner 15.54***
16070 - Finisher, Flatwork, Machine 12.33***
16090 - Presser, Hand 12.33***
16110 - Presser, Machine, Drycleaning 12.33***
16130 - Presser, Machine, Shirts 12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.33***
16190 - Sewing Machine Operator 16.29***
16220 - Tailor 17.25***
16250 - Washer, Machine 13.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.49
19040 - Tool And Die Maker 25.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.95
21030 - Material Coordinator 24.17
21040 - Material Expediter 24.17
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.93***
21080 - Production Line Worker (Food Processing) 19.95
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 14.57***
21150 - Stock Clerk 19.71
21210 - Tools And Parts Attendant 19.95
21410 - Warehouse Specialist 19.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.85
23019 - Aircraft Logs and Records Technician 30.17
23021 - Aircraft Mechanic I 36.01
23022 - Aircraft Mechanic II 37.85
23023 - Aircraft Mechanic III 39.68
23040 - Aircraft Mechanic Helper 25.99
23050 - Aircraft, Painter 34.08
23060 - Aircraft Servicer 30.17
23070 - Aircraft Survival Flight Equipment Technician 34.08
23080 - Aircraft Worker 32.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.01
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 24.26
23160 - Electrician, Maintenance 23.96
23181 - Electronics Technician Maintenance I 32.92

23182 - Electronics Technician Maintenance II 34.86
23183 - Electronics Technician Maintenance III 36.84
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 26.99
23310 - Fire Extinguisher Repairer 21.19
23311 - Fuel Distribution System Mechanic 25.52
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 19.14
23380 - Ground Support Equipment Mechanic 36.01
23381 - Ground Support Equipment Servicer 30.17
23382 - Ground Support Equipment Worker 32.18
23391 - Gunsmith I 21.19
23392 - Gunsmith II 24.26
23393 - Gunsmith III 27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 27.15
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 16.96***
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist, Maintenance 24.05
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 27.15
23592 - Metrology Technician II 28.53
23593 - Metrology Technician III 29.91
23640 - Millwright 28.40
23710 - Office Appliance Repairer 21.19
23760 - Painter, Maintenance 21.08
23790 - Pipefitter, Maintenance 23.97
23810 - Plumber, Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 27.15
23850 - Rigger 27.15
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker, Maintenance 22.93
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 34.46
23960 - Welder, Combination, Maintenance 22.91
23965 - Well Driller 27.15
23970 - Woodcraft Worker 27.15
23980 - Woodworker 21.19
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.73***
24580 - Child Care Center Clerk 13.39***
24610 - Chore Aide 11.75***
24620 - Family Readiness And Support Services Coordinator 18.83

24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 19.83
25070 - Stationary Engineer 23.34
25190 - Ventilation Equipment Tender 16.86***
25210 - Water Treatment Plant Operator 19.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.25
27007 - Baggage Inspector 16.12***
27008 - Corrections Officer 24.30
27010 - Court Security Officer 23.79
27030 - Detection Dog Handler 18.61
27040 - Detention Officer 24.53
27070 - Firefighter 23.05
27101 - Guard I 16.12***
27102 - Guard II 18.61
27131 - Police Officer I 27.08
27132 - Police Officer II 30.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.59***
28042 - Carnival Equipment Repairer 15.77***
28043 - Carnival Worker 11.04***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.19***
28350 - Park Attendant (Aide) 19.30
28510 - Recreation Aide/Health Facility Attendant 14.09***
28515 - Recreation Specialist 23.91
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 18.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.24
29020 - Hatch Tender 28.24
29030 - Line Handler 28.24
29041 - Stevedore I 26.49
29042 - Stevedore II 29.91
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 26.46
30051 - Cryogenic Technician I 33.79
30052 - Cryogenic Technician II 37.31
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70

30084 - Engineering Technician IV 30.61
30085 - Engineering Technician V 37.44
30086 - Engineering Technician VI 45.30
30090 - Environmental Technician 25.73
30095 - Evidence Control Specialist 30.51
30210 - Laboratory Technician 29.34
30221 - Latent Fingerprint Technician I 33.79
30222 - Latent Fingerprint Technician II 37.31
30240 - Mathematical Technician 30.51
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 37.31
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 37.31
30461 - Technical Writer I 30.61
30462 - Technical Writer II 37.46
30463 - Technical Writer III 45.29
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 33.79
30502 - Weather Forecaster II 41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 30.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 16.55***
31260 - Parking and Lot Attendant 13.48***
31290 - Shuttle Bus Driver 18.09
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 18.09
31362 - Truckdriver, Medium 20.50
31363 - Truckdriver, Heavy 23.60
31364 - Truckdriver, Tractor-Trailer 23.60
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 12.61***
99050 - Desk Clerk 13.31***
99095 - Embalmer 30.01
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 14.23***
99252 - Laboratory Animal Caretaker II 15.38***
99260 - Marketing Analyst 30.18
99310 - Mortician 30.01
99410 - Pest Controller 18.40
99510 - Photofinishing Worker 16.73***
99710 - Recycling Laborer 22.06

99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.48
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	15.63***
99830 - Survey Party Chief	28.69
99831 - Surveying Aide	16.63***
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	21.41
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.41

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5277
Revision No.: 29
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Camp, Cass, Cherokee, Franklin, Marion, Morris, Red River, Titus

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.57
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.31
01020 - Administrative Assistant		27.88

01035 - Court Reporter 30.99
01041 - Customer Service Representative I 16.04***
01042 - Customer Service Representative II 17.50***
01043 - Customer Service Representative III 19.64
01051 - Data Entry Operator I 16.06***
01052 - Data Entry Operator II 17.53***
01060 - Dispatcher, Motor Vehicle 21.08
01070 - Document Preparation Clerk 16.18***
01090 - Duplicating Machine Operator 16.18***
01111 - General Clerk I 15.72***
01112 - General Clerk II 17.15***
01113 - General Clerk III 19.26
01120 - Housing Referral Assistant 22.64
01141 - Messenger Courier 14.34***
01191 - Order Clerk I 17.69***
01192 - Order Clerk II 19.30
01261 - Personnel Assistant (Employment) I 18.20
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 24.17
01290 - Rental Clerk 15.48***
01300 - Scheduler, Maintenance 18.16
01311 - Secretary I 18.16
01312 - Secretary II 20.31
01313 - Secretary III 22.64
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 27.88
01420 - Survey Worker 16.23***
01460 - Switchboard Operator/Receptionist 14.96***
01531 - Travel Clerk I 16.18***
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 20.27
01611 - Word Processor I 16.18***
01612 - Word Processor II 18.16
01613 - Word Processor III 20.31
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.02
05010 - Automotive Electrician 21.49
05040 - Automotive Glass Installer 20.29
05070 - Automotive Worker 20.29
05110 - Mobile Equipment Servicer 17.73***
05130 - Motor Equipment Metal Mechanic 22.68
05160 - Motor Equipment Metal Worker 20.29
05190 - Motor Vehicle Mechanic 22.68
05220 - Motor Vehicle Mechanic Helper 16.41***
05250 - Motor Vehicle Upholstery Worker 19.04
05280 - Motor Vehicle Wrecker 20.29
05310 - Painter, Automotive 21.49
05340 - Radiator Repair Specialist 20.29
05370 - Tire Repairer 16.97***
05400 - Transmission Repair Specialist 22.68
07000 - Food Preparation And Service Occupations
07010 - Baker 14.10***
07041 - Cook I 13.20***

07042 - Cook II 15.12***
07070 - Dishwasher 11.31***
07130 - Food Service Worker 12.56***
07210 - Meat Cutter 14.20***
07260 - Waiter/Waitress 11.17***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77
09040 - Furniture Handler 11.84***
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 14.13***
09110 - Furniture Repairer, Minor 16.40***
09130 - Upholsterer 18.52
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.86***
11060 - Elevator Operator 14.40***
11090 - Gardener 20.85
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.89***
11260 - Pruner 14.60***
11270 - Tractor Operator 19.29
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.95***
12000 - Health Occupations
12010 - Ambulance Driver 17.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 38.18
12015 - Certified Physical Therapist Assistant 36.69
12020 - Dental Assistant 18.09
12025 - Dental Hygienist 41.86
12030 - EKG Technician 21.12
12035 - Electroneurodiagnostic Technologist 21.12
12040 - Emergency Medical Technician 17.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 18.10
12130 - Medical Laboratory Technician 28.85
12160 - Medical Record Clerk 16.60***
12190 - Medical Record Technician 18.57
12195 - Medical Transcriptionist 20.64
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 13.85***
12222 - Nursing Assistant II 15.58***
12223 - Nursing Assistant III 17.00***
12224 - Nursing Assistant IV 19.08
12235 - Optical Dispenser 20.89
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 18.61
12280 - Phlebotomist 17.21***
12305 - Radiologic Technologist 34.51
12311 - Registered Nurse I 26.37
12312 - Registered Nurse II 32.25

12313 - Registered Nurse II, Specialist 32.25
12314 - Registered Nurse III 39.02
12315 - Registered Nurse III, Anesthetist 39.02
12316 - Registered Nurse IV 46.78
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 26.47
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.49
13012 - Exhibits Specialist II 25.38
13013 - Exhibits Specialist III 31.05
13041 - Illustrator I 20.49
13042 - Illustrator II 25.38
13043 - Illustrator III 31.05
13047 - Librarian 28.11
13050 - Library Aide/Clerk 13.78***
13054 - Library Information Technology Systems Administrator 25.38
13058 - Library Technician 14.40***
13061 - Media Specialist I 18.32
13062 - Media Specialist II 20.49
13063 - Media Specialist III 22.85
13071 - Photographer I 18.32
13072 - Photographer II 20.49
13073 - Photographer III 25.38
13074 - Photographer IV 31.05
13075 - Photographer V 37.56
13090 - Technical Order Library Clerk 17.30***
13110 - Video Teleconference Technician 24.07
14000 - Information Technology Occupations
14041 - Computer Operator I 19.83
14042 - Computer Operator II 22.18
14043 - Computer Operator III 24.73
14044 - Computer Operator IV 27.48
14045 - Computer Operator V 30.43
14071 - Computer Programmer I (see 1) 25.17
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.83
14160 - Personal Computer Support Technician 27.48
14170 - System Support Specialist 30.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.98
15020 - Aircrew Training Devices Instructor (Rated) 42.33
15030 - Air Crew Training Devices Instructor (Pilot) 50.73
15050 - Computer Based Training Specialist / Instructor 34.98
15060 - Educational Technologist 34.98
15070 - Flight Instructor (Pilot) 50.73
15080 - Graphic Artist 21.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73

15088 - Non-Maintenance Test/Co-Pilot 50.73
15090 - Technical Instructor 19.51
15095 - Technical Instructor/Course Developer 23.86
15110 - Test Proctor 15.75***
15120 - Tutor 15.75***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.33***
16030 - Counter Attendant 12.33***
16040 - Dry Cleaner 15.54***
16070 - Finisher, Flatwork, Machine 12.33***
16090 - Presser, Hand 12.33***
16110 - Presser, Machine, Drycleaning 12.33***
16130 - Presser, Machine, Shirts 12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.33***
16190 - Sewing Machine Operator 16.29***
16220 - Tailor 17.25***
16250 - Washer, Machine 13.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.49
19040 - Tool And Die Maker 25.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.95
21030 - Material Coordinator 24.17
21040 - Material Expediter 24.17
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.93***
21080 - Production Line Worker (Food Processing) 19.95
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 14.57***
21150 - Stock Clerk 19.71
21210 - Tools And Parts Attendant 19.95
21410 - Warehouse Specialist 19.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.85
23019 - Aircraft Logs and Records Technician 30.17
23021 - Aircraft Mechanic I 36.01
23022 - Aircraft Mechanic II 37.85
23023 - Aircraft Mechanic III 39.68
23040 - Aircraft Mechanic Helper 25.99
23050 - Aircraft, Painter 33.36
23060 - Aircraft Servicer 30.17
23070 - Aircraft Survival Flight Equipment Technician 33.36
23080 - Aircraft Worker 32.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.01
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 24.26
23160 - Electrician, Maintenance 23.96

23181 - Electronics Technician Maintenance I 32.92
23182 - Electronics Technician Maintenance II 34.86
23183 - Electronics Technician Maintenance III 36.84
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 26.99
23310 - Fire Extinguisher Repairer 21.19
23311 - Fuel Distribution System Mechanic 25.52
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 19.14
23380 - Ground Support Equipment Mechanic 36.01
23381 - Ground Support Equipment Servicer 30.17
23382 - Ground Support Equipment Worker 32.18
23391 - Gunsmith I 21.19
23392 - Gunsmith II 24.26
23393 - Gunsmith III 27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 27.15
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 16.96***
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist, Maintenance 24.05
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 27.15
23592 - Metrology Technician II 28.53
23593 - Metrology Technician III 29.91
23640 - Millwright 28.40
23710 - Office Appliance Repairer 21.19
23760 - Painter, Maintenance 21.08
23790 - Pipefitter, Maintenance 23.97
23810 - Plumber, Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 27.15
23850 - Rigger 27.15
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker, Maintenance 22.93
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 36.77
23960 - Welder, Combination, Maintenance 22.91
23965 - Well Driller 27.26
23970 - Woodcraft Worker 27.15
23980 - Woodworker 21.19
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.61***
24580 - Child Care Center Clerk 13.23***
24610 - Chore Aide 11.75***
24620 - Family Readiness And Support Services 18.83

Coordinator
24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 21.11
25070 - Stationary Engineer 23.71
25190 - Ventilation Equipment Tender 16.86***
25210 - Water Treatment Plant Operator 19.87
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.25
27007 - Baggage Inspector 16.03***
27008 - Corrections Officer 24.30
27010 - Court Security Officer 23.79
27030 - Detection Dog Handler 17.93
27040 - Detention Officer 24.30
27070 - Firefighter 23.05
27101 - Guard I 16.03***
27102 - Guard II 17.93
27131 - Police Officer I 25.98
27132 - Police Officer II 28.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.59***
28042 - Carnival Equipment Repairer 15.77***
28043 - Carnival Worker 11.04***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.70***
28350 - Park Attendant (Aide) 19.30
28510 - Recreation Aide/Health Facility Attendant 14.09***
28515 - Recreation Specialist 23.91
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 18.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.24
29020 - Hatch Tender 28.24
29030 - Line Handler 28.24
29041 - Stevedore I 26.49
29042 - Stevedore II 29.91
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 26.46
30051 - Cryogenic Technician I 33.79
30052 - Cryogenic Technician II 37.31
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09

30083 - Engineering Technician III 24.70
30084 - Engineering Technician IV 30.61
30085 - Engineering Technician V 37.44
30086 - Engineering Technician VI 45.30
30090 - Environmental Technician 25.56
30095 - Evidence Control Specialist 30.51
30210 - Laboratory Technician 29.34
30221 - Latent Fingerprint Technician I 33.79
30222 - Latent Fingerprint Technician II 37.31
30240 - Mathematical Technician 30.51
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 37.31
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 37.31
30461 - Technical Writer I 30.61
30462 - Technical Writer II 37.74
30463 - Technical Writer III 45.40
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 33.79
30502 - Weather Forecaster II 41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 30.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 15.50***
31260 - Parking and Lot Attendant 13.48***
31290 - Shuttle Bus Driver 14.10***
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 16.75***
31362 - Truckdriver, Medium 17.99
31363 - Truckdriver, Heavy 23.60
31364 - Truckdriver, Tractor-Trailer 23.60
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 12.61***
99050 - Desk Clerk 13.31***
99095 - Embalmer 30.01
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 14.05***
99252 - Laboratory Animal Caretaker II 15.14***
99260 - Marketing Analyst 28.74
99310 - Mortician 30.01
99410 - Pest Controller 18.40
99510 - Photofinishing Worker 16.73***

99710 - Recycling Laborer	22.06
99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.48
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	15.63***
99830 - Survey Party Chief	24.42
99831 - Surveying Aide	14.96***
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	21.41
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.41

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5279
Daniel W. Simms Division of Revision No.: 29
Director Wage Determinations Date Of Last Revision: 05/19/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Angelina, Jasper, Nacogdoches, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.79
01012 - Accounting Clerk II		21.09
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		27.85

01035 - Court Reporter 25.29
01041 - Customer Service Representative I 15.47***
01042 - Customer Service Representative II 16.88***
01043 - Customer Service Representative III 18.95
01051 - Data Entry Operator I 17.13***
01052 - Data Entry Operator II 18.69
01060 - Dispatcher, Motor Vehicle 20.68
01070 - Document Preparation Clerk 16.38***
01090 - Duplicating Machine Operator 16.38***
01111 - General Clerk I 16.68***
01112 - General Clerk II 18.20
01113 - General Clerk III 20.43
01120 - Housing Referral Assistant 22.91
01141 - Messenger Courier 13.34***
01191 - Order Clerk I 17.05***
01192 - Order Clerk II 18.60
01261 - Personnel Assistant (Employment) I 18.95
01262 - Personnel Assistant (Employment) II 21.19
01263 - Personnel Assistant (Employment) III 23.63
01270 - Production Control Clerk 23.27
01290 - Rental Clerk 17.20***
01300 - Scheduler, Maintenance 18.38
01311 - Secretary I 18.38
01312 - Secretary II 20.56
01313 - Secretary III 22.91
01320 - Service Order Dispatcher 18.49
01410 - Supply Technician 27.85
01420 - Survey Worker 17.06***
01460 - Switchboard Operator/Receptionist 14.53***
01531 - Travel Clerk I 16.38***
01532 - Travel Clerk II 18.38
01533 - Travel Clerk III 20.56
01611 - Word Processor I 16.38***
01612 - Word Processor II 18.38
01613 - Word Processor III 20.56
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.72
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 22.50
05220 - Motor Vehicle Mechanic Helper 16.86***
05250 - Motor Vehicle Upholstery Worker 20.51
05280 - Motor Vehicle Wrecker 20.84
05310 - Painter, Automotive 21.27
05340 - Radiator Repair Specialist 20.84
05370 - Tire Repairer 16.23***
05400 - Transmission Repair Specialist 22.83
07000 - Food Preparation And Service Occupations
07010 - Baker 14.45***
07041 - Cook I 14.01***

07042 - Cook II 16.30***
07070 - Dishwasher 11.33***
07130 - Food Service Worker 13.31***
07210 - Meat Cutter 15.19***
07260 - Waiter/Waitress 12.20***
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 13.54***
11060 - Elevator Operator 14.19***
11090 - Gardener 22.50
11122 - Housekeeping Aide 14.19***
11150 - Janitor 14.19***
11210 - Laborer, Grounds Maintenance 16.73***
11240 - Maid or Houseman 12.56***
11260 - Pruner 14.86***
11270 - Tractor Operator 20.56
11330 - Trail Maintenance Worker 16.73***
11360 - Window Cleaner 16.00***
12000 - Health Occupations
12010 - Ambulance Driver 15.90***
12011 - Breath Alcohol Technician 24.40
12012 - Certified Occupational Therapist Assistant 38.05
12015 - Certified Physical Therapist Assistant 37.00
12020 - Dental Assistant 18.33
12025 - Dental Hygienist 43.47
12030 - EKG Technician 29.71
12035 - Electroneurodiagnostic Technologist 29.71
12040 - Emergency Medical Technician 15.90***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.40
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 25.76
12160 - Medical Record Clerk 16.46***
12190 - Medical Record Technician 18.41
12195 - Medical Transcriptionist 22.40
12210 - Nuclear Medicine Technologist 53.60
12221 - Nursing Assistant I 15.23***
12222 - Nursing Assistant II 17.14***
12223 - Nursing Assistant III 18.70
12224 - Nursing Assistant IV 20.99
12235 - Optical Dispenser 17.45***
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 19.35
12280 - Phlebotomist 17.91
12305 - Radiologic Technologist 32.68
12311 - Registered Nurse I 31.80
12312 - Registered Nurse II 38.89

12313 - Registered Nurse II, Specialist 38.89
12314 - Registered Nurse III 47.05
12315 - Registered Nurse III, Anesthetist 47.05
12316 - Registered Nurse IV 56.41
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 24.71
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.04
13012 - Exhibits Specialist II 26.07
13013 - Exhibits Specialist III 31.83
13041 - Illustrator I 21.04
13042 - Illustrator II 26.07
13043 - Illustrator III 31.83
13047 - Librarian 28.82
13050 - Library Aide/Clerk 14.39***
13054 - Library Information Technology Systems Administrator 26.03
13058 - Library Technician 14.60***
13061 - Media Specialist I 18.78
13062 - Media Specialist II 21.01
13063 - Media Specialist III 23.42
13071 - Photographer I 18.78
13072 - Photographer II 21.01
13073 - Photographer III 26.03
13074 - Photographer IV 31.83
13075 - Photographer V 38.51
13090 - Technical Order Library Clerk 18.06
13110 - Video Teleconference Technician 18.78
14000 - Information Technology Occupations
14041 - Computer Operator I 18.88
14042 - Computer Operator II 21.42
14043 - Computer Operator III 25.06
14044 - Computer Operator IV 28.05
14045 - Computer Operator V 31.14
14071 - Computer Programmer I (see 1) 24.01
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 18.88
14160 - Personal Computer Support Technician 28.05
14170 - System Support Specialist 32.89
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 39.67
15020 - Aircrew Training Devices Instructor (Rated) 47.99
15030 - Air Crew Training Devices Instructor (Pilot) 57.52
15050 - Computer Based Training Specialist / Instructor 39.67
15060 - Educational Technologist 32.96
15070 - Flight Instructor (Pilot) 57.52
15080 - Graphic Artist 23.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 57.52
15086 - Maintenance Test Pilot, Rotary Wing 57.52

15088 - Non-Maintenance Test/Co-Pilot 57.52
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 12.46***
16030 - Counter Attendant 12.46***
16040 - Dry Cleaner 15.98***
16070 - Finisher, Flatwork, Machine 12.46***
16090 - Presser, Hand 12.46***
16110 - Presser, Machine, Drycleaning 12.46***
16130 - Presser, Machine, Shirts 12.46***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.46***
16190 - Sewing Machine Operator 16.91***
16220 - Tailor 18.20
16250 - Washer, Machine 13.65***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.71
19040 - Tool And Die Maker 29.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.96
21030 - Material Coordinator 23.27
21040 - Material Expediter 23.27
21050 - Material Handling Laborer 16.42***
21071 - Order Filler 16.67***
21080 - Production Line Worker (Food Processing) 17.96
21110 - Shipping Packer 18.70
21130 - Shipping/Receiving Clerk 18.70
21140 - Store Worker I 14.42***
21150 - Stock Clerk 20.58
21210 - Tools And Parts Attendant 17.96
21410 - Warehouse Specialist 17.96
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 27.20
23019 - Aircraft Logs and Records Technician 21.43
23021 - Aircraft Mechanic I 26.07
23022 - Aircraft Mechanic II 27.20
23023 - Aircraft Mechanic III 28.36
23040 - Aircraft Mechanic Helper 18.06
23050 - Aircraft, Painter 24.71
23060 - Aircraft Servicer 21.43
23070 - Aircraft Survival Flight Equipment Technician 24.71
23080 - Aircraft Worker 23.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 23.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 26.07
23110 - Appliance Mechanic 26.15
23120 - Bicycle Repairer 19.78
23125 - Cable Splicer 35.00
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 23.05
23160 - Electrician, Maintenance 24.22

23181 - Electronics Technician Maintenance I 32.33
23182 - Electronics Technician Maintenance II 34.54
23183 - Electronics Technician Maintenance III 36.54
23260 - Fabric Worker 21.43
23290 - Fire Alarm System Mechanic 26.06
23310 - Fire Extinguisher Repairer 19.78
23311 - Fuel Distribution System Mechanic 25.54
23312 - Fuel Distribution System Operator 19.36
23370 - General Maintenance Worker 20.31
23380 - Ground Support Equipment Mechanic 26.07
23381 - Ground Support Equipment Servicer 21.43
23382 - Ground Support Equipment Worker 23.05
23391 - Gunsmith I 19.78
23392 - Gunsmith II 23.05
23393 - Gunsmith III 26.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.17
23430 - Heavy Equipment Mechanic 26.17
23440 - Heavy Equipment Operator 23.52
23460 - Instrument Mechanic 26.07
23465 - Laboratory/Shelter Mechanic 24.71
23470 - Laborer 16.42***
23510 - Locksmith 24.71
23530 - Machinery Maintenance Mechanic 29.86
23550 - Machinist, Maintenance 23.20
23580 - Maintenance Trades Helper 15.21***
23591 - Metrology Technician I 26.07
23592 - Metrology Technician II 27.20
23593 - Metrology Technician III 28.36
23640 - Millwright 28.04
23710 - Office Appliance Repairer 24.71
23760 - Painter, Maintenance 19.63
23790 - Pipefitter, Maintenance 29.70
23810 - Plumber, Maintenance 28.17
23820 - Pneudraulic Systems Mechanic 26.07
23850 - Rigger 26.07
23870 - Scale Mechanic 23.05
23890 - Sheet-Metal Worker, Maintenance 26.07
23910 - Small Engine Mechanic 20.93
23931 - Telecommunications Mechanic I 33.50
23932 - Telecommunications Mechanic II 34.96
23950 - Telephone Lineman 35.30
23960 - Welder, Combination, Maintenance 22.32
23965 - Well Driller 27.67
23970 - Woodcraft Worker 26.07
23980 - Woodworker 19.78
24000 - Personal Needs Occupations
24550 - Case Manager 18.72
24570 - Child Care Attendant 10.89***
24580 - Child Care Center Clerk 13.58***
24610 - Chore Aide 11.03***
24620 - Family Readiness And Support Services 18.72

Coordinator
24630 - Homemaker 18.72
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.95
25040 - Sewage Plant Operator 22.02
25070 - Stationary Engineer 23.95
25190 - Ventilation Equipment Tender 16.60***
25210 - Water Treatment Plant Operator 22.02
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.11
27007 - Baggage Inspector 15.60***
27008 - Corrections Officer 23.23
27010 - Court Security Officer 22.31
27030 - Detection Dog Handler 17.45***
27040 - Detention Officer 23.23
27070 - Firefighter 22.44
27101 - Guard I 15.60***
27102 - Guard II 17.45***
27131 - Police Officer I 26.29
27132 - Police Officer II 29.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.46***
28042 - Carnival Equipment Repairer 13.63***
28043 - Carnival Worker 9.01***
28210 - Gate Attendant/Gate Tender 17.39***
28310 - Lifeguard 15.50***
28350 - Park Attendant (Aide) 19.46
28510 - Recreation Aide/Health Facility Attendant 14.20***
28515 - Recreation Specialist 24.10
28630 - Sports Official 15.50***
28690 - Swimming Pool Operator 16.40***
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.40
29020 - Hatch Tender 29.40
29030 - Line Handler 29.40
29041 - Stevedore I 27.20
29042 - Stevedore II 30.50
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 22.01
30022 - Archeological Technician II 24.62
30023 - Archeological Technician III 30.50
30030 - Cartographic Technician 30.50
30040 - Civil Engineering Technician 28.03
30051 - Cryogenic Technician I 33.78
30052 - Cryogenic Technician II 37.30
30061 - Drafter/CAD Operator I 22.01
30062 - Drafter/CAD Operator II 24.62
30063 - Drafter/CAD Operator III 27.44
30064 - Drafter/CAD Operator IV 33.78
30081 - Engineering Technician I 20.19
30082 - Engineering Technician II 22.64

30083 - Engineering Technician III 26.05
30084 - Engineering Technician IV 32.27
30085 - Engineering Technician V 39.47
30086 - Engineering Technician VI 46.44
30090 - Environmental Technician 30.50
30095 - Evidence Control Specialist 30.50
30210 - Laboratory Technician 32.37
30221 - Latent Fingerprint Technician I 33.78
30222 - Latent Fingerprint Technician II 37.30
30240 - Mathematical Technician 30.50
30361 - Paralegal/Legal Assistant I 23.68
30362 - Paralegal/Legal Assistant II 29.34
30363 - Paralegal/Legal Assistant III 35.89
30364 - Paralegal/Legal Assistant IV 43.42
30375 - Petroleum Supply Specialist 37.30
30390 - Photo-Optics Technician 30.50
30395 - Radiation Control Technician 37.30
30461 - Technical Writer I 30.50
30462 - Technical Writer II 37.30
30463 - Technical Writer III 45.13
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.78
30502 - Weather Forecaster II 41.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.44
30621 - Weather Observer, Senior (see 2) 30.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 13.12***
31030 - Bus Driver 19.13
31043 - Driver Courier 15.79***
31260 - Parking and Lot Attendant 11.57***
31290 - Shuttle Bus Driver 14.83***
31310 - Taxi Driver 11.98***
31361 - Truckdriver, Light 17.28***
31362 - Truckdriver, Medium 18.71
31363 - Truckdriver, Heavy 24.37
31364 - Truckdriver, Tractor-Trailer 24.37
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 12.91***
99050 - Desk Clerk 13.32***
99095 - Embalmer 33.77
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 18.59
99252 - Laboratory Animal Caretaker II 20.60
99260 - Marketing Analyst 28.73
99310 - Mortician 33.77
99410 - Pest Controller 18.25
99510 - Photofinishing Worker 17.75

99710 - Recycling Laborer	21.69
99711 - Recycling Specialist	26.68
99730 - Refuse Collector	19.27
99810 - Sales Clerk	14.06***
99820 - School Crossing Guard	16.38***
99830 - Survey Party Chief	26.74
99831 - Surveying Aide	15.22***
99832 - Surveying Technician	19.96
99840 - Vending Machine Attendant	22.65
99841 - Vending Machine Repairer	28.83
99842 - Vending Machine Repairer Helper	22.65

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5283
Revision No.: 30
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Houston, Trinity

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.79
01012 - Accounting Clerk II		21.09
01013 - Accounting Clerk III		23.59
01020 - Administrative Assistant		28.50
01035 - Court Reporter		22.04

01041 - Customer Service Representative I 15.47***
01042 - Customer Service Representative II 16.88***
01043 - Customer Service Representative III 18.95
01051 - Data Entry Operator I 17.13***
01052 - Data Entry Operator II 18.69
01060 - Dispatcher, Motor Vehicle 20.68
01070 - Document Preparation Clerk 16.38***
01090 - Duplicating Machine Operator 16.38***
01111 - General Clerk I 16.68***
01112 - General Clerk II 18.20
01113 - General Clerk III 20.43
01120 - Housing Referral Assistant 22.91
01141 - Messenger Courier 14.21***
01191 - Order Clerk I 17.05***
01192 - Order Clerk II 18.60
01261 - Personnel Assistant (Employment) I 18.95
01262 - Personnel Assistant (Employment) II 21.19
01263 - Personnel Assistant (Employment) III 23.63
01270 - Production Control Clerk 22.60
01290 - Rental Clerk 17.20***
01300 - Scheduler, Maintenance 18.38
01311 - Secretary I 18.38
01312 - Secretary II 20.56
01313 - Secretary III 22.91
01320 - Service Order Dispatcher 18.49
01410 - Supply Technician 28.50
01420 - Survey Worker 17.79
01460 - Switchboard Operator/Receptionist 14.53***
01531 - Travel Clerk I 16.38***
01532 - Travel Clerk II 18.38
01533 - Travel Clerk III 20.56
01611 - Word Processor I 16.38***
01612 - Word Processor II 18.38
01613 - Word Processor III 20.56
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 16.23***
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 14.45***
07041 - Cook I 14.01***
07042 - Cook II 16.30***

07070 - Dishwasher 11.33***
07130 - Food Service Worker 13.31***
07210 - Meat Cutter 15.19***
07260 - Waiter/Waitress 12.20***
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 13.54***
11060 - Elevator Operator 14.19***
11090 - Gardener 22.50
11122 - Housekeeping Aide 14.19***
11150 - Janitor 14.19***
11210 - Laborer, Grounds Maintenance 16.73***
11240 - Maid or Houseman 12.56***
11260 - Pruner 14.86***
11270 - Tractor Operator 20.56
11330 - Trail Maintenance Worker 16.73***
11360 - Window Cleaner 16.00***
12000 - Health Occupations
12010 - Ambulance Driver 15.90***
12011 - Breath Alcohol Technician 24.40
12012 - Certified Occupational Therapist Assistant 38.16
12015 - Certified Physical Therapist Assistant 39.49
12020 - Dental Assistant 18.33
12025 - Dental Hygienist 43.47
12030 - EKG Technician 29.71
12035 - Electroneurodiagnostic Technologist 29.71
12040 - Emergency Medical Technician 15.90***
12071 - Licensed Practical Nurse I 22.40
12072 - Licensed Practical Nurse II 25.05
12073 - Licensed Practical Nurse III 27.92
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 27.76
12160 - Medical Record Clerk 16.46***
12190 - Medical Record Technician 18.41
12195 - Medical Transcriptionist 22.40
12210 - Nuclear Medicine Technologist 53.60
12221 - Nursing Assistant I 15.23***
12222 - Nursing Assistant II 17.14***
12223 - Nursing Assistant III 18.70
12224 - Nursing Assistant IV 20.99
12235 - Optical Dispenser 17.95
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 19.35
12280 - Phlebotomist 17.91
12305 - Radiologic Technologist 32.68
12311 - Registered Nurse I 31.80
12312 - Registered Nurse II 38.89
12313 - Registered Nurse II, Specialist 38.89

12314 - Registered Nurse III 47.05
12315 - Registered Nurse III, Anesthetist 47.05
12316 - Registered Nurse IV 56.41
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 24.71
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.04
13012 - Exhibits Specialist II 26.07
13013 - Exhibits Specialist III 31.83
13041 - Illustrator I 21.04
13042 - Illustrator II 26.07
13043 - Illustrator III 31.89
13047 - Librarian 28.87
13050 - Library Aide/Clerk 14.39***
13054 - Library Information Technology Systems Administrator 26.07
13058 - Library Technician 16.04***
13061 - Media Specialist I 18.81
13062 - Media Specialist II 21.04
13063 - Media Specialist III 23.46
13071 - Photographer I 18.78
13072 - Photographer II 21.01
13073 - Photographer III 26.03
13074 - Photographer IV 31.83
13075 - Photographer V 38.51
13090 - Technical Order Library Clerk 18.06
13110 - Video Teleconference Technician 18.78
14000 - Information Technology Occupations
14041 - Computer Operator I 19.14
14042 - Computer Operator II 21.42
14043 - Computer Operator III 23.87
14044 - Computer Operator IV 26.53
14045 - Computer Operator V 29.38
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 19.14
14160 - Personal Computer Support Technician 26.53
14170 - System Support Specialist 32.89
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 40.03
15020 - Aircrew Training Devices Instructor (Rated) 48.42
15030 - Air Crew Training Devices Instructor (Pilot) 58.06
15050 - Computer Based Training Specialist / Instructor 40.03
15060 - Educational Technologist 32.96
15070 - Flight Instructor (Pilot) 58.06
15080 - Graphic Artist 27.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 57.52
15086 - Maintenance Test Pilot, Rotary Wing 57.52
15088 - Non-Maintenance Test/Co-Pilot 57.52

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 12.46***
16030 - Counter Attendant 12.46***
16040 - Dry Cleaner 15.98***
16070 - Finisher, Flatwork, Machine 12.46***
16090 - Presser, Hand 12.46***
16110 - Presser, Machine, Drycleaning 12.46***
16130 - Presser, Machine, Shirts 12.46***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.46***
16190 - Sewing Machine Operator 16.91***
16220 - Tailor 18.20
16250 - Washer, Machine 13.65***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.71
19040 - Tool And Die Maker 29.54
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.96
21030 - Material Coordinator 22.60
21040 - Material Expediter 22.60
21050 - Material Handling Laborer 16.42***
21071 - Order Filler 16.67***
21080 - Production Line Worker (Food Processing) 17.96
21110 - Shipping Packer 18.70
21130 - Shipping/Receiving Clerk 18.70
21140 - Store Worker I 14.42***
21150 - Stock Clerk 20.58
21210 - Tools And Parts Attendant 17.96
21410 - Warehouse Specialist 17.96
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 26.15
23060 - Aircraft Servicer 24.44
23070 - Aircraft Survival Flight Equipment Technician 26.15
23080 - Aircraft Worker 25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.07
23110 - Appliance Mechanic 26.15
23120 - Bicycle Repairer 19.78
23125 - Cable Splicer 35.00
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 23.05
23160 - Electrician, Maintenance 26.51
23181 - Electronics Technician Maintenance I 32.33

23182 - Electronics Technician Maintenance II 34.54
23183 - Electronics Technician Maintenance III 36.54
23260 - Fabric Worker 21.43
23290 - Fire Alarm System Mechanic 26.06
23310 - Fire Extinguisher Repairer 19.78
23311 - Fuel Distribution System Mechanic 25.54
23312 - Fuel Distribution System Operator 19.36
23370 - General Maintenance Worker 20.31
23380 - Ground Support Equipment Mechanic 28.07
23381 - Ground Support Equipment Servicer 24.44
23382 - Ground Support Equipment Worker 25.76
23391 - Gunsmith I 19.78
23392 - Gunsmith II 23.05
23393 - Gunsmith III 26.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.17
23430 - Heavy Equipment Mechanic 26.17
23440 - Heavy Equipment Operator 23.52
23460 - Instrument Mechanic 27.67
23465 - Laboratory/Shelter Mechanic 24.71
23470 - Laborer 16.42***
23510 - Locksmith 24.71
23530 - Machinery Maintenance Mechanic 29.86
23550 - Machinist, Maintenance 23.20
23580 - Maintenance Trades Helper 15.21***
23591 - Metrology Technician I 27.67
23592 - Metrology Technician II 28.94
23593 - Metrology Technician III 30.24
23640 - Millwright 28.04
23710 - Office Appliance Repairer 24.71
23760 - Painter, Maintenance 19.63
23790 - Pipefitter, Maintenance 29.68
23810 - Plumber, Maintenance 28.17
23820 - Pneudraulic Systems Mechanic 26.07
23850 - Rigger 26.07
23870 - Scale Mechanic 23.05
23890 - Sheet-Metal Worker, Maintenance 26.07
23910 - Small Engine Mechanic 20.93
23931 - Telecommunications Mechanic I 33.50
23932 - Telecommunications Mechanic II 34.96
23950 - Telephone Lineman 35.30
23960 - Welder, Combination, Maintenance 22.32
23965 - Well Driller 27.70
23970 - Woodcraft Worker 26.07
23980 - Woodworker 19.78
24000 - Personal Needs Occupations
24550 - Case Manager 18.72
24570 - Child Care Attendant 10.89***
24580 - Child Care Center Clerk 13.58***
24610 - Chore Aide 11.03***
24620 - Family Readiness And Support Services Coordinator 18.72

24630 - Homemaker 18.72
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.95
25040 - Sewage Plant Operator 22.02
25070 - Stationary Engineer 23.95
25190 - Ventilation Equipment Tender 16.42***
25210 - Water Treatment Plant Operator 22.02
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.11
27007 - Baggage Inspector 15.60***
27008 - Corrections Officer 23.23
27010 - Court Security Officer 22.31
27030 - Detection Dog Handler 19.69
27040 - Detention Officer 23.23
27070 - Firefighter 22.44
27101 - Guard I 15.60***
27102 - Guard II 19.69
27131 - Police Officer I 26.31
27132 - Police Officer II 29.23
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.46***
28042 - Carnival Equipment Repairer 13.63***
28043 - Carnival Worker 9.01***
28210 - Gate Attendant/Gate Tender 17.39***
28310 - Lifeguard 15.50***
28350 - Park Attendant (Aide) 19.46
28510 - Recreation Aide/Health Facility Attendant 14.20***
28515 - Recreation Specialist 24.10
28630 - Sports Official 15.50***
28690 - Swimming Pool Operator 17.44***
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.04
29020 - Hatch Tender 30.04
29030 - Line Handler 30.04
29041 - Stevedore I 28.20
29042 - Stevedore II 31.82
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 22.01
30022 - Archeological Technician II 25.47
30023 - Archeological Technician III 30.62
30030 - Cartographic Technician 30.62
30040 - Civil Engineering Technician 30.50
30051 - Cryogenic Technician I 33.78
30052 - Cryogenic Technician II 37.30
30061 - Drafter/CAD Operator I 22.01
30062 - Drafter/CAD Operator II 24.71
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.78
30081 - Engineering Technician I 20.75
30082 - Engineering Technician II 23.29
30083 - Engineering Technician III 26.05

30084 - Engineering Technician IV 32.27
30085 - Engineering Technician V 39.47
30086 - Engineering Technician VI 47.75
30090 - Environmental Technician 30.50
30095 - Evidence Control Specialist 30.50
30210 - Laboratory Technician 30.09
30221 - Latent Fingerprint Technician I 33.78
30222 - Latent Fingerprint Technician II 37.30
30240 - Mathematical Technician 30.62
30361 - Paralegal/Legal Assistant I 23.68
30362 - Paralegal/Legal Assistant II 29.34
30363 - Paralegal/Legal Assistant III 35.89
30364 - Paralegal/Legal Assistant IV 43.42
30375 - Petroleum Supply Specialist 37.30
30390 - Photo-Optics Technician 30.62
30395 - Radiation Control Technician 37.30
30461 - Technical Writer I 30.50
30462 - Technical Writer II 37.30
30463 - Technical Writer III 45.13
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.78
30502 - Weather Forecaster II 41.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer, Senior (see 2) 30.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 13.12***
31030 - Bus Driver 19.13
31043 - Driver Courier 16.05***
31260 - Parking and Lot Attendant 11.57***
31290 - Shuttle Bus Driver 15.28***
31310 - Taxi Driver 12.69***
31361 - Truckdriver, Light 17.57***
31362 - Truckdriver, Medium 19.06
31363 - Truckdriver, Heavy 24.37
31364 - Truckdriver, Tractor-Trailer 24.37
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 12.91***
99050 - Desk Clerk 13.32***
99095 - Embalmer 33.77
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 17.41***
99252 - Laboratory Animal Caretaker II 18.99
99260 - Marketing Analyst 28.73
99310 - Mortician 33.77
99410 - Pest Controller 19.12
99510 - Photofinishing Worker 17.75
99710 - Recycling Laborer 21.69

99711 - Recycling Specialist	26.68
99730 - Refuse Collector	19.27
99810 - Sales Clerk	14.06***
99820 - School Crossing Guard	16.38***
99830 - Survey Party Chief	23.08
99831 - Surveying Aide	15.79***
99832 - Surveying Technician	19.96
99840 - Vending Machine Attendant	22.65
99841 - Vending Machine Repairer	28.83
99842 - Vending Machine Repairer Helper	22.65

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5287
Revision No.: 29
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Blanco, Burnet, Fayette, Lee, Llano, Milam, San Saba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		25.77
01035 - Court Reporter		23.83

01041 - Customer Service Representative I 17.61***
01042 - Customer Service Representative II 19.22
01043 - Customer Service Representative III 21.57
01051 - Data Entry Operator I 17.01***
01052 - Data Entry Operator II 18.56
01060 - Dispatcher, Motor Vehicle 20.66
01070 - Document Preparation Clerk 16.15***
01090 - Duplicating Machine Operator 16.15***
01111 - General Clerk I 17.18***
01112 - General Clerk II 18.75
01113 - General Clerk III 21.04
01120 - Housing Referral Assistant 22.60
01141 - Messenger Courier 15.20***
01191 - Order Clerk I 17.03***
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 18.27
01262 - Personnel Assistant (Employment) II 20.44
01263 - Personnel Assistant (Employment) III 22.78
01270 - Production Control Clerk 23.91
01290 - Rental Clerk 18.02
01300 - Scheduler, Maintenance 18.13
01311 - Secretary I 18.13
01312 - Secretary II 20.28
01313 - Secretary III 22.60
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 25.77
01420 - Survey Worker 17.86
01460 - Switchboard Operator/Receptionist 15.16***
01531 - Travel Clerk I 16.15***
01532 - Travel Clerk II 18.13
01533 - Travel Clerk III 20.28
01611 - Word Processor I 16.15***
01612 - Word Processor II 18.13
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.60
05010 - Automotive Electrician 21.74
05040 - Automotive Glass Installer 20.32
05070 - Automotive Worker 20.32
05110 - Mobile Equipment Servicer 17.50***
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 20.32
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 16.10***
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 20.32
05310 - Painter, Automotive 21.74
05340 - Radiator Repair Specialist 20.32
05370 - Tire Repairer 16.84***
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations
07010 - Baker 14.31***
07041 - Cook I 14.14***
07042 - Cook II 16.42***

07070 - Dishwasher 12.52***
07130 - Food Service Worker 13.21***
07210 - Meat Cutter 15.18***
07260 - Waiter/Waitress 12.12***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.26
09040 - Furniture Handler 14.65***
09080 - Furniture Refinisher 23.93
09090 - Furniture Refinisher Helper 17.75
09110 - Furniture Repairer, Minor 20.80
09130 - Upholsterer 23.74
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.56***
11060 - Elevator Operator 14.39***
11090 - Gardener 22.22
11122 - Housekeeping Aide 14.39***
11150 - Janitor 14.39***
11210 - Laborer, Grounds Maintenance 16.86***
11240 - Maid or Houseman 13.49***
11260 - Pruner 15.12***
11270 - Tractor Operator 20.45
11330 - Trail Maintenance Worker 16.86***
11360 - Window Cleaner 16.05***
12000 - Health Occupations
12010 - Ambulance Driver 18.26
12011 - Breath Alcohol Technician 25.21
12012 - Certified Occupational Therapist Assistant 38.20
12015 - Certified Physical Therapist Assistant 36.51
12020 - Dental Assistant 17.92
12025 - Dental Hygienist 46.45
12030 - EKG Technician 32.28
12035 - Electroneurodiagnostic Technologist 32.28
12040 - Emergency Medical Technician 18.26
12071 - Licensed Practical Nurse I 22.54
12072 - Licensed Practical Nurse II 25.21
12073 - Licensed Practical Nurse III 28.10
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 23.60
12160 - Medical Record Clerk 16.74***
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 21.00
12210 - Nuclear Medicine Technologist 55.41
12221 - Nursing Assistant I 16.08***
12222 - Nursing Assistant II 18.09
12223 - Nursing Assistant III 19.74
12224 - Nursing Assistant IV 22.16
12235 - Optical Dispenser 16.96***
12236 - Optical Technician 22.54
12250 - Pharmacy Technician 19.04
12280 - Phlebotomist 17.49***
12305 - Radiologic Technologist 35.57
12311 - Registered Nurse I 31.87
12312 - Registered Nurse II 38.98
12313 - Registered Nurse II, Specialist 38.98

12314 - Registered Nurse III 47.16
12315 - Registered Nurse III, Anesthetist 47.16
12316 - Registered Nurse IV 56.55
12317 - Scheduler (Drug and Alcohol Testing) 31.23
12320 - Substance Abuse Treatment Counselor 26.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.55
13012 - Exhibits Specialist II 25.78
13013 - Exhibits Specialist III 27.85
13041 - Illustrator I 19.55
13042 - Illustrator II 25.78
13043 - Illustrator III 28.13
13047 - Librarian 25.22
13050 - Library Aide/Clerk 15.94***
13054 - Library Information Technology Systems Administrator 22.77
13058 - Library Technician 16.88***
13061 - Media Specialist I 16.43***
13062 - Media Specialist II 18.38
13063 - Media Specialist III 20.49
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 20.01
13110 - Video Teleconference Technician 16.43***
14000 - Information Technology Occupations
14041 - Computer Operator I 17.41***
14042 - Computer Operator II 19.49
14043 - Computer Operator III 21.72
14044 - Computer Operator IV 24.14
14045 - Computer Operator V 25.97
14071 - Computer Programmer I (see 1) 25.44
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 17.41***
14160 - Personal Computer Support Technician 24.14
14170 - System Support Specialist 24.42
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.02
15020 - Aircrew Training Devices Instructor (Rated) 46.00
15030 - Air Crew Training Devices Instructor (Pilot) 55.13
15050 - Computer Based Training Specialist / Instructor 38.02
15060 - Educational Technologist 36.59
15070 - Flight Instructor (Pilot) 55.13
15080 - Graphic Artist 22.13
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.53
15086 - Maintenance Test Pilot, Rotary Wing 50.53
15088 - Non-Maintenance Test/Co-Pilot 50.53

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 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.53
19040 - Tool And Die Maker 29.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.90
21030 - Material Coordinator 23.91
21040 - Material Expediter 23.91
21050 - Material Handling Laborer 16.75***
21071 - Order Filler 17.19***
21080 - Production Line Worker (Food Processing) 18.90
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 13.76***
21150 - Stock Clerk 18.97
21210 - Tools And Parts Attendant 18.90
21410 - Warehouse Specialist 18.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.95
23019 - Aircraft Logs and Records Technician 24.85
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.95
23023 - Aircraft Mechanic III 33.61
23040 - Aircraft Mechanic Helper 21.18
23050 - Aircraft, Painter 28.59
23060 - Aircraft Servicer 24.85
23070 - Aircraft Survival Flight Equipment Technician 28.59
23080 - Aircraft Worker 26.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 24.00
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 34.53
23130 - Carpenter, Maintenance 19.19
23140 - Carpet Layer 22.43
23160 - Electrician, Maintenance 24.70
23181 - Electronics Technician Maintenance I 30.33

23182 - Electronics Technician Maintenance II 32.44
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 20.86
23290 - Fire Alarm System Mechanic 22.87
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 28.12
23312 - Fuel Distribution System Operator 21.35
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 24.85
23382 - Ground Support Equipment Worker 26.73
23391 - Gunsmith I 19.32
23392 - Gunsmith II 22.43
23393 - Gunsmith III 25.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.84
23430 - Heavy Equipment Mechanic 24.50
23440 - Heavy Equipment Operator 22.64
23460 - Instrument Mechanic 25.45
23465 - Laboratory/Shelter Mechanic 24.00
23470 - Laborer 16.75***
23510 - Locksmith 24.00
23530 - Machinery Maintenance Mechanic 28.04
23550 - Machinist, Maintenance 23.55
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 25.45
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.21
23640 - Millwright 24.95
23710 - Office Appliance Repairer 24.00
23760 - Painter, Maintenance 20.63
23790 - Pipefitter, Maintenance 25.11
23810 - Plumber, Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 25.45
23850 - Rigger 25.45
23870 - Scale Mechanic 22.43
23890 - Sheet-Metal Worker, Maintenance 23.50
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 30.34
23932 - Telecommunications Mechanic II 31.97
23950 - Telephone Lineman 28.55
23960 - Welder, Combination, Maintenance 22.78
23965 - Well Driller 25.45
23970 - Woodcraft Worker 25.45
23980 - Woodworker 19.32
24000 - Personal Needs Occupations
24550 - Case Manager 18.75
24570 - Child Care Attendant 10.85***
24580 - Child Care Center Clerk 13.53***
24610 - Chore Aide 12.12***
24620 - Family Readiness And Support Services Coordinator 18.75

24630 - Homemaker 18.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 22.73
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.46***
25210 - Water Treatment Plant Operator 22.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.37
27007 - Baggage Inspector 16.90***
27008 - Corrections Officer 24.08
27010 - Court Security Officer 23.31
27030 - Detection Dog Handler 18.90
27040 - Detention Officer 24.08
27070 - Firefighter 22.84
27101 - Guard I 16.90***
27102 - Guard II 18.90
27131 - Police Officer I 26.69
27132 - Police Officer II 29.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.43***
28042 - Carnival Equipment Repairer 16.77***
28043 - Carnival Worker 11.41***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.01***
28350 - Park Attendant (Aide) 19.29
28510 - Recreation Aide/Health Facility Attendant 14.08***
28515 - Recreation Specialist 23.90
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 19.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.25
29020 - Hatch Tender 28.25
29030 - Line Handler 28.25
29041 - Stevedore I 26.27
29042 - Stevedore II 30.22
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 21.75
30022 - Archeological Technician II 24.33
30023 - Archeological Technician III 30.14
30030 - Cartographic Technician 30.14
30040 - Civil Engineering Technician 26.10
30051 - Cryogenic Technician I 33.38
30052 - Cryogenic Technician II 36.86
30061 - Drafter/CAD Operator I 21.75
30062 - Drafter/CAD Operator II 24.33
30063 - Drafter/CAD Operator III 27.12
30064 - Drafter/CAD Operator IV 33.38
30081 - Engineering Technician I 20.25
30082 - Engineering Technician II 22.73
30083 - Engineering Technician III 25.42

30084 - Engineering Technician IV 31.50
30085 - Engineering Technician V 38.53
30086 - Engineering Technician VI 46.62
30090 - Environmental Technician 28.76
30095 - Evidence Control Specialist 30.14
30210 - Laboratory Technician 29.14
30221 - Latent Fingerprint Technician I 31.86
30222 - Latent Fingerprint Technician II 35.19
30240 - Mathematical Technician 30.14
30361 - Paralegal/Legal Assistant I 21.82
30362 - Paralegal/Legal Assistant II 27.04
30363 - Paralegal/Legal Assistant III 33.07
30364 - Paralegal/Legal Assistant IV 40.01
30375 - Petroleum Supply Specialist 36.86
30390 - Photo-Optics Technician 30.14
30395 - Radiation Control Technician 36.86
30461 - Technical Writer I 30.14
30462 - Technical Writer II 36.86
30463 - Technical Writer III 44.59
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.38
30502 - Weather Forecaster II 40.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.12
30621 - Weather Observer, Senior (see 2) 30.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 12.42***
31030 - Bus Driver 17.20***
31043 - Driver Courier 15.98***
31260 - Parking and Lot Attendant 14.61***
31290 - Shuttle Bus Driver 16.10***
31310 - Taxi Driver 13.26***
31361 - Truckdriver, Light 17.37***
31362 - Truckdriver, Medium 18.75
31363 - Truckdriver, Heavy 23.25
31364 - Truckdriver, Tractor-Trailer 23.25
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 13.03***
99050 - Desk Clerk 13.34***
99095 - Embalmer 31.59
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 14.24***
99252 - Laboratory Animal Caretaker II 15.48***
99260 - Marketing Analyst 33.05
99310 - Mortician 31.59
99410 - Pest Controller 22.57
99510 - Photofinishing Worker 17.75
99710 - Recycling Laborer 21.31

99711 - Recycling Specialist	25.83
99730 - Refuse Collector	19.11
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	15.62***
99830 - Survey Party Chief	25.06
99831 - Surveying Aide	17.23***
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	20.77
99841 - Vending Machine Repairer	26.20
99842 - Vending Machine Repairer Helper	20.77

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5289
Revision No.: 29
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Grimes, Madison, Walker, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		25.91
01035 - Court Reporter		26.37

01041 - Customer Service Representative I 17.61***
01042 - Customer Service Representative II 19.22
01043 - Customer Service Representative III 21.57
01051 - Data Entry Operator I 17.01***
01052 - Data Entry Operator II 18.56
01060 - Dispatcher, Motor Vehicle 20.66
01070 - Document Preparation Clerk 16.15***
01090 - Duplicating Machine Operator 16.15***
01111 - General Clerk I 17.18***
01112 - General Clerk II 18.75
01113 - General Clerk III 21.04
01120 - Housing Referral Assistant 22.60
01141 - Messenger Courier 15.20***
01191 - Order Clerk I 17.03***
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 18.27
01262 - Personnel Assistant (Employment) II 20.44
01263 - Personnel Assistant (Employment) III 22.78
01270 - Production Control Clerk 23.91
01290 - Rental Clerk 18.02
01300 - Scheduler, Maintenance 18.13
01311 - Secretary I 18.13
01312 - Secretary II 20.28
01313 - Secretary III 22.60
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 25.91
01420 - Survey Worker 17.86
01460 - Switchboard Operator/Receptionist 15.16***
01531 - Travel Clerk I 16.15***
01532 - Travel Clerk II 18.13
01533 - Travel Clerk III 20.28
01611 - Word Processor I 16.15***
01612 - Word Processor II 18.13
01613 - Word Processor III 20.28
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 16.84***
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 14.31***
07041 - Cook I 14.14***
07042 - Cook II 16.42***

07070 - Dishwasher 12.52***
07130 - Food Service Worker 13.21***
07210 - Meat Cutter 15.18***
07260 - Waiter/Waitress 12.06***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.26
09040 - Furniture Handler 14.65***
09080 - Furniture Refinisher 23.93
09090 - Furniture Refinisher Helper 17.75
09110 - Furniture Repairer, Minor 20.80
09130 - Upholsterer 23.74
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.56***
11060 - Elevator Operator 14.39***
11090 - Gardener 22.22
11122 - Housekeeping Aide 14.39***
11150 - Janitor 14.39***
11210 - Laborer, Grounds Maintenance 16.86***
11240 - Maid or Houseman 13.49***
11260 - Pruner 15.12***
11270 - Tractor Operator 20.45
11330 - Trail Maintenance Worker 16.86***
11360 - Window Cleaner 16.05***
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 25.21
12012 - Certified Occupational Therapist Assistant 38.20
12015 - Certified Physical Therapist Assistant 36.57
12020 - Dental Assistant 17.92
12025 - Dental Hygienist 46.45
12030 - EKG Technician 32.28
12035 - Electroneurodiagnostic Technologist 32.28
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 22.54
12072 - Licensed Practical Nurse II 25.21
12073 - Licensed Practical Nurse III 28.10
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 23.60
12160 - Medical Record Clerk 16.74***
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 21.00
12210 - Nuclear Medicine Technologist 55.41
12221 - Nursing Assistant I 16.08***
12222 - Nursing Assistant II 18.09
12223 - Nursing Assistant III 19.74
12224 - Nursing Assistant IV 22.16
12235 - Optical Dispenser 16.96***
12236 - Optical Technician 22.54
12250 - Pharmacy Technician 19.18
12280 - Phlebotomist 17.44***
12305 - Radiologic Technologist 35.57
12311 - Registered Nurse I 31.87
12312 - Registered Nurse II 38.98
12313 - Registered Nurse II, Specialist 38.98

12314 - Registered Nurse III 47.16
12315 - Registered Nurse III, Anesthetist 47.16
12316 - Registered Nurse IV 56.55
12317 - Scheduler (Drug and Alcohol Testing) 31.23
12320 - Substance Abuse Treatment Counselor 26.18
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 15.94***
13054 - Library Information Technology Systems Administrator 24.09
13058 - Library Technician 16.04***
13061 - Media Specialist I 17.39***
13062 - Media Specialist II 19.46
13063 - Media Specialist III 21.68
13071 - Photographer I 16.43***
13072 - Photographer II 18.38
13073 - Photographer III 22.77
13074 - Photographer IV 27.85
13075 - Photographer V 33.69
13090 - Technical Order Library Clerk 20.01
13110 - Video Teleconference Technician 16.73***
14000 - Information Technology Occupations
14041 - Computer Operator I 17.41***
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)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 17.41***
14160 - Personal Computer Support Technician 24.14
14170 - System Support Specialist 24.42
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.02
15020 - Aircrew Training Devices Instructor (Rated) 46.00
15030 - Air Crew Training Devices Instructor (Pilot) 55.13
15050 - Computer Based Training Specialist / Instructor 38.02
15060 - Educational Technologist 35.09
15070 - Flight Instructor (Pilot) 55.13
15080 - Graphic Artist 26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.53
15086 - Maintenance Test Pilot, Rotary Wing 50.53
15088 - Non-Maintenance Test/Co-Pilot 50.53

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 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.53
19040 - Tool And Die Maker 29.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.90
21030 - Material Coordinator 23.91
21040 - Material Expediter 23.91
21050 - Material Handling Laborer 16.75***
21071 - Order Filler 17.19***
21080 - Production Line Worker (Food Processing) 18.90
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 13.76***
21150 - Stock Clerk 18.97
21210 - Tools And Parts Attendant 18.90
21410 - Warehouse Specialist 18.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.42
23019 - Aircraft Logs and Records Technician 25.47
23021 - Aircraft Mechanic I 30.88
23022 - Aircraft Mechanic II 32.42
23023 - Aircraft Mechanic III 34.03
23040 - Aircraft Mechanic Helper 21.98
23050 - Aircraft, Painter 28.69
23060 - Aircraft Servicer 25.47
23070 - Aircraft Survival Flight Equipment Technician 28.69
23080 - Aircraft Worker 27.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.88
23110 - Appliance Mechanic 24.00
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 34.53
23130 - Carpenter, Maintenance 19.71
23140 - Carpet Layer 22.43
23160 - Electrician, Maintenance 26.51
23181 - Electronics Technician Maintenance I 30.33

23182 - Electronics Technician Maintenance II 32.44
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 20.86
23290 - Fire Alarm System Mechanic 22.87
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 28.12
23312 - Fuel Distribution System Operator 21.35
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 30.88
23381 - Ground Support Equipment Servicer 25.47
23382 - Ground Support Equipment Worker 27.37
23391 - Gunsmith I 19.32
23392 - Gunsmith II 22.43
23393 - Gunsmith III 25.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.84
23430 - Heavy Equipment Mechanic 24.50
23440 - Heavy Equipment Operator 22.64
23460 - Instrument Mechanic 25.87
23465 - Laboratory/Shelter Mechanic 24.00
23470 - Laborer 16.75***
23510 - Locksmith 24.00
23530 - Machinery Maintenance Mechanic 28.04
23550 - Machinist, Maintenance 23.55
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 25.87
23592 - Metrology Technician II 26.99
23593 - Metrology Technician III 28.21
23640 - Millwright 24.95
23710 - Office Appliance Repairer 24.00
23760 - Painter, Maintenance 20.89
23790 - Pipefitter, Maintenance 25.11
23810 - Plumber, Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 25.45
23850 - Rigger 25.45
23870 - Scale Mechanic 22.43
23890 - Sheet-Metal Worker, Maintenance 23.50
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 30.34
23932 - Telecommunications Mechanic II 31.97
23950 - Telephone Lineman 28.55
23960 - Welder, Combination, Maintenance 22.78
23965 - Well Driller 25.45
23970 - Woodcraft Worker 25.45
23980 - Woodworker 19.32
24000 - Personal Needs Occupations
24550 - Case Manager 18.75
24570 - Child Care Attendant 10.85***
24580 - Child Care Center Clerk 13.53***
24610 - Chore Aide 12.12***
24620 - Family Readiness And Support Services Coordinator 18.75

24630 - Homemaker 18.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 22.73
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.26***
25210 - Water Treatment Plant Operator 22.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.37
27007 - Baggage Inspector 16.90***
27008 - Corrections Officer 24.08
27010 - Court Security Officer 23.30
27030 - Detection Dog Handler 19.34
27040 - Detention Officer 24.08
27070 - Firefighter 22.45
27101 - Guard I 16.90***
27102 - Guard II 19.34
27131 - Police Officer I 26.69
27132 - Police Officer II 29.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.43***
28042 - Carnival Equipment Repairer 16.77***
28043 - Carnival Worker 11.41***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 12.38***
28350 - Park Attendant (Aide) 19.29
28510 - Recreation Aide/Health Facility Attendant 14.08***
28515 - Recreation Specialist 23.90
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 19.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.25
29020 - Hatch Tender 28.25
29030 - Line Handler 28.25
29041 - Stevedore I 26.27
29042 - Stevedore II 30.22
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 21.75
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 33.38
30052 - Cryogenic Technician II 36.86
30061 - Drafter/CAD Operator I 21.75
30062 - Drafter/CAD Operator II 24.71
30063 - Drafter/CAD Operator III 27.56
30064 - Drafter/CAD Operator IV 33.38
30081 - Engineering Technician I 20.25
30082 - Engineering Technician II 22.73
30083 - Engineering Technician III 25.42

30084 - Engineering Technician IV 31.50
30085 - Engineering Technician V 38.65
30086 - Engineering Technician VI 46.62
30090 - Environmental Technician 29.96
30095 - Evidence Control Specialist 30.14
30210 - Laboratory Technician 30.34
30221 - Latent Fingerprint Technician I 31.86
30222 - Latent Fingerprint Technician II 35.19
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 36.86
30390 - Photo-Optics Technician 30.62
30395 - Radiation Control Technician 36.86
30461 - Technical Writer I 30.14
30462 - Technical Writer II 36.86
30463 - Technical Writer III 44.59
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.38
30502 - Weather Forecaster II 40.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer, Senior (see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 12.42***
31030 - Bus Driver 17.62***
31043 - Driver Courier 15.98***
31260 - Parking and Lot Attendant 14.61***
31290 - Shuttle Bus Driver 16.10***
31310 - Taxi Driver 12.69***
31361 - Truckdriver, Light 17.37***
31362 - Truckdriver, Medium 18.98
31363 - Truckdriver, Heavy 23.25
31364 - Truckdriver, Tractor-Trailer 23.25
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 13.03***
99050 - Desk Clerk 13.34***
99095 - Embalmer 31.59
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 14.24***
99252 - Laboratory Animal Caretaker II 15.48***
99260 - Marketing Analyst 33.05
99310 - Mortician 31.59
99410 - Pest Controller 22.57
99510 - Photofinishing Worker 17.75
99710 - Recycling Laborer 21.31

99711 - Recycling Specialist	25.83
99730 - Refuse Collector	19.11
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	15.62***
99830 - Survey Party Chief	25.49
99831 - Surveying Aide	17.45***
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	20.77
99841 - Vending Machine Repairer	26.20
99842 - Vending Machine Repairer Helper	20.77

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5291
Revision No.: 29
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Frio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		26.72
01035 - Court Reporter		20.26

01041 - Customer Service Representative I 16.72***
01042 - Customer Service Representative II 18.24
01043 - Customer Service Representative III 20.47
01051 - Data Entry Operator I 17.01***
01052 - Data Entry Operator II 18.56
01060 - Dispatcher, Motor Vehicle 20.66
01070 - Document Preparation Clerk 16.13***
01090 - Duplicating Machine Operator 16.13***
01111 - General Clerk I 16.18***
01112 - General Clerk II 17.65***
01113 - General Clerk III 19.81
01120 - Housing Referral Assistant 22.58
01141 - Messenger Courier 15.20***
01191 - Order Clerk I 16.86***
01192 - Order Clerk II 18.40
01261 - Personnel Assistant (Employment) I 18.11
01262 - Personnel Assistant (Employment) II 20.26
01263 - Personnel Assistant (Employment) III 22.58
01270 - Production Control Clerk 23.88
01290 - Rental Clerk 17.03***
01300 - Scheduler, Maintenance 18.11
01311 - Secretary I 18.11
01312 - Secretary II 20.26
01313 - Secretary III 22.58
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 26.72
01420 - Survey Worker 16.73***
01460 - Switchboard Operator/Receptionist 15.40***
01531 - Travel Clerk I 16.13***
01532 - Travel Clerk II 18.11
01533 - Travel Clerk III 20.26
01611 - Word Processor I 16.13***
01612 - Word Processor II 18.11
01613 - Word Processor III 20.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.90
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.14
05070 - Automotive Worker 20.14
05110 - Mobile Equipment Servicer 17.43***
05130 - Motor Equipment Metal Mechanic 22.90
05160 - Motor Equipment Metal Worker 20.14
05190 - Motor Vehicle Mechanic 22.90
05220 - Motor Vehicle Mechanic Helper 16.21***
05250 - Motor Vehicle Upholstery Worker 18.77
05280 - Motor Vehicle Wrecker 20.14
05310 - Painter, Automotive 21.55
05340 - Radiator Repair Specialist 20.14
05370 - Tire Repairer 17.02***
05400 - Transmission Repair Specialist 22.90
07000 - Food Preparation And Service Occupations
07010 - Baker 13.76***
07041 - Cook I 14.27***
07042 - Cook II 16.48***

07070 - Dishwasher 12.52***
07130 - Food Service Worker 12.49***
07210 - Meat Cutter 15.77***
07260 - Waiter/Waitress 12.06***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 23.94
09040 - Furniture Handler 14.62***
09080 - Furniture Refinisher 23.06
09090 - Furniture Refinisher Helper 17.34***
09110 - Furniture Repairer, Minor 20.09
09130 - Upholsterer 23.06
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.30***
11060 - Elevator Operator 14.96***
11090 - Gardener 20.47
11122 - Housekeeping Aide 14.96***
11150 - Janitor 14.96***
11210 - Laborer, Grounds Maintenance 15.54***
11240 - Maid or Houseman 13.56***
11260 - Pruner 13.94***
11270 - Tractor Operator 18.84
11330 - Trail Maintenance Worker 15.54***
11360 - Window Cleaner 16.69***
12000 - Health Occupations
12010 - Ambulance Driver 17.71***
12011 - Breath Alcohol Technician 23.53
12012 - Certified Occupational Therapist Assistant 36.84
12015 - Certified Physical Therapist Assistant 40.23
12020 - Dental Assistant 18.31
12025 - Dental Hygienist 49.19
12030 - EKG Technician 34.38
12035 - Electroneurodiagnostic Technologist 34.38
12040 - Emergency Medical Technician 17.71***
12071 - Licensed Practical Nurse I 21.04
12072 - Licensed Practical Nurse II 23.53
12073 - Licensed Practical Nurse III 26.24
12100 - Medical Assistant 17.44***
12130 - Medical Laboratory Technician 25.96
12160 - Medical Record Clerk 17.68***
12190 - Medical Record Technician 19.78
12195 - Medical Transcriptionist 20.29
12210 - Nuclear Medicine Technologist 51.72
12221 - Nursing Assistant I 14.82***
12222 - Nursing Assistant II 16.68***
12223 - Nursing Assistant III 18.20
12224 - Nursing Assistant IV 20.42
12235 - Optical Dispenser 18.61
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 20.16
12280 - Phlebotomist 17.27***
12305 - Radiologic Technologist 32.34
12311 - Registered Nurse I 30.88
12312 - Registered Nurse II 37.77
12313 - Registered Nurse II, Specialist 37.77

12314 - Registered Nurse III 45.69
12315 - Registered Nurse III, Anesthetist 45.69
12316 - Registered Nurse IV 54.77
12317 - Scheduler (Drug and Alcohol Testing) 29.16
12320 - Substance Abuse Treatment Counselor 24.90
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 17.87
13042 - Illustrator II 22.15
13043 - Illustrator III 27.08
13047 - Librarian 23.88
13050 - Library Aide/Clerk 18.30
13054 - Library Information Technology Systems Administrator 21.54
13058 - Library Technician 15.59***
13061 - Media Specialist I 15.55***
13062 - Media Specialist II 17.38***
13063 - Media Specialist III 19.39
13071 - Photographer I 15.55***
13072 - Photographer II 17.38***
13073 - Photographer III 21.54
13074 - Photographer IV 26.34
13075 - Photographer V 31.88
13090 - Technical Order Library Clerk 18.19
13110 - Video Teleconference Technician 15.65***
14000 - Information Technology Occupations
14041 - Computer Operator I 15.91***
14042 - Computer Operator II 17.80
14043 - Computer Operator III 19.84
14044 - Computer Operator IV 22.05
14045 - Computer Operator V 24.42
14071 - Computer Programmer I (see 1) 22.85
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 22.05
14170 - System Support Specialist 24.42
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 31.68
15020 - Aircrew Training Devices Instructor (Rated) 38.33
15030 - Air Crew Training Devices Instructor (Pilot) 45.94
15050 - Computer Based Training Specialist / Instructor 31.68
15060 - Educational Technologist 35.40
15070 - Flight Instructor (Pilot) 45.94
15080 - Graphic Artist 23.53
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 45.94
15086 - Maintenance Test Pilot, Rotary Wing 45.94
15088 - Non-Maintenance Test/Co-Pilot 45.94

15090 - Technical Instructor 20.57
15095 - Technical Instructor/Course Developer 25.16
15110 - Test Proctor 16.60***
15120 - Tutor 16.60***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.88
19040 - Tool And Die Maker 31.94
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.12
21030 - Material Coordinator 23.88
21040 - Material Expediter 23.88
21050 - Material Handling Laborer 15.75***
21071 - Order Filler 17.45***
21080 - Production Line Worker (Food Processing) 18.12
21110 - Shipping Packer 17.63***
21130 - Shipping/Receiving Clerk 17.63***
21140 - Store Worker I 13.49***
21150 - Stock Clerk 18.19
21210 - Tools And Parts Attendant 18.12
21410 - Warehouse Specialist 18.12
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 32.53
23019 - Aircraft Logs and Records Technician 25.32
23021 - Aircraft Mechanic I 30.88
23022 - Aircraft Mechanic II 32.53
23023 - Aircraft Mechanic III 34.22
23040 - Aircraft Mechanic Helper 21.60
23050 - Aircraft, Painter 29.13
23060 - Aircraft Servicer 25.32
23070 - Aircraft Survival Flight Equipment Technician 29.13
23080 - Aircraft Worker 27.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.88
23110 - Appliance Mechanic 25.88
23120 - Bicycle Repairer 20.86
23125 - Cable Splicer 34.53
23130 - Carpenter, Maintenance 20.70
23140 - Carpet Layer 24.20
23160 - Electrician, Maintenance 24.67
23181 - Electronics Technician Maintenance I 29.83

23182 - Electronics Technician Maintenance II 32.44
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 22.51
23290 - Fire Alarm System Mechanic 24.96
23310 - Fire Extinguisher Repairer 20.86
23311 - Fuel Distribution System Mechanic 26.65
23312 - Fuel Distribution System Operator 20.28
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 30.88
23381 - Ground Support Equipment Servicer 25.32
23382 - Ground Support Equipment Worker 27.23
23391 - Gunsmith I 20.86
23392 - Gunsmith II 24.20
23393 - Gunsmith III 27.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.38
23430 - Heavy Equipment Mechanic 26.57
23440 - Heavy Equipment Operator 22.43
23460 - Instrument Mechanic 27.45
23465 - Laboratory/Shelter Mechanic 25.88
23470 - Laborer 15.75***
23510 - Locksmith 25.88
23530 - Machinery Maintenance Mechanic 29.21
23550 - Machinist, Maintenance 24.57
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 27.45
23592 - Metrology Technician II 28.92
23593 - Metrology Technician III 30.43
23640 - Millwright 27.45
23710 - Office Appliance Repairer 25.88
23760 - Painter, Maintenance 20.63
23790 - Pipefitter, Maintenance 23.59
23810 - Plumber, Maintenance 22.81
23820 - Pneudraulic Systems Mechanic 27.45
23850 - Rigger 27.45
23870 - Scale Mechanic 24.20
23890 - Sheet-Metal Worker, Maintenance 25.85
23910 - Small Engine Mechanic 21.60
23931 - Telecommunications Mechanic I 28.92
23932 - Telecommunications Mechanic II 30.48
23950 - Telephone Lineman 27.59
23960 - Welder, Combination, Maintenance 24.12
23965 - Well Driller 27.45
23970 - Woodcraft Worker 27.45
23980 - Woodworker 20.86
24000 - Personal Needs Occupations
24550 - Case Manager 18.78
24570 - Child Care Attendant 10.79***
24580 - Child Care Center Clerk 13.46***
24610 - Chore Aide 11.02***
24620 - Family Readiness And Support Services Coordinator 18.78

24630 - Homemaker 18.78
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 21.02
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.26***
25210 - Water Treatment Plant Operator 21.02
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.74
27007 - Baggage Inspector 15.36***
27008 - Corrections Officer 22.61
27010 - Court Security Officer 23.70
27030 - Detection Dog Handler 17.18***
27040 - Detention Officer 22.61
27070 - Firefighter 23.01
27101 - Guard I 15.36***
27102 - Guard II 17.18***
27131 - Police Officer I 25.95
27132 - Police Officer II 28.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.63***
28042 - Carnival Equipment Repairer 15.89***
28043 - Carnival Worker 10.82***
28210 - Gate Attendant/Gate Tender 17.54***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.62
28510 - Recreation Aide/Health Facility Attendant 14.32***
28515 - Recreation Specialist 24.30
28630 - Sports Official 15.63***
28690 - Swimming Pool Operator 18.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 25.44
29020 - Hatch Tender 25.44
29030 - Line Handler 25.44
29041 - Stevedore I 23.77
29042 - Stevedore II 27.23
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 52.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 35.95
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 39.60
30021 - Archeological Technician I 20.76
30022 - Archeological Technician II 23.22
30023 - Archeological Technician III 28.76
30030 - Cartographic Technician 28.76
30040 - Civil Engineering Technician 22.54
30051 - Cryogenic Technician I 31.86
30052 - Cryogenic Technician II 35.19
30061 - Drafter/CAD Operator I 20.76
30062 - Drafter/CAD Operator II 23.22
30063 - Drafter/CAD Operator III 25.88
30064 - Drafter/CAD Operator IV 31.86
30081 - Engineering Technician I 20.25
30082 - Engineering Technician II 22.73
30083 - Engineering Technician III 25.42

30084 - Engineering Technician IV 31.50
30085 - Engineering Technician V 38.53
30086 - Engineering Technician VI 46.62
30090 - Environmental Technician 28.74
30095 - Evidence Control Specialist 28.76
30210 - Laboratory Technician 26.08
30221 - Latent Fingerprint Technician I 31.86
30222 - Latent Fingerprint Technician II 35.19
30240 - Mathematical Technician 28.76
30361 - Paralegal/Legal Assistant I 21.69
30362 - Paralegal/Legal Assistant II 26.86
30363 - Paralegal/Legal Assistant III 32.85
30364 - Paralegal/Legal Assistant IV 39.74
30375 - Petroleum Supply Specialist 35.19
30390 - Photo-Optics Technician 28.71
30395 - Radiation Control Technician 35.19
30461 - Technical Writer I 28.76
30462 - Technical Writer II 35.19
30463 - Technical Writer III 42.57
30491 - Unexploded Ordnance (UXO) Technician I 33.14
30492 - Unexploded Ordnance (UXO) Technician II 40.09
30493 - Unexploded Ordnance (UXO) Technician III 48.05
30494 - Unexploded (UXO) Safety Escort 33.14
30495 - Unexploded (UXO) Sweep Personnel 33.14
30501 - Weather Forecaster I 31.86
30502 - Weather Forecaster II 38.75
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.88
30621 - Weather Observer, Senior (see 2) 28.76
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.09
31020 - Bus Aide 13.07***
31030 - Bus Driver 18.58
31043 - Driver Courier 16.59***
31260 - Parking and Lot Attendant 13.46***
31290 - Shuttle Bus Driver 16.89***
31310 - Taxi Driver 11.80***
31361 - Truckdriver, Light 17.94
31362 - Truckdriver, Medium 19.32
31363 - Truckdriver, Heavy 24.22
31364 - Truckdriver, Tractor-Trailer 24.22
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.55
99030 - Cashier 13.00***
99050 - Desk Clerk 13.23***
99095 - Embalmer 31.59
99130 - Flight Follower 33.14
99251 - Laboratory Animal Caretaker I 18.25
99252 - Laboratory Animal Caretaker II 19.15
99260 - Marketing Analyst 33.05
99310 - Mortician 31.59
99410 - Pest Controller 22.84
99510 - Photofinishing Worker 17.41***
99710 - Recycling Laborer 19.93

99711 - Recycling Specialist	23.64
99730 - Refuse Collector	18.00
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	15.62***
99830 - Survey Party Chief	26.07
99831 - Surveying Aide	17.71***
99832 - Surveying Technician	21.80
99840 - Vending Machine Attendant	19.75
99841 - Vending Machine Repairer	24.90
99842 - Vending Machine Repairer Helper	19.75

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5293
Revision No.: 29
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Gillespie, Kerr

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		25.77
01035 - Court Reporter		26.79

01041 - Customer Service Representative I 17.61***
01042 - Customer Service Representative II 19.22
01043 - Customer Service Representative III 21.57
01051 - Data Entry Operator I 17.01***
01052 - Data Entry Operator II 18.56
01060 - Dispatcher, Motor Vehicle 20.66
01070 - Document Preparation Clerk 16.15***
01090 - Duplicating Machine Operator 16.15***
01111 - General Clerk I 17.18***
01112 - General Clerk II 18.75
01113 - General Clerk III 21.04
01120 - Housing Referral Assistant 22.60
01141 - Messenger Courier 15.20***
01191 - Order Clerk I 17.03***
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 18.27
01262 - Personnel Assistant (Employment) II 20.44
01263 - Personnel Assistant (Employment) III 22.78
01270 - Production Control Clerk 23.91
01290 - Rental Clerk 18.02
01300 - Scheduler, Maintenance 18.13
01311 - Secretary I 18.13
01312 - Secretary II 20.28
01313 - Secretary III 22.60
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 25.77
01420 - Survey Worker 17.86
01460 - Switchboard Operator/Receptionist 15.16***
01531 - Travel Clerk I 16.15***
01532 - Travel Clerk II 18.13
01533 - Travel Clerk III 20.28
01611 - Word Processor I 16.15***
01612 - Word Processor II 18.13
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.60
05010 - Automotive Electrician 21.74
05040 - Automotive Glass Installer 20.32
05070 - Automotive Worker 20.32
05110 - Mobile Equipment Servicer 17.50***
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 20.32
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 16.10***
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 20.32
05310 - Painter, Automotive 21.74
05340 - Radiator Repair Specialist 20.32
05370 - Tire Repairer 16.84***
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations
07010 - Baker 14.31***
07041 - Cook I 14.14***
07042 - Cook II 16.42***

07070 - Dishwasher 12.52***
07130 - Food Service Worker 13.21***
07210 - Meat Cutter 15.18***
07260 - Waiter/Waitress 12.06***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.26
09040 - Furniture Handler 14.65***
09080 - Furniture Refinisher 23.93
09090 - Furniture Refinisher Helper 17.75
09110 - Furniture Repairer, Minor 20.80
09130 - Upholsterer 23.74
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.56***
11060 - Elevator Operator 14.39***
11090 - Gardener 22.22
11122 - Housekeeping Aide 14.39***
11150 - Janitor 14.39***
11210 - Laborer, Grounds Maintenance 16.86***
11240 - Maid or Houseman 13.49***
11260 - Pruner 15.12***
11270 - Tractor Operator 20.45
11330 - Trail Maintenance Worker 16.86***
11360 - Window Cleaner 16.05***
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 25.21
12012 - Certified Occupational Therapist Assistant 38.20
12015 - Certified Physical Therapist Assistant 36.57
12020 - Dental Assistant 17.92
12025 - Dental Hygienist 46.45
12030 - EKG Technician 32.28
12035 - Electroneurodiagnostic Technologist 32.28
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 22.54
12072 - Licensed Practical Nurse II 25.21
12073 - Licensed Practical Nurse III 28.10
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 23.60
12160 - Medical Record Clerk 16.74***
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 21.00
12210 - Nuclear Medicine Technologist 55.41
12221 - Nursing Assistant I 16.08***
12222 - Nursing Assistant II 18.09
12223 - Nursing Assistant III 19.74
12224 - Nursing Assistant IV 22.16
12235 - Optical Dispenser 16.96***
12236 - Optical Technician 22.54
12250 - Pharmacy Technician 19.04
12280 - Phlebotomist 17.44***
12305 - Radiologic Technologist 35.57
12311 - Registered Nurse I 31.87
12312 - Registered Nurse II 38.98
12313 - Registered Nurse II, Specialist 38.98

12314 - Registered Nurse III 47.16
12315 - Registered Nurse III, Anesthetist 47.16
12316 - Registered Nurse IV 56.55
12317 - Scheduler (Drug and Alcohol Testing) 31.23
12320 - Substance Abuse Treatment Counselor 26.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.38
13012 - Exhibits Specialist II 22.77
13013 - Exhibits Specialist III 27.85
13041 - Illustrator I 18.68
13042 - Illustrator II 23.15
13043 - Illustrator III 28.13
13047 - Librarian 25.63
13050 - Library Aide/Clerk 15.94***
13054 - Library Information Technology Systems Administrator 23.15
13058 - Library Technician 14.44***
13061 - Media Specialist I 16.43***
13062 - Media Specialist II 18.38
13063 - Media Specialist III 20.49
13071 - Photographer I 16.43***
13072 - Photographer II 18.38
13073 - Photographer III 22.77
13074 - Photographer IV 27.85
13075 - Photographer V 33.69
13090 - Technical Order Library Clerk 20.01
13110 - Video Teleconference Technician 16.43***
14000 - Information Technology Occupations
14041 - Computer Operator I 17.41***
14042 - Computer Operator II 19.49
14043 - Computer Operator III 21.72
14044 - Computer Operator IV 24.14
14045 - Computer Operator V 26.18
14071 - Computer Programmer I (see 1) 25.14
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 17.41***
14160 - Personal Computer Support Technician 24.14
14170 - System Support Specialist 24.42
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.02
15020 - Aircrew Training Devices Instructor (Rated) 46.00
15030 - Air Crew Training Devices Instructor (Pilot) 55.13
15050 - Computer Based Training Specialist / Instructor 38.02
15060 - Educational Technologist 33.80
15070 - Flight Instructor (Pilot) 55.13
15080 - Graphic Artist 22.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.53
15086 - Maintenance Test Pilot, Rotary Wing 50.53
15088 - Non-Maintenance Test/Co-Pilot 50.53

15090 - Technical Instructor 21.45
15095 - Technical Instructor/Course Developer 26.23
15110 - Test Proctor 17.32***
15120 - Tutor 17.32***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.53
19040 - Tool And Die Maker 29.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.90
21030 - Material Coordinator 23.91
21040 - Material Expediter 23.91
21050 - Material Handling Laborer 16.75***
21071 - Order Filler 17.19***
21080 - Production Line Worker (Food Processing) 18.90
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 13.76***
21150 - Stock Clerk 18.97
21210 - Tools And Parts Attendant 18.90
21410 - Warehouse Specialist 18.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.95
23019 - Aircraft Logs and Records Technician 24.85
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.95
23023 - Aircraft Mechanic III 33.61
23040 - Aircraft Mechanic Helper 21.18
23050 - Aircraft, Painter 28.59
23060 - Aircraft Servicer 24.85
23070 - Aircraft Survival Flight Equipment Technician 28.59
23080 - Aircraft Worker 26.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 24.00
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 34.53
23130 - Carpenter, Maintenance 19.19
23140 - Carpet Layer 22.43
23160 - Electrician, Maintenance 24.70
23181 - Electronics Technician Maintenance I 30.33

23182 - Electronics Technician Maintenance II 32.44
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 20.86
23290 - Fire Alarm System Mechanic 22.87
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 28.06
23312 - Fuel Distribution System Operator 21.35
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 24.85
23382 - Ground Support Equipment Worker 26.73
23391 - Gunsmith I 19.32
23392 - Gunsmith II 22.43
23393 - Gunsmith III 25.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.84
23430 - Heavy Equipment Mechanic 24.50
23440 - Heavy Equipment Operator 22.64
23460 - Instrument Mechanic 25.45
23465 - Laboratory/Shelter Mechanic 24.00
23470 - Laborer 16.75***
23510 - Locksmith 24.00
23530 - Machinery Maintenance Mechanic 28.04
23550 - Machinist, Maintenance 23.55
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 25.45
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.21
23640 - Millwright 24.95
23710 - Office Appliance Repairer 24.00
23760 - Painter, Maintenance 20.86
23790 - Pipefitter, Maintenance 25.11
23810 - Plumber, Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 25.45
23850 - Rigger 25.45
23870 - Scale Mechanic 22.43
23890 - Sheet-Metal Worker, Maintenance 23.50
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 30.34
23932 - Telecommunications Mechanic II 31.97
23950 - Telephone Lineman 28.55
23960 - Welder, Combination, Maintenance 22.78
23965 - Well Driller 25.45
23970 - Woodcraft Worker 25.45
23980 - Woodworker 19.32
24000 - Personal Needs Occupations
24550 - Case Manager 18.75
24570 - Child Care Attendant 10.85***
24580 - Child Care Center Clerk 13.53***
24610 - Chore Aide 12.12***
24620 - Family Readiness And Support Services Coordinator 18.75

24630 - Homemaker 18.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 22.73
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.26***
25210 - Water Treatment Plant Operator 22.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.37
27007 - Baggage Inspector 16.90***
27008 - Corrections Officer 24.08
27010 - Court Security Officer 23.27
27030 - Detection Dog Handler 18.90
27040 - Detention Officer 24.08
27070 - Firefighter 22.84
27101 - Guard I 16.90***
27102 - Guard II 18.90
27131 - Police Officer I 26.69
27132 - Police Officer II 29.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.43***
28042 - Carnival Equipment Repairer 16.77***
28043 - Carnival Worker 11.41***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.05***
28350 - Park Attendant (Aide) 19.29
28510 - Recreation Aide/Health Facility Attendant 14.08***
28515 - Recreation Specialist 23.90
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 19.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.25
29020 - Hatch Tender 28.25
29030 - Line Handler 28.25
29041 - Stevedore I 26.27
29042 - Stevedore II 30.22
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 21.75
30022 - Archeological Technician II 24.33
30023 - Archeological Technician III 30.14
30030 - Cartographic Technician 30.14
30040 - Civil Engineering Technician 26.10
30051 - Cryogenic Technician I 33.38
30052 - Cryogenic Technician II 36.86
30061 - Drafter/CAD Operator I 21.75
30062 - Drafter/CAD Operator II 24.33
30063 - Drafter/CAD Operator III 27.12
30064 - Drafter/CAD Operator IV 33.38
30081 - Engineering Technician I 20.25
30082 - Engineering Technician II 22.73
30083 - Engineering Technician III 25.42

30084 - Engineering Technician IV 31.50
30085 - Engineering Technician V 38.53
30086 - Engineering Technician VI 46.62
30090 - Environmental Technician 28.74
30095 - Evidence Control Specialist 30.14
30210 - Laboratory Technician 28.69
30221 - Latent Fingerprint Technician I 31.86
30222 - Latent Fingerprint Technician II 35.19
30240 - Mathematical Technician 30.14
30361 - Paralegal/Legal Assistant I 21.43
30362 - Paralegal/Legal Assistant II 26.55
30363 - Paralegal/Legal Assistant III 32.48
30364 - Paralegal/Legal Assistant IV 39.29
30375 - Petroleum Supply Specialist 36.86
30390 - Photo-Optics Technician 30.14
30395 - Radiation Control Technician 36.86
30461 - Technical Writer I 30.14
30462 - Technical Writer II 36.86
30463 - Technical Writer III 44.59
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.38
30502 - Weather Forecaster II 40.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.12
30621 - Weather Observer, Senior (see 2) 30.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 12.95***
31030 - Bus Driver 17.62***
31043 - Driver Courier 15.98***
31260 - Parking and Lot Attendant 14.61***
31290 - Shuttle Bus Driver 16.10***
31310 - Taxi Driver 12.49***
31361 - Truckdriver, Light 17.37***
31362 - Truckdriver, Medium 18.75
31363 - Truckdriver, Heavy 23.25
31364 - Truckdriver, Tractor-Trailer 23.25
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 13.03***
99050 - Desk Clerk 13.34***
99095 - Embalmer 31.59
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 14.24***
99252 - Laboratory Animal Caretaker II 15.48***
99260 - Marketing Analyst 33.05
99310 - Mortician 31.59
99410 - Pest Controller 22.57
99510 - Photofinishing Worker 17.75
99710 - Recycling Laborer 21.31

99711 - Recycling Specialist	25.83
99730 - Refuse Collector	19.11
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	15.62***
99830 - Survey Party Chief	26.49
99831 - Surveying Aide	18.46
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	20.77
99841 - Vending Machine Repairer	26.20
99842 - Vending Machine Repairer Helper	20.77

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5295
Revision No.: 29
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Freestone, Hamilton, Hill, Leon, Limestone, Mills

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		25.77
01035 - Court Reporter		21.69

01041 - Customer Service Representative I 17.61***
01042 - Customer Service Representative II 19.22
01043 - Customer Service Representative III 21.57
01051 - Data Entry Operator I 17.01***
01052 - Data Entry Operator II 18.56
01060 - Dispatcher, Motor Vehicle 20.66
01070 - Document Preparation Clerk 16.15***
01090 - Duplicating Machine Operator 16.15***
01111 - General Clerk I 17.18***
01112 - General Clerk II 18.75
01113 - General Clerk III 21.04
01120 - Housing Referral Assistant 22.60
01141 - Messenger Courier 15.20***
01191 - Order Clerk I 17.03***
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 18.27
01262 - Personnel Assistant (Employment) II 20.44
01263 - Personnel Assistant (Employment) III 22.78
01270 - Production Control Clerk 23.91
01290 - Rental Clerk 18.02
01300 - Scheduler, Maintenance 18.13
01311 - Secretary I 18.13
01312 - Secretary II 20.28
01313 - Secretary III 22.60
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 25.77
01420 - Survey Worker 17.86
01460 - Switchboard Operator/Receptionist 15.16***
01531 - Travel Clerk I 16.15***
01532 - Travel Clerk II 18.13
01533 - Travel Clerk III 20.28
01611 - Word Processor I 16.15***
01612 - Word Processor II 18.13
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.60
05010 - Automotive Electrician 21.74
05040 - Automotive Glass Installer 20.32
05070 - Automotive Worker 20.32
05110 - Mobile Equipment Servicer 17.50***
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 20.32
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 16.10***
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 20.32
05310 - Painter, Automotive 21.74
05340 - Radiator Repair Specialist 20.32
05370 - Tire Repairer 16.84***
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations
07010 - Baker 14.31***
07041 - Cook I 14.14***
07042 - Cook II 16.42***

07070 - Dishwasher 12.52***
07130 - Food Service Worker 13.21***
07210 - Meat Cutter 15.18***
07260 - Waiter/Waitress 12.06***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.26
09040 - Furniture Handler 14.65***
09080 - Furniture Refinisher 23.93
09090 - Furniture Refinisher Helper 17.75
09110 - Furniture Repairer, Minor 20.80
09130 - Upholsterer 23.74
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.56***
11060 - Elevator Operator 14.39***
11090 - Gardener 22.22
11122 - Housekeeping Aide 14.39***
11150 - Janitor 14.39***
11210 - Laborer, Grounds Maintenance 16.86***
11240 - Maid or Houseman 13.49***
11260 - Pruner 15.12***
11270 - Tractor Operator 20.45
11330 - Trail Maintenance Worker 16.86***
11360 - Window Cleaner 16.05***
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 25.21
12012 - Certified Occupational Therapist Assistant 38.20
12015 - Certified Physical Therapist Assistant 36.57
12020 - Dental Assistant 17.92
12025 - Dental Hygienist 46.45
12030 - EKG Technician 32.28
12035 - Electroneurodiagnostic Technologist 32.28
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 22.54
12072 - Licensed Practical Nurse II 25.21
12073 - Licensed Practical Nurse III 28.10
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 23.60
12160 - Medical Record Clerk 16.74***
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 21.00
12210 - Nuclear Medicine Technologist 55.41
12221 - Nursing Assistant I 16.08***
12222 - Nursing Assistant II 18.09
12223 - Nursing Assistant III 19.74
12224 - Nursing Assistant IV 22.16
12235 - Optical Dispenser 16.96***
12236 - Optical Technician 22.54
12250 - Pharmacy Technician 19.04
12280 - Phlebotomist 17.44***
12305 - Radiologic Technologist 35.57
12311 - Registered Nurse I 31.87
12312 - Registered Nurse II 38.98
12313 - Registered Nurse II, Specialist 38.98

12314 - Registered Nurse III 47.16
12315 - Registered Nurse III, Anesthetist 47.16
12316 - Registered Nurse IV 56.55
12317 - Scheduler (Drug and Alcohol Testing) 31.23
12320 - Substance Abuse Treatment Counselor 26.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.38
13012 - Exhibits Specialist II 22.77
13013 - Exhibits Specialist III 27.85
13041 - Illustrator I 18.57
13042 - Illustrator II 23.00
13043 - Illustrator III 28.13
13047 - Librarian 25.22
13050 - Library Aide/Clerk 15.94***
13054 - Library Information Technology Systems Administrator 22.77
13058 - Library Technician 15.66***
13061 - Media Specialist I 16.43***
13062 - Media Specialist II 18.38
13063 - Media Specialist III 20.49
13071 - Photographer I 16.43***
13072 - Photographer II 18.38
13073 - Photographer III 22.77
13074 - Photographer IV 27.85
13075 - Photographer V 33.69
13090 - Technical Order Library Clerk 20.01
13110 - Video Teleconference Technician 16.43***
14000 - Information Technology Occupations
14041 - Computer Operator I 17.41***
14042 - Computer Operator II 19.49
14043 - Computer Operator III 21.72
14044 - Computer Operator IV 24.14
14045 - Computer Operator V 26.33
14071 - Computer Programmer I (see 1) 25.14
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 17.41***
14160 - Personal Computer Support Technician 24.14
14170 - System Support Specialist 24.42
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 36.20
15020 - Aircrew Training Devices Instructor (Rated) 43.29
15030 - Air Crew Training Devices Instructor (Pilot) 51.88
15050 - Computer Based Training Specialist / Instructor 36.20
15060 - Educational Technologist 33.80
15070 - Flight Instructor (Pilot) 51.88
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.53
15086 - Maintenance Test Pilot, Rotary Wing 50.53
15088 - Non-Maintenance Test/Co-Pilot 50.53

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 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.53
19040 - Tool And Die Maker 29.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.90
21030 - Material Coordinator 23.91
21040 - Material Expediter 23.91
21050 - Material Handling Laborer 16.75***
21071 - Order Filler 17.19***
21080 - Production Line Worker (Food Processing) 18.90
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 13.76***
21150 - Stock Clerk 18.97
21210 - Tools And Parts Attendant 18.90
21410 - Warehouse Specialist 18.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.95
23019 - Aircraft Logs and Records Technician 24.85
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.95
23023 - Aircraft Mechanic III 33.61
23040 - Aircraft Mechanic Helper 21.18
23050 - Aircraft, Painter 28.59
23060 - Aircraft Servicer 24.85
23070 - Aircraft Survival Flight Equipment Technician 28.59
23080 - Aircraft Worker 26.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 24.00
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 34.53
23130 - Carpenter, Maintenance 19.19
23140 - Carpet Layer 22.43
23160 - Electrician, Maintenance 24.70
23181 - Electronics Technician Maintenance I 30.33

23182 - Electronics Technician Maintenance II 32.44
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 20.86
23290 - Fire Alarm System Mechanic 22.87
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 28.12
23312 - Fuel Distribution System Operator 21.35
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 24.85
23382 - Ground Support Equipment Worker 26.73
23391 - Gunsmith I 19.32
23392 - Gunsmith II 22.43
23393 - Gunsmith III 25.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.84
23430 - Heavy Equipment Mechanic 24.50
23440 - Heavy Equipment Operator 22.64
23460 - Instrument Mechanic 25.45
23465 - Laboratory/Shelter Mechanic 24.00
23470 - Laborer 16.75***
23510 - Locksmith 24.00
23530 - Machinery Maintenance Mechanic 28.04
23550 - Machinist, Maintenance 23.55
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 25.45
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.21
23640 - Millwright 24.95
23710 - Office Appliance Repairer 24.00
23760 - Painter, Maintenance 20.86
23790 - Pipefitter, Maintenance 25.11
23810 - Plumber, Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 25.45
23850 - Rigger 25.45
23870 - Scale Mechanic 22.43
23890 - Sheet-Metal Worker, Maintenance 23.50
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 30.87
23932 - Telecommunications Mechanic II 32.53
23950 - Telephone Lineman 28.55
23960 - Welder, Combination, Maintenance 22.78
23965 - Well Driller 25.45
23970 - Woodcraft Worker 25.45
23980 - Woodworker 19.32
24000 - Personal Needs Occupations
24550 - Case Manager 18.75
24570 - Child Care Attendant 10.85***
24580 - Child Care Center Clerk 13.53***
24610 - Chore Aide 12.12***
24620 - Family Readiness And Support Services Coordinator 18.75

24630 - Homemaker 18.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 22.73
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.26***
25210 - Water Treatment Plant Operator 22.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.37
27007 - Baggage Inspector 16.90***
27008 - Corrections Officer 24.08
27010 - Court Security Officer 23.23
27030 - Detection Dog Handler 18.90
27040 - Detention Officer 24.08
27070 - Firefighter 22.37
27101 - Guard I 16.90***
27102 - Guard II 18.90
27131 - Police Officer I 26.69
27132 - Police Officer II 29.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.43***
28042 - Carnival Equipment Repairer 16.77***
28043 - Carnival Worker 11.41***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.29
28510 - Recreation Aide/Health Facility Attendant 14.08***
28515 - Recreation Specialist 23.90
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 19.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.25
29020 - Hatch Tender 28.25
29030 - Line Handler 28.25
29041 - Stevedore I 26.27
29042 - Stevedore II 30.22
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 21.75
30022 - Archeological Technician II 24.33
30023 - Archeological Technician III 30.14
30030 - Cartographic Technician 30.14
30040 - Civil Engineering Technician 26.10
30051 - Cryogenic Technician I 33.38
30052 - Cryogenic Technician II 36.86
30061 - Drafter/CAD Operator I 21.75
30062 - Drafter/CAD Operator II 24.33
30063 - Drafter/CAD Operator III 27.12
30064 - Drafter/CAD Operator IV 33.38
30081 - Engineering Technician I 20.25
30082 - Engineering Technician II 22.73
30083 - Engineering Technician III 25.42

30084 - Engineering Technician IV 31.50
30085 - Engineering Technician V 38.53
30086 - Engineering Technician VI 46.62
30090 - Environmental Technician 28.76
30095 - Evidence Control Specialist 30.14
30210 - Laboratory Technician 28.69
30221 - Latent Fingerprint Technician I 31.86
30222 - Latent Fingerprint Technician II 35.19
30240 - Mathematical Technician 30.14
30361 - Paralegal/Legal Assistant I 21.43
30362 - Paralegal/Legal Assistant II 26.55
30363 - Paralegal/Legal Assistant III 32.48
30364 - Paralegal/Legal Assistant IV 39.29
30375 - Petroleum Supply Specialist 36.86
30390 - Photo-Optics Technician 30.14
30395 - Radiation Control Technician 36.86
30461 - Technical Writer I 30.14
30462 - Technical Writer II 36.86
30463 - Technical Writer III 44.59
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.38
30502 - Weather Forecaster II 40.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.12
30621 - Weather Observer, Senior (see 2) 30.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 12.07***
31030 - Bus Driver 17.25***
31043 - Driver Courier 15.98***
31260 - Parking and Lot Attendant 14.61***
31290 - Shuttle Bus Driver 16.10***
31310 - Taxi Driver 11.96***
31361 - Truckdriver, Light 17.37***
31362 - Truckdriver, Medium 18.75
31363 - Truckdriver, Heavy 23.25
31364 - Truckdriver, Tractor-Trailer 23.25
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 13.03***
99050 - Desk Clerk 13.34***
99095 - Embalmer 31.59
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 14.24***
99252 - Laboratory Animal Caretaker II 15.48***
99260 - Marketing Analyst 33.05
99310 - Mortician 31.59
99410 - Pest Controller 22.57
99510 - Photofinishing Worker 17.75
99710 - Recycling Laborer 21.10

99711 - Recycling Specialist	25.58
99730 - Refuse Collector	18.92
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	15.62***
99830 - Survey Party Chief	25.80
99831 - Surveying Aide	16.10***
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	20.77
99841 - Vending Machine Repairer	26.20
99842 - Vending Machine Repairer Helper	20.77

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5301
Revision No.: 28
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Dimmit, La Salle, Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.27***
01012 - Accounting Clerk II		18.26
01013 - Accounting Clerk III		20.43
01020 - Administrative Assistant		29.53
01035 - Court Reporter		20.26

01041 - Customer Service Representative I	15.00***
01042 - Customer Service Representative II	16.37***
01043 - Customer Service Representative III	18.37
01051 - Data Entry Operator I	15.45***
01052 - Data Entry Operator II	16.86***
01060 - Dispatcher, Motor Vehicle	18.53
01070 - Document Preparation Clerk	16.13***
01090 - Duplicating Machine Operator	16.13***
01111 - General Clerk I	15.00***
01112 - General Clerk II	16.37***
01113 - General Clerk III	18.37
01120 - Housing Referral Assistant	22.58
01141 - Messenger Courier	13.14***
01191 - Order Clerk I	14.78***
01192 - Order Clerk II	16.13***
01261 - Personnel Assistant (Employment) I	18.11
01262 - Personnel Assistant (Employment) II	20.26
01263 - Personnel Assistant (Employment) III	22.58
01270 - Production Control Clerk	23.88
01290 - Rental Clerk	17.03***
01300 - Scheduler, Maintenance	18.11
01311 - Secretary I	18.11
01312 - Secretary II	20.26
01313 - Secretary III	22.58
01320 - Service Order Dispatcher	16.57***
01410 - Supply Technician	29.53
01420 - Survey Worker	17.40***
01460 - Switchboard Operator/Receptionist	15.33***
01531 - Travel Clerk I	16.13***
01532 - Travel Clerk II	17.90
01533 - Travel Clerk III	20.26
01611 - Word Processor I	16.13***
01612 - Word Processor II	18.11
01613 - Word Processor III	20.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.10
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.14
05070 - Automotive Worker	20.14
05110 - Mobile Equipment Servicer	17.43***
05130 - Motor Equipment Metal Mechanic	22.90
05160 - Motor Equipment Metal Worker	20.14
05190 - Motor Vehicle Mechanic	22.90
05220 - Motor Vehicle Mechanic Helper	16.21***
05250 - Motor Vehicle Upholstery Worker	18.77
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	16.71***
05400 - Transmission Repair Specialist	22.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.57***
07041 - Cook I	14.27***
07042 - Cook II	16.48***

07070 - Dishwasher 11.90***
07130 - Food Service Worker 11.94***
07210 - Meat Cutter 17.16***
07260 - Waiter/Waitress 11.37***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 17.18***
09040 - Furniture Handler 10.99***
09080 - Furniture Refinisher 17.18***
09090 - Furniture Refinisher Helper 12.91***
09110 - Furniture Repairer, Minor 14.96***
09130 - Upholsterer 17.18***
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.30***
11060 - Elevator Operator 14.32***
11090 - Gardener 19.33
11122 - Housekeeping Aide 14.00***
11150 - Janitor 14.00***
11210 - Laborer, Grounds Maintenance 15.13***
11240 - Maid or Houseman 12.79***
11260 - Pruner 13.59***
11270 - Tractor Operator 17.95
11330 - Trail Maintenance Worker 15.13***
11360 - Window Cleaner 15.59***
12000 - Health Occupations
12010 - Ambulance Driver 17.71***
12011 - Breath Alcohol Technician 22.69
12012 - Certified Occupational Therapist Assistant 31.13
12015 - Certified Physical Therapist Assistant 40.27
12020 - Dental Assistant 18.31
12025 - Dental Hygienist 48.75
12030 - EKG Technician 34.38
12035 - Electroneurodiagnostic Technologist 34.38
12040 - Emergency Medical Technician 17.71***
12071 - Licensed Practical Nurse I 20.29
12072 - Licensed Practical Nurse II 22.69
12073 - Licensed Practical Nurse III 25.29
12100 - Medical Assistant 17.13***
12130 - Medical Laboratory Technician 27.98
12160 - Medical Record Clerk 17.68***
12190 - Medical Record Technician 19.78
12195 - Medical Transcriptionist 20.29
12210 - Nuclear Medicine Technologist 49.87
12221 - Nursing Assistant I 14.62***
12222 - Nursing Assistant II 16.45***
12223 - Nursing Assistant III 17.95
12224 - Nursing Assistant IV 20.15
12235 - Optical Dispenser 22.12
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 21.15
12280 - Phlebotomist 16.68***
12305 - Radiologic Technologist 30.89
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) 28.11
12320 - Substance Abuse Treatment Counselor 24.90
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 Administrator 24.56
13058 - Library Technician 16.22***
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 18.12
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)
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) 30.22
15020 - Aircrew Training Devices Instructor (Rated) 36.56
15030 - Air Crew Training Devices Instructor (Pilot) 43.82
15050 - Computer Based Training Specialist / Instructor 30.22
15060 - Educational Technologist 37.42
15070 - Flight Instructor (Pilot) 43.82
15080 - Graphic Artist 25.98
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 43.82
15086 - Maintenance Test Pilot, Rotary Wing 43.82
15088 - Non-Maintenance Test/Co-Pilot 43.82

15090 - Technical Instructor 22.40
15095 - Technical Instructor/Course Developer 25.98
15110 - Test Proctor 16.56***
15120 - Tutor 16.56***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.29
19040 - Tool And Die Maker 32.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.20***
21030 - Material Coordinator 23.88
21040 - Material Expediter 23.88
21050 - Material Handling Laborer 15.60***
21071 - Order Filler 17.45***
21080 - Production Line Worker (Food Processing) 17.20***
21110 - Shipping Packer 16.50***
21130 - Shipping/Receiving Clerk 16.50***
21140 - Store Worker I 13.49***
21150 - Stock Clerk 18.19
21210 - Tools And Parts Attendant 17.20***
21410 - Warehouse Specialist 17.20***
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.63
23019 - Aircraft Logs and Records Technician 27.62
23021 - Aircraft Mechanic I 33.69
23022 - Aircraft Mechanic II 35.63
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 23.84
23050 - Aircraft, Painter 31.70
23060 - Aircraft Servicer 27.62
23070 - Aircraft Survival Flight Equipment Technician 31.70
23080 - Aircraft Worker 29.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.69
23110 - Appliance Mechanic 26.29
23120 - Bicycle Repairer 21.27
23125 - Cable Splicer 36.61
23130 - Carpenter, Maintenance 21.04
23140 - Carpet Layer 24.57
23160 - Electrician, Maintenance 28.34
23181 - Electronics Technician Maintenance I 31.38

23182 - Electronics Technician Maintenance II 33.59
23183 - Electronics Technician Maintenance III 35.69
23260 - Fabric Worker 22.91
23290 - Fire Alarm System Mechanic 27.94
23310 - Fire Extinguisher Repairer 21.27
23311 - Fuel Distribution System Mechanic 26.48
23312 - Fuel Distribution System Operator 20.15
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 33.69
23381 - Ground Support Equipment Servicer 27.62
23382 - Ground Support Equipment Worker 29.62
23391 - Gunsmith I 21.27
23392 - Gunsmith II 24.57
23393 - Gunsmith III 27.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.38
23430 - Heavy Equipment Mechanic 26.79
23440 - Heavy Equipment Operator 22.43
23460 - Instrument Mechanic 27.94
23465 - Laboratory/Shelter Mechanic 26.29
23470 - Laborer 15.60***
23510 - Locksmith 26.29
23530 - Machinery Maintenance Mechanic 29.21
23550 - Machinist, Maintenance 26.09
23580 - Maintenance Trades Helper 16.51***
23591 - Metrology Technician I 27.94
23592 - Metrology Technician II 29.55
23593 - Metrology Technician III 31.16
23640 - Millwright 27.94
23710 - Office Appliance Repairer 26.29
23760 - Painter, Maintenance 25.54
23790 - Pipefitter, Maintenance 22.63
23810 - Plumber, Maintenance 21.30
23820 - Pneudraulic Systems Mechanic 27.94
23850 - Rigger 27.94
23870 - Scale Mechanic 24.57
23890 - Sheet-Metal Worker, Maintenance 27.94
23910 - Small Engine Mechanic 24.57
23931 - Telecommunications Mechanic I 27.94
23932 - Telecommunications Mechanic II 29.55
23950 - Telephone Lineman 26.84
23960 - Welder, Combination, Maintenance 24.12
23965 - Well Driller 27.94
23970 - Woodcraft Worker 27.94
23980 - Woodworker 21.27
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.69***
24580 - Child Care Center Clerk 13.33***
24610 - Chore Aide 11.07***
24620 - Family Readiness And Support Services Coordinator 18.83

24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.14
25040 - Sewage Plant Operator 17.71***
25070 - Stationary Engineer 22.14
25190 - Ventilation Equipment Tender 15.65***
25210 - Water Treatment Plant Operator 17.71***
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.74
27007 - Baggage Inspector 15.33***
27008 - Corrections Officer 22.61
27010 - Court Security Officer 23.70
27030 - Detection Dog Handler 17.15***
27040 - Detention Officer 22.61
27070 - Firefighter 24.35
27101 - Guard I 15.33***
27102 - Guard II 17.15***
27131 - Police Officer I 24.13
27132 - Police Officer II 26.82
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.85***
28042 - Carnival Equipment Repairer 15.98***
28043 - Carnival Worker 11.32***
28210 - Gate Attendant/Gate Tender 19.14
28310 - Lifeguard 16.58***
28350 - Park Attendant (Aide) 21.41
28510 - Recreation Aide/Health Facility Attendant 15.63***
28515 - Recreation Specialist 26.52
28630 - Sports Official 17.05***
28690 - Swimming Pool Operator 21.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.57
29020 - Hatch Tender 24.57
29030 - Line Handler 24.57
29041 - Stevedore I 22.91
29042 - Stevedore II 26.29
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 47.86
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 33.00
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 36.34
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 21.69
30362 - Paralegal/Legal Assistant II 26.86
30363 - Paralegal/Legal Assistant III 32.85
30364 - Paralegal/Legal Assistant IV 39.74
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 30.41
30492 - Unexploded Ordnance (UXO) Technician II 36.80
30493 - Unexploded Ordnance (UXO) Technician III 44.11
30494 - Unexploded (UXO) Safety Escort 30.41
30495 - Unexploded (UXO) Sweep Personnel 30.41
30501 - Weather Forecaster I 21.59
30502 - Weather Forecaster II 26.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 16.36***
30621 - Weather Observer, Senior (see 2) 18.17
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 36.80
31020 - Bus Aide 14.06***
31030 - Bus Driver 19.32
31043 - Driver Courier 16.74***
31260 - Parking and Lot Attendant 12.87***
31290 - Shuttle Bus Driver 16.73***
31310 - Taxi Driver 12.38***
31361 - Truckdriver, Light 18.04
31362 - Truckdriver, Medium 19.45
31363 - Truckdriver, Heavy 24.22
31364 - Truckdriver, Tractor-Trailer 24.22
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.94
99030 - Cashier 13.00***
99050 - Desk Clerk 13.20***
99095 - Embalmer 30.41
99130 - Flight Follower 30.41
99251 - Laboratory Animal Caretaker I 19.72
99252 - Laboratory Animal Caretaker II 21.21
99260 - Marketing Analyst 35.87
99310 - Mortician 30.41
99410 - Pest Controller 22.84
99510 - Photofinishing Worker 15.98***
99710 - Recycling Laborer 18.56

99711 - Recycling Specialist	22.02
99730 - Refuse Collector	16.68***
99810 - Sales Clerk	13.59***
99820 - School Crossing Guard	15.01***
99830 - Survey Party Chief	23.99
99831 - Surveying Aide	16.31***
99832 - Surveying Technician	20.07
99840 - Vending Machine Attendant	19.72
99841 - Vending Machine Repairer	24.50
99842 - Vending Machine Repairer Helper	19.72

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5303
Revision No.: 28
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Edwards, Kinney, Real, Uvalde, Val Verde

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.27***
01012 - Accounting Clerk II		18.26
01013 - Accounting Clerk III		20.43
01020 - Administrative Assistant		29.53
01035 - Court Reporter		22.14

01041 - Customer Service Representative I 15.00***
01042 - Customer Service Representative II 16.37***
01043 - Customer Service Representative III 18.37
01051 - Data Entry Operator I 15.45***
01052 - Data Entry Operator II 16.86***
01060 - Dispatcher, Motor Vehicle 19.65
01070 - Document Preparation Clerk 16.13***
01090 - Duplicating Machine Operator 16.13***
01111 - General Clerk I 15.00***
01112 - General Clerk II 16.37***
01113 - General Clerk III 18.37
01120 - Housing Referral Assistant 22.58
01141 - Messenger Courier 13.14***
01191 - Order Clerk I 14.78***
01192 - Order Clerk II 16.13***
01261 - Personnel Assistant (Employment) I 18.11
01262 - Personnel Assistant (Employment) II 20.26
01263 - Personnel Assistant (Employment) III 22.58
01270 - Production Control Clerk 23.88
01290 - Rental Clerk 17.03***
01300 - Scheduler, Maintenance 18.11
01311 - Secretary I 18.11
01312 - Secretary II 20.26
01313 - Secretary III 22.58
01320 - Service Order Dispatcher 17.56***
01410 - Supply Technician 29.53
01420 - Survey Worker 18.32
01460 - Switchboard Operator/Receptionist 15.33***
01531 - Travel Clerk I 16.13***
01532 - Travel Clerk II 17.90
01533 - Travel Clerk III 20.26
01611 - Word Processor I 16.13***
01612 - Word Processor II 18.11
01613 - Word Processor III 20.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.90
05010 - Automotive Electrician 21.55
05040 - Automotive Glass Installer 20.14
05070 - Automotive Worker 20.14
05110 - Mobile Equipment Servicer 17.43***
05130 - Motor Equipment Metal Mechanic 22.90
05160 - Motor Equipment Metal Worker 20.14
05190 - Motor Vehicle Mechanic 22.90
05220 - Motor Vehicle Mechanic Helper 16.21***
05250 - Motor Vehicle Upholstery Worker 18.77
05280 - Motor Vehicle Wrecker 20.14
05310 - Painter, Automotive 21.55
05340 - Radiator Repair Specialist 20.14
05370 - Tire Repairer 16.71***
05400 - Transmission Repair Specialist 22.90
07000 - Food Preparation And Service Occupations
07010 - Baker 13.57***
07041 - Cook I 14.27***
07042 - Cook II 16.48***

07070 - Dishwasher 11.90***
07130 - Food Service Worker 11.94***
07210 - Meat Cutter 18.49
07260 - Waiter/Waitress 11.37***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.18
09040 - Furniture Handler 12.66***
09080 - Furniture Refinisher 18.18
09090 - Furniture Refinisher Helper 14.52***
09110 - Furniture Repairer, Minor 16.24***
09130 - Upholsterer 18.18
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.30***
11060 - Elevator Operator 14.32***
11090 - Gardener 19.33
11122 - Housekeeping Aide 14.00***
11150 - Janitor 14.00***
11210 - Laborer, Grounds Maintenance 15.13***
11240 - Maid or Houseman 12.79***
11260 - Pruner 13.59***
11270 - Tractor Operator 17.95
11330 - Trail Maintenance Worker 15.13***
11360 - Window Cleaner 15.59***
12000 - Health Occupations
12010 - Ambulance Driver 17.71***
12011 - Breath Alcohol Technician 22.69
12012 - Certified Occupational Therapist Assistant 31.13
12015 - Certified Physical Therapist Assistant 40.27
12020 - Dental Assistant 18.31
12025 - Dental Hygienist 48.75
12030 - EKG Technician 34.38
12035 - Electroneurodiagnostic Technologist 34.38
12040 - Emergency Medical Technician 17.71***
12071 - Licensed Practical Nurse I 20.29
12072 - Licensed Practical Nurse II 22.69
12073 - Licensed Practical Nurse III 25.29
12100 - Medical Assistant 17.13***
12130 - Medical Laboratory Technician 28.86
12160 - Medical Record Clerk 17.68***
12190 - Medical Record Technician 19.78
12195 - Medical Transcriptionist 20.29
12210 - Nuclear Medicine Technologist 49.87
12221 - Nursing Assistant I 14.62***
12222 - Nursing Assistant II 16.45***
12223 - Nursing Assistant III 17.95
12224 - Nursing Assistant IV 20.15
12235 - Optical Dispenser 22.12
12236 - Optical Technician 20.29
12250 - Pharmacy Technician 21.15
12280 - Phlebotomist 16.68***
12305 - Radiologic Technologist 30.89
12311 - Registered Nurse I 25.15
12312 - Registered Nurse II 30.77
12313 - Registered Nurse II, Specialist 30.77

12314 - Registered Nurse III 37.22
12315 - Registered Nurse III, Anesthetist 37.22
12316 - Registered Nurse IV 44.61
12317 - Scheduler (Drug and Alcohol Testing) 28.11
12320 - Substance Abuse Treatment Counselor 24.90
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 14.63***
13054 - Library Information Technology Systems Administrator 24.56
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 18.12
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)
14150 - Peripheral Equipment Operator 15.51***
14160 - Personal Computer Support Technician 21.50
14170 - System Support Specialist 26.18
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 30.22
15020 - Aircrew Training Devices Instructor (Rated) 36.56
15030 - Air Crew Training Devices Instructor (Pilot) 43.82
15050 - Computer Based Training Specialist / Instructor 30.22
15060 - Educational Technologist 37.42
15070 - Flight Instructor (Pilot) 43.82
15080 - Graphic Artist 28.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 43.82
15086 - Maintenance Test Pilot, Rotary Wing 43.82
15088 - Non-Maintenance Test/Co-Pilot 43.82

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 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.29
19040 - Tool And Die Maker 32.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.20***
21030 - Material Coordinator 23.88
21040 - Material Expediter 23.88
21050 - Material Handling Laborer 15.60***
21071 - Order Filler 17.45***
21080 - Production Line Worker (Food Processing) 17.20***
21110 - Shipping Packer 16.50***
21130 - Shipping/Receiving Clerk 16.50***
21140 - Store Worker I 13.49***
21150 - Stock Clerk 18.19
21210 - Tools And Parts Attendant 17.20***
21410 - Warehouse Specialist 17.20***
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.63
23019 - Aircraft Logs and Records Technician 27.62
23021 - Aircraft Mechanic I 33.69
23022 - Aircraft Mechanic II 35.63
23023 - Aircraft Mechanic III 37.58
23040 - Aircraft Mechanic Helper 23.84
23050 - Aircraft, Painter 31.70
23060 - Aircraft Servicer 27.62
23070 - Aircraft Survival Flight Equipment Technician 31.70
23080 - Aircraft Worker 29.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.69
23110 - Appliance Mechanic 26.29
23120 - Bicycle Repairer 21.27
23125 - Cable Splicer 36.61
23130 - Carpenter, Maintenance 21.04
23140 - Carpet Layer 24.57
23160 - Electrician, Maintenance 28.34
23181 - Electronics Technician Maintenance I 31.38

23182 - Electronics Technician Maintenance II 33.59
23183 - Electronics Technician Maintenance III 35.69
23260 - Fabric Worker 22.91
23290 - Fire Alarm System Mechanic 27.94
23310 - Fire Extinguisher Repairer 21.27
23311 - Fuel Distribution System Mechanic 26.48
23312 - Fuel Distribution System Operator 20.15
23370 - General Maintenance Worker 17.92
23380 - Ground Support Equipment Mechanic 33.69
23381 - Ground Support Equipment Servicer 27.62
23382 - Ground Support Equipment Worker 29.62
23391 - Gunsmith I 21.27
23392 - Gunsmith II 24.57
23393 - Gunsmith III 27.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.38
23430 - Heavy Equipment Mechanic 26.79
23440 - Heavy Equipment Operator 22.43
23460 - Instrument Mechanic 27.94
23465 - Laboratory/Shelter Mechanic 26.29
23470 - Laborer 15.60***
23510 - Locksmith 26.29
23530 - Machinery Maintenance Mechanic 29.21
23550 - Machinist, Maintenance 26.64
23580 - Maintenance Trades Helper 16.51***
23591 - Metrology Technician I 27.94
23592 - Metrology Technician II 29.55
23593 - Metrology Technician III 31.16
23640 - Millwright 27.94
23710 - Office Appliance Repairer 26.29
23760 - Painter, Maintenance 25.54
23790 - Pipefitter, Maintenance 23.59
23810 - Plumber, Maintenance 22.20
23820 - Pneudraulic Systems Mechanic 27.94
23850 - Rigger 27.94
23870 - Scale Mechanic 24.57
23890 - Sheet-Metal Worker, Maintenance 27.94
23910 - Small Engine Mechanic 24.57
23931 - Telecommunications Mechanic I 27.94
23932 - Telecommunications Mechanic II 29.55
23950 - Telephone Lineman 26.84
23960 - Welder, Combination, Maintenance 24.16
23965 - Well Driller 27.94
23970 - Woodcraft Worker 27.94
23980 - Woodworker 21.27
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.69***
24580 - Child Care Center Clerk 13.33***
24610 - Chore Aide 11.07***
24620 - Family Readiness And Support Services Coordinator 18.83

24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.14
25040 - Sewage Plant Operator 18.12
25070 - Stationary Engineer 22.14
25190 - Ventilation Equipment Tender 15.65***
25210 - Water Treatment Plant Operator 18.07
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.74
27007 - Baggage Inspector 15.33***
27008 - Corrections Officer 22.61
27010 - Court Security Officer 23.70
27030 - Detection Dog Handler 17.15***
27040 - Detention Officer 22.61
27070 - Firefighter 24.35
27101 - Guard I 15.33***
27102 - Guard II 17.15***
27131 - Police Officer I 24.13
27132 - Police Officer II 26.82
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.85***
28042 - Carnival Equipment Repairer 15.98***
28043 - Carnival Worker 11.32***
28210 - Gate Attendant/Gate Tender 19.14
28310 - Lifeguard 16.58***
28350 - Park Attendant (Aide) 21.41
28510 - Recreation Aide/Health Facility Attendant 15.63***
28515 - Recreation Specialist 26.52
28630 - Sports Official 17.05***
28690 - Swimming Pool Operator 21.72
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.57
29020 - Hatch Tender 24.57
29030 - Line Handler 24.57
29041 - Stevedore I 22.91
29042 - Stevedore II 26.29
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 47.86
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 33.00
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 36.34
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 21.69
30362 - Paralegal/Legal Assistant II 26.86
30363 - Paralegal/Legal Assistant III 32.85
30364 - Paralegal/Legal Assistant IV 39.74
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 30.41
30492 - Unexploded Ordnance (UXO) Technician II 36.80
30493 - Unexploded Ordnance (UXO) Technician III 44.11
30494 - Unexploded (UXO) Safety Escort 30.41
30495 - Unexploded (UXO) Sweep Personnel 30.41
30501 - Weather Forecaster I 26.29
30502 - Weather Forecaster II 28.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 21.37
30621 - Weather Observer, Senior (see 2) 23.74
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 36.80
31020 - Bus Aide 14.06***
31030 - Bus Driver 19.32
31043 - Driver Courier 17.00***
31260 - Parking and Lot Attendant 12.87***
31290 - Shuttle Bus Driver 16.89***
31310 - Taxi Driver 14.67***
31361 - Truckdriver, Light 18.31
31362 - Truckdriver, Medium 19.70
31363 - Truckdriver, Heavy 24.22
31364 - Truckdriver, Tractor-Trailer 24.22
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.94
99030 - Cashier 13.00***
99050 - Desk Clerk 13.20***
99095 - Embalmer 30.41
99130 - Flight Follower 30.41
99251 - Laboratory Animal Caretaker I 19.72
99252 - Laboratory Animal Caretaker II 21.21
99260 - Marketing Analyst 35.87
99310 - Mortician 30.41
99410 - Pest Controller 22.84
99510 - Photofinishing Worker 15.98***
99710 - Recycling Laborer 18.56

99711 - Recycling Specialist	22.02
99730 - Refuse Collector	16.68***
99810 - Sales Clerk	13.59***
99820 - School Crossing Guard	15.01***
99830 - Survey Party Chief	24.08
99831 - Surveying Aide	16.80***
99832 - Surveying Technician	20.07
99840 - Vending Machine Attendant	19.72
99841 - Vending Machine Repairer	24.50
99842 - Vending Machine Repairer Helper	19.72

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5305
Revision No.: 26
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Bee, Calhoun, Jim Wells, Kleberg, Live Oak, Refugio

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.96***
01012 - Accounting Clerk II		17.92
01013 - Accounting Clerk III		20.04
01020 - Administrative Assistant		27.44
01035 - Court Reporter		20.76

01041 - Customer Service Representative I 15.41***
01042 - Customer Service Representative II 16.81***
01043 - Customer Service Representative III 18.86
01051 - Data Entry Operator I 15.62***
01052 - Data Entry Operator II 17.04***
01060 - Dispatcher, Motor Vehicle 22.48
01070 - Document Preparation Clerk 16.54***
01090 - Duplicating Machine Operator 16.54***
01111 - General Clerk I 14.77***
01112 - General Clerk II 16.12***
01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 23.14
01141 - Messenger Courier 13.47***
01191 - Order Clerk I 15.94***
01192 - Order Clerk II 17.39***
01261 - Personnel Assistant (Employment) I 17.33***
01262 - Personnel Assistant (Employment) II 19.38
01263 - Personnel Assistant (Employment) III 21.61
01270 - Production Control Clerk 27.74
01290 - Rental Clerk 17.49***
01300 - Scheduler, Maintenance 18.56
01311 - Secretary I 18.56
01312 - Secretary II 20.76
01313 - Secretary III 23.14
01320 - Service Order Dispatcher 20.10
01410 - Supply Technician 27.44
01420 - Survey Worker 17.15***
01460 - Switchboard Operator/Receptionist 14.93***
01531 - Travel Clerk I 16.54***
01532 - Travel Clerk II 17.92
01533 - Travel Clerk III 19.95
01611 - Word Processor I 16.54***
01612 - Word Processor II 18.56
01613 - Word Processor III 20.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.43
05010 - Automotive Electrician 21.82
05040 - Automotive Glass Installer 20.46
05070 - Automotive Worker 20.46
05110 - Mobile Equipment Servicer 17.76
05130 - Motor Equipment Metal Mechanic 23.00
05160 - Motor Equipment Metal Worker 20.46
05190 - Motor Vehicle Mechanic 23.00
05220 - Motor Vehicle Mechanic Helper 16.40***
05250 - Motor Vehicle Upholstery Worker 19.11
05280 - Motor Vehicle Wrecker 20.46
05310 - Painter, Automotive 21.82
05340 - Radiator Repair Specialist 20.46
05370 - Tire Repairer 17.57***
05400 - Transmission Repair Specialist 23.00
07000 - Food Preparation And Service Occupations
07010 - Baker 13.57***
07041 - Cook I 13.68***
07042 - Cook II 15.76***

07070 - Dishwasher 10.94***
07130 - Food Service Worker 12.17***
07210 - Meat Cutter 15.21***
07260 - Waiter/Waitress 11.01***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.40
09040 - Furniture Handler 13.91***
09080 - Furniture Refinisher 22.40
09090 - Furniture Refinisher Helper 16.84***
09110 - Furniture Repairer, Minor 19.63
09130 - Upholsterer 22.40
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.23***
11060 - Elevator Operator 14.01***
11090 - Gardener 21.21
11122 - Housekeeping Aide 14.01***
11150 - Janitor 14.01***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.65***
11260 - Pruner 14.40***
11270 - Tractor Operator 19.58
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.73***
12000 - Health Occupations
12010 - Ambulance Driver 17.19***
12011 - Breath Alcohol Technician 24.66
12012 - Certified Occupational Therapist Assistant 38.70
12015 - Certified Physical Therapist Assistant 38.97
12020 - Dental Assistant 18.50
12025 - Dental Hygienist 43.01
12030 - EKG Technician 37.38
12035 - Electroneurodiagnostic Technologist 37.38
12040 - Emergency Medical Technician 17.19***
12071 - Licensed Practical Nurse I 22.04
12072 - Licensed Practical Nurse II 24.66
12073 - Licensed Practical Nurse III 27.50
12100 - Medical Assistant 17.16***
12130 - Medical Laboratory Technician 26.78
12160 - Medical Record Clerk 16.81***
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 20.77
12210 - Nuclear Medicine Technologist 54.20
12221 - Nursing Assistant I 13.24***
12222 - Nursing Assistant II 14.90***
12223 - Nursing Assistant III 16.26***
12224 - Nursing Assistant IV 18.25
12235 - Optical Dispenser 19.50
12236 - Optical Technician 22.04
12250 - Pharmacy Technician 20.32
12280 - Phlebotomist 17.23***
12305 - Radiologic Technologist 30.45
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) 30.56
12320 - Substance Abuse Treatment Counselor 26.05
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.21
13012 - Exhibits Specialist II 26.29
13013 - Exhibits Specialist III 32.16
13041 - Illustrator I 21.21
13042 - Illustrator II 26.29
13043 - Illustrator III 32.16
13047 - Librarian 29.11
13050 - Library Aide/Clerk 11.37***
13054 - Library Information Technology Systems Administrator 26.29
13058 - Library Technician 14.17***
13061 - Media Specialist I 18.97
13062 - Media Specialist II 21.21
13063 - Media Specialist III 23.66
13071 - Photographer I 18.97
13072 - Photographer II 21.21
13073 - Photographer III 26.29
13074 - Photographer IV 32.16
13075 - Photographer V 38.90
13090 - Technical Order Library Clerk 17.91
13110 - Video Teleconference Technician 19.58
14000 - Information Technology Occupations
14041 - Computer Operator I 20.33
14042 - Computer Operator II 22.74
14043 - Computer Operator III 25.35
14044 - Computer Operator IV 28.17
14045 - Computer Operator V 31.20
14071 - Computer Programmer I (see 1) 24.94
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 20.33
14160 - Personal Computer Support Technician 28.17
14170 - System Support Specialist 31.20
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.98
15020 - Aircrew Training Devices Instructor (Rated) 42.32
15030 - Air Crew Training Devices Instructor (Pilot) 50.73
15050 - Computer Based Training Specialist / Instructor 34.98
15060 - Educational Technologist 31.27
15070 - Flight Instructor (Pilot) 50.73
15080 - Graphic Artist 22.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

15090 - Technical Instructor 26.59
15095 - Technical Instructor/Course Developer 32.53
15110 - Test Proctor 21.46
15120 - Tutor 21.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.09
19040 - Tool And Die Maker 31.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 27.74
21040 - Material Expediter 27.74
21050 - Material Handling Laborer 16.28***
21071 - Order Filler 17.32***
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 18.97
21130 - Shipping/Receiving Clerk 18.97
21140 - Store Worker I 15.00***
21150 - Stock Clerk 21.00
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 40.43
23019 - Aircraft Logs and Records Technician 32.76
23021 - Aircraft Mechanic I 38.75
23022 - Aircraft Mechanic II 40.43
23023 - Aircraft Mechanic III 42.13
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft, Painter 34.29
23060 - Aircraft Servicer 32.76
23070 - Aircraft Survival Flight Equipment Technician 34.29
23080 - Aircraft Worker 35.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 38.75
23110 - Appliance Mechanic 26.09
23120 - Bicycle Repairer 21.24
23125 - Cable Splicer 35.95
23130 - Carpenter, Maintenance 26.04
23140 - Carpet Layer 24.47
23160 - Electrician, Maintenance 27.91
23181 - Electronics Technician Maintenance I 35.34

23182 - Electronics Technician Maintenance II 37.69
23183 - Electronics Technician Maintenance III 39.73
23260 - Fabric Worker 22.85
23290 - Fire Alarm System Mechanic 27.29
23310 - Fire Extinguisher Repairer 21.24
23311 - Fuel Distribution System Mechanic 27.40
23312 - Fuel Distribution System Operator 21.98
23370 - General Maintenance Worker 18.46
23380 - Ground Support Equipment Mechanic 38.75
23381 - Ground Support Equipment Servicer 32.76
23382 - Ground Support Equipment Worker 35.08
23391 - Gunsmith I 21.24
23392 - Gunsmith II 24.47
23393 - Gunsmith III 27.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.57
23430 - Heavy Equipment Mechanic 26.76
23440 - Heavy Equipment Operator 23.40
23460 - Instrument Mechanic 27.50
23465 - Laboratory/Shelter Mechanic 26.09
23470 - Laborer 16.28***
23510 - Locksmith 26.09
23530 - Machinery Maintenance Mechanic 29.22
23550 - Machinist, Maintenance 25.37
23580 - Maintenance Trades Helper 16.33***
23591 - Metrology Technician I 27.50
23592 - Metrology Technician II 28.78
23593 - Metrology Technician III 30.07
23640 - Millwright 28.27
23710 - Office Appliance Repairer 26.09
23760 - Painter, Maintenance 20.65
23790 - Pipefitter, Maintenance 26.14
23810 - Plumber, Maintenance 25.12
23820 - Pneudraulic Systems Mechanic 27.50
23850 - Rigger 26.27
23870 - Scale Mechanic 24.47
23890 - Sheet-Metal Worker, Maintenance 27.50
23910 - Small Engine Mechanic 23.28
23931 - Telecommunications Mechanic I 25.74
23932 - Telecommunications Mechanic II 26.93
23950 - Telephone Lineman 33.84
23960 - Welder, Combination, Maintenance 24.48
23965 - Well Driller 27.50
23970 - Woodcraft Worker 27.50
23980 - Woodworker 21.24
24000 - Personal Needs Occupations
24550 - Case Manager 18.44
24570 - Child Care Attendant 11.06***
24580 - Child Care Center Clerk 13.79***
24610 - Chore Aide 11.42***
24620 - Family Readiness And Support Services Coordinator 18.44

24630 - Homemaker 18.44
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.36
25040 - Sewage Plant Operator 19.08
25070 - Stationary Engineer 23.36
25190 - Ventilation Equipment Tender 17.52***
25210 - Water Treatment Plant Operator 19.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.61
27007 - Baggage Inspector 17.65***
27008 - Corrections Officer 23.88
27010 - Court Security Officer 23.84
27030 - Detection Dog Handler 19.74
27040 - Detention Officer 23.88
27070 - Firefighter 24.06
27101 - Guard I 17.65***
27102 - Guard II 19.74
27131 - Police Officer I 25.91
27132 - Police Officer II 28.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29***
28042 - Carnival Equipment Repairer 17.66***
28043 - Carnival Worker 11.99***
28210 - Gate Attendant/Gate Tender 17.54***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.62
28510 - Recreation Aide/Health Facility Attendant 14.32***
28515 - Recreation Specialist 24.30
28630 - Sports Official 15.63***
28690 - Swimming Pool Operator 20.31
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.43
29020 - Hatch Tender 32.43
29030 - Line Handler 32.43
29041 - Stevedore I 30.31
29042 - Stevedore II 34.58
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.15
30021 - Archeological Technician I 20.31
30022 - Archeological Technician II 22.72
30023 - Archeological Technician III 28.14
30030 - Cartographic Technician 28.14
30040 - Civil Engineering Technician 28.14
30051 - Cryogenic Technician I 31.17
30052 - Cryogenic Technician II 34.42
30061 - Drafter/CAD Operator I 20.31
30062 - Drafter/CAD Operator II 22.72
30063 - Drafter/CAD Operator III 25.32
30064 - Drafter/CAD Operator IV 31.17
30081 - Engineering Technician I 18.43
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.14

30084 - Engineering Technician IV 28.66
30085 - Engineering Technician V 35.05
30086 - Engineering Technician VI 42.41
30090 - Environmental Technician 28.14
30095 - Evidence Control Specialist 28.14
30210 - Laboratory Technician 31.86
30221 - Latent Fingerprint Technician I 31.17
30222 - Latent Fingerprint Technician II 34.42
30240 - Mathematical Technician 28.14
30361 - Paralegal/Legal Assistant I 21.80
30362 - Paralegal/Legal Assistant II 27.02
30363 - Paralegal/Legal Assistant III 33.04
30364 - Paralegal/Legal Assistant IV 39.97
30375 - Petroleum Supply Specialist 34.42
30390 - Photo-Optics Technician 28.14
30395 - Radiation Control Technician 34.42
30461 - Technical Writer I 28.14
30462 - Technical Writer II 34.42
30463 - Technical Writer III 41.64
30491 - Unexploded Ordnance (UXO) Technician I 29.42
30492 - Unexploded Ordnance (UXO) Technician II 35.60
30493 - Unexploded Ordnance (UXO) Technician III 42.67
30494 - Unexploded (UXO) Safety Escort 29.42
30495 - Unexploded (UXO) Sweep Personnel 29.42
30501 - Weather Forecaster I 31.17
30502 - Weather Forecaster II 37.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.32
30621 - Weather Observer, Senior (see 2) 28.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.60
31020 - Bus Aide 13.15***
31030 - Bus Driver 18.15
31043 - Driver Courier 14.56***
31260 - Parking and Lot Attendant 11.57***
31290 - Shuttle Bus Driver 14.50***
31310 - Taxi Driver 10.71***
31361 - Truckdriver, Light 15.80***
31362 - Truckdriver, Medium 17.65***
31363 - Truckdriver, Heavy 23.87
31364 - Truckdriver, Tractor-Trailer 23.87
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.36***
99030 - Cashier 13.03***
99050 - Desk Clerk 12.07***
99095 - Embalmer 29.42
99130 - Flight Follower 29.42
99251 - Laboratory Animal Caretaker I 15.29***
99252 - Laboratory Animal Caretaker II 16.58***
99260 - Marketing Analyst 28.76
99310 - Mortician 29.42
99410 - Pest Controller 18.59
99510 - Photofinishing Worker 15.46***
99710 - Recycling Laborer 18.40

99711 - Recycling Specialist	22.22
99730 - Refuse Collector	16.50***
99810 - Sales Clerk	14.05***
99820 - School Crossing Guard	16.89***
99830 - Survey Party Chief	26.44
99831 - Surveying Aide	17.78
99832 - Surveying Technician	21.87
99840 - Vending Machine Attendant	22.97
99841 - Vending Machine Repairer	28.67
99842 - Vending Machine Repairer Helper	22.97

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5307
Revision No.: 26
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Colorado, Jackson, Lavaca, Matagorda, Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.96***
01012 - Accounting Clerk II		17.92
01013 - Accounting Clerk III		20.04
01020 - Administrative Assistant		28.45
01035 - Court Reporter		21.79

01041 - Customer Service Representative I 15.41***
01042 - Customer Service Representative II 16.81***
01043 - Customer Service Representative III 18.86
01051 - Data Entry Operator I 15.62***
01052 - Data Entry Operator II 17.04***
01060 - Dispatcher, Motor Vehicle 22.48
01070 - Document Preparation Clerk 16.54***
01090 - Duplicating Machine Operator 16.54***
01111 - General Clerk I 14.77***
01112 - General Clerk II 16.12***
01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 23.14
01141 - Messenger Courier 13.81***
01191 - Order Clerk I 15.94***
01192 - Order Clerk II 17.39***
01261 - Personnel Assistant (Employment) I 17.33***
01262 - Personnel Assistant (Employment) II 19.38
01263 - Personnel Assistant (Employment) III 21.61
01270 - Production Control Clerk 27.74
01290 - Rental Clerk 17.49***
01300 - Scheduler, Maintenance 18.56
01311 - Secretary I 18.56
01312 - Secretary II 20.76
01313 - Secretary III 23.14
01320 - Service Order Dispatcher 20.10
01410 - Supply Technician 28.45
01420 - Survey Worker 17.79
01460 - Switchboard Operator/Receptionist 14.93***
01531 - Travel Clerk I 16.54***
01532 - Travel Clerk II 17.92
01533 - Travel Clerk III 19.95
01611 - Word Processor I 16.54***
01612 - Word Processor II 18.56
01613 - Word Processor III 20.76
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 17.57***
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 13.57***
07041 - Cook I 13.68***
07042 - Cook II 15.76***

07070 - Dishwasher 10.94***
07130 - Food Service Worker 12.17***
07210 - Meat Cutter 15.21***
07260 - Waiter/Waitress 11.01***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.40
09040 - Furniture Handler 13.91***
09080 - Furniture Refinisher 22.40
09090 - Furniture Refinisher Helper 16.84***
09110 - Furniture Repairer, Minor 19.63
09130 - Upholsterer 22.40
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.23***
11060 - Elevator Operator 14.01***
11090 - Gardener 21.21
11122 - Housekeeping Aide 14.01***
11150 - Janitor 14.01***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.65***
11260 - Pruner 14.40***
11270 - Tractor Operator 19.58
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.73***
12000 - Health Occupations
12010 - Ambulance Driver 17.19***
12011 - Breath Alcohol Technician 24.66
12012 - Certified Occupational Therapist Assistant 38.70
12015 - Certified Physical Therapist Assistant 38.97
12020 - Dental Assistant 18.50
12025 - Dental Hygienist 43.01
12030 - EKG Technician 37.38
12035 - Electroneurodiagnostic Technologist 37.38
12040 - Emergency Medical Technician 17.19***
12071 - Licensed Practical Nurse I 22.04
12072 - Licensed Practical Nurse II 24.66
12073 - Licensed Practical Nurse III 27.50
12100 - Medical Assistant 17.16***
12130 - Medical Laboratory Technician 26.78
12160 - Medical Record Clerk 16.81***
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 20.77
12210 - Nuclear Medicine Technologist 54.20
12221 - Nursing Assistant I 13.24***
12222 - Nursing Assistant II 14.90***
12223 - Nursing Assistant III 16.26***
12224 - Nursing Assistant IV 18.25
12235 - Optical Dispenser 20.22
12236 - Optical Technician 22.04
12250 - Pharmacy Technician 20.32
12280 - Phlebotomist 17.23***
12305 - Radiologic Technologist 30.45
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) 30.56
12320 - Substance Abuse Treatment Counselor 26.05
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.21
13012 - Exhibits Specialist II 26.29
13013 - Exhibits Specialist III 32.16
13041 - Illustrator I 21.21
13042 - Illustrator II 26.29
13043 - Illustrator III 32.16
13047 - Librarian 29.11
13050 - Library Aide/Clerk 11.37***
13054 - Library Information Technology Systems Administrator 26.29
13058 - Library Technician 16.04***
13061 - Media Specialist I 18.97
13062 - Media Specialist II 21.21
13063 - Media Specialist III 23.66
13071 - Photographer I 18.97
13072 - Photographer II 21.21
13073 - Photographer III 26.29
13074 - Photographer IV 32.16
13075 - Photographer V 38.90
13090 - Technical Order Library Clerk 17.91
13110 - Video Teleconference Technician 19.58
14000 - Information Technology Occupations
14041 - Computer Operator I 20.33
14042 - Computer Operator II 22.74
14043 - Computer Operator III 25.35
14044 - Computer Operator IV 28.17
14045 - Computer Operator V 31.20
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 20.33
14160 - Personal Computer Support Technician 28.17
14170 - System Support Specialist 31.20
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 36.39
15020 - Aircrew Training Devices Instructor (Rated) 44.02
15030 - Air Crew Training Devices Instructor (Pilot) 52.78
15050 - Computer Based Training Specialist / Instructor 36.39
15060 - Educational Technologist 31.27
15070 - Flight Instructor (Pilot) 52.78
15080 - Graphic Artist 26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 52.78
15086 - Maintenance Test Pilot, Rotary Wing 52.78
15088 - Non-Maintenance Test/Co-Pilot 52.78

15090 - Technical Instructor 28.31
15095 - Technical Instructor/Course Developer 34.63
15110 - Test Proctor 22.86
15120 - Tutor 22.86
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.09
19040 - Tool And Die Maker 31.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 27.74
21040 - Material Expediter 27.74
21050 - Material Handling Laborer 16.28***
21071 - Order Filler 17.32***
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 18.97
21130 - Shipping/Receiving Clerk 18.97
21140 - Store Worker I 15.00***
21150 - Stock Clerk 21.00
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 41.26
23019 - Aircraft Logs and Records Technician 32.76
23021 - Aircraft Mechanic I 39.43
23022 - Aircraft Mechanic II 41.26
23023 - Aircraft Mechanic III 43.11
23040 - Aircraft Mechanic Helper 28.11
23050 - Aircraft, Painter 37.41
23060 - Aircraft Servicer 32.76
23070 - Aircraft Survival Flight Equipment Technician 37.41
23080 - Aircraft Worker 35.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 35.08
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 39.43
23110 - Appliance Mechanic 26.09
23120 - Bicycle Repairer 21.24
23125 - Cable Splicer 35.95
23130 - Carpenter, Maintenance 26.24
23140 - Carpet Layer 24.47
23160 - Electrician, Maintenance 27.91
23181 - Electronics Technician Maintenance I 35.34

23182 - Electronics Technician Maintenance II 37.69
23183 - Electronics Technician Maintenance III 39.73
23260 - Fabric Worker 22.85
23290 - Fire Alarm System Mechanic 27.29
23310 - Fire Extinguisher Repairer 21.24
23311 - Fuel Distribution System Mechanic 25.32
23312 - Fuel Distribution System Operator 19.59
23370 - General Maintenance Worker 18.46
23380 - Ground Support Equipment Mechanic 39.43
23381 - Ground Support Equipment Servicer 32.76
23382 - Ground Support Equipment Worker 35.08
23391 - Gunsmith I 21.24
23392 - Gunsmith II 24.47
23393 - Gunsmith III 27.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.57
23430 - Heavy Equipment Mechanic 26.76
23440 - Heavy Equipment Operator 23.40
23460 - Instrument Mechanic 27.50
23465 - Laboratory/Shelter Mechanic 26.09
23470 - Laborer 16.28***
23510 - Locksmith 26.09
23530 - Machinery Maintenance Mechanic 29.22
23550 - Machinist, Maintenance 25.18
23580 - Maintenance Trades Helper 16.33***
23591 - Metrology Technician I 27.50
23592 - Metrology Technician II 28.78
23593 - Metrology Technician III 30.07
23640 - Millwright 28.60
23710 - Office Appliance Repairer 26.09
23760 - Painter, Maintenance 20.65
23790 - Pipefitter, Maintenance 28.22
23810 - Plumber, Maintenance 26.77
23820 - Pneudraulic Systems Mechanic 27.50
23850 - Rigger 26.27
23870 - Scale Mechanic 24.47
23890 - Sheet-Metal Worker, Maintenance 27.50
23910 - Small Engine Mechanic 23.28
23931 - Telecommunications Mechanic I 26.28
23932 - Telecommunications Mechanic II 27.45
23950 - Telephone Lineman 36.01
23960 - Welder, Combination, Maintenance 24.48
23965 - Well Driller 27.70
23970 - Woodcraft Worker 27.50
23980 - Woodworker 21.24
24000 - Personal Needs Occupations
24550 - Case Manager 18.44
24570 - Child Care Attendant 11.06***
24580 - Child Care Center Clerk 13.79***
24610 - Chore Aide 11.42***
24620 - Family Readiness And Support Services Coordinator 18.44

24630 - Homemaker 18.52
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.42
25040 - Sewage Plant Operator 19.08
25070 - Stationary Engineer 24.42
25190 - Ventilation Equipment Tender 16.69***
25210 - Water Treatment Plant Operator 19.08
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.61
27007 - Baggage Inspector 17.65***
27008 - Corrections Officer 23.74
27010 - Court Security Officer 23.84
27030 - Detection Dog Handler 19.74
27040 - Detention Officer 23.74
27070 - Firefighter 24.06
27101 - Guard I 17.65***
27102 - Guard II 19.74
27131 - Police Officer I 25.91
27132 - Police Officer II 28.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29***
28042 - Carnival Equipment Repairer 17.66***
28043 - Carnival Worker 11.99***
28210 - Gate Attendant/Gate Tender 17.54***
28310 - Lifeguard 12.38***
28350 - Park Attendant (Aide) 19.62
28510 - Recreation Aide/Health Facility Attendant 14.32***
28515 - Recreation Specialist 24.30
28630 - Sports Official 15.63***
28690 - Swimming Pool Operator 20.31
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.43
29020 - Hatch Tender 32.43
29030 - Line Handler 32.43
29041 - Stevedore I 30.31
29042 - Stevedore II 34.58
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.15
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 31.17
30052 - Cryogenic Technician II 34.42
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 28.14
30210 - Laboratory Technician 31.91
30221 - Latent Fingerprint Technician I 31.17
30222 - Latent Fingerprint Technician II 34.42
30240 - Mathematical Technician 30.62
30361 - Paralegal/Legal Assistant I 22.61
30362 - Paralegal/Legal Assistant II 28.02
30363 - Paralegal/Legal Assistant III 34.27
30364 - Paralegal/Legal Assistant IV 41.46
30375 - Petroleum Supply Specialist 34.42
30390 - Photo-Optics Technician 30.62
30395 - Radiation Control Technician 34.42
30461 - Technical Writer I 28.14
30462 - Technical Writer II 34.42
30463 - Technical Writer III 41.64
30491 - Unexploded Ordnance (UXO) Technician I 29.42
30492 - Unexploded Ordnance (UXO) Technician II 35.60
30493 - Unexploded Ordnance (UXO) Technician III 42.67
30494 - Unexploded (UXO) Safety Escort 29.42
30495 - Unexploded (UXO) Sweep Personnel 29.42
30501 - Weather Forecaster I 33.10
30502 - Weather Forecaster II 40.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.56
30621 - Weather Observer, Senior (see 2) 30.48
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.60
31020 - Bus Aide 13.15***
31030 - Bus Driver 18.45
31043 - Driver Courier 15.15***
31260 - Parking and Lot Attendant 11.57***
31290 - Shuttle Bus Driver 15.28***
31310 - Taxi Driver 11.54***
31361 - Truckdriver, Light 16.41***
31362 - Truckdriver, Medium 18.98
31363 - Truckdriver, Heavy 23.87
31364 - Truckdriver, Tractor-Trailer 23.87
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.36***
99030 - Cashier 13.03***
99050 - Desk Clerk 12.89***
99095 - Embalmer 29.42
99130 - Flight Follower 29.42
99251 - Laboratory Animal Caretaker I 15.29***
99252 - Laboratory Animal Caretaker II 16.58***
99260 - Marketing Analyst 28.76
99310 - Mortician 29.42
99410 - Pest Controller 19.12
99510 - Photofinishing Worker 15.46***
99710 - Recycling Laborer 18.40

99711 - Recycling Specialist	22.22
99730 - Refuse Collector	16.50***
99810 - Sales Clerk	14.05***
99820 - School Crossing Guard	16.89***
99830 - Survey Party Chief	25.28
99831 - Surveying Aide	17.30***
99832 - Surveying Technician	21.87
99840 - Vending Machine Attendant	22.97
99841 - Vending Machine Repairer	28.67
99842 - Vending Machine Repairer Helper	22.97

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5309
Revision No.: 26
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Brooks, Duval, Jim Hogg, Kenedy, Starr, Willacy, Zapata

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.96***
01012 - Accounting Clerk II		17.92
01013 - Accounting Clerk III		20.04
01020 - Administrative Assistant		27.44
01035 - Court Reporter		20.76

01041 - Customer Service Representative I 15.41***
01042 - Customer Service Representative II 16.81***
01043 - Customer Service Representative III 18.86
01051 - Data Entry Operator I 15.62***
01052 - Data Entry Operator II 17.04***
01060 - Dispatcher, Motor Vehicle 22.48
01070 - Document Preparation Clerk 16.54***
01090 - Duplicating Machine Operator 16.54***
01111 - General Clerk I 14.77***
01112 - General Clerk II 16.12***
01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 23.14
01141 - Messenger Courier 13.47***
01191 - Order Clerk I 15.62***
01192 - Order Clerk II 17.06***
01261 - Personnel Assistant (Employment) I 17.33***
01262 - Personnel Assistant (Employment) II 19.38
01263 - Personnel Assistant (Employment) III 21.61
01270 - Production Control Clerk 27.49
01290 - Rental Clerk 17.49***
01300 - Scheduler, Maintenance 18.56
01311 - Secretary I 18.56
01312 - Secretary II 20.76
01313 - Secretary III 23.14
01320 - Service Order Dispatcher 20.10
01410 - Supply Technician 27.44
01420 - Survey Worker 16.75***
01460 - Switchboard Operator/Receptionist 14.93***
01531 - Travel Clerk I 16.54***
01532 - Travel Clerk II 17.92
01533 - Travel Clerk III 19.95
01611 - Word Processor I 16.54***
01612 - Word Processor II 18.56
01613 - Word Processor III 20.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.43
05010 - Automotive Electrician 21.82
05040 - Automotive Glass Installer 20.46
05070 - Automotive Worker 20.46
05110 - Mobile Equipment Servicer 17.76
05130 - Motor Equipment Metal Mechanic 23.00
05160 - Motor Equipment Metal Worker 20.46
05190 - Motor Vehicle Mechanic 23.00
05220 - Motor Vehicle Mechanic Helper 16.40***
05250 - Motor Vehicle Upholstery Worker 19.11
05280 - Motor Vehicle Wrecker 20.46
05310 - Painter, Automotive 21.82
05340 - Radiator Repair Specialist 20.46
05370 - Tire Repairer 16.85***
05400 - Transmission Repair Specialist 23.00
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62***
07041 - Cook I 13.68***
07042 - Cook II 15.76***

07070 - Dishwasher 10.94***
07130 - Food Service Worker 12.17***
07210 - Meat Cutter 15.21***
07260 - Waiter/Waitress 11.01***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.25
09040 - Furniture Handler 13.82***
09080 - Furniture Refinisher 21.55
09090 - Furniture Refinisher Helper 16.46***
09110 - Furniture Repairer, Minor 18.99
09130 - Upholsterer 21.55
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.17***
11060 - Elevator Operator 14.01***
11090 - Gardener 21.21
11122 - Housekeeping Aide 14.01***
11150 - Janitor 14.01***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.65***
11260 - Pruner 14.40***
11270 - Tractor Operator 19.58
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.73***
12000 - Health Occupations
12010 - Ambulance Driver 17.19***
12011 - Breath Alcohol Technician 24.66
12012 - Certified Occupational Therapist Assistant 38.70
12015 - Certified Physical Therapist Assistant 38.97
12020 - Dental Assistant 18.50
12025 - Dental Hygienist 43.01
12030 - EKG Technician 37.38
12035 - Electroneurodiagnostic Technologist 37.38
12040 - Emergency Medical Technician 17.19***
12071 - Licensed Practical Nurse I 22.04
12072 - Licensed Practical Nurse II 24.66
12073 - Licensed Practical Nurse III 27.50
12100 - Medical Assistant 17.16***
12130 - Medical Laboratory Technician 26.78
12160 - Medical Record Clerk 16.81***
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 20.77
12210 - Nuclear Medicine Technologist 54.20
12221 - Nursing Assistant I 13.24***
12222 - Nursing Assistant II 14.90***
12223 - Nursing Assistant III 16.26***
12224 - Nursing Assistant IV 18.25
12235 - Optical Dispenser 20.22
12236 - Optical Technician 25.52
12250 - Pharmacy Technician 20.32
12280 - Phlebotomist 17.23***
12305 - Radiologic Technologist 30.45
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) 30.56
12320 - Substance Abuse Treatment Counselor 26.15
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.21
13012 - Exhibits Specialist II 26.29
13013 - Exhibits Specialist III 32.16
13041 - Illustrator I 21.21
13042 - Illustrator II 26.29
13043 - Illustrator III 32.16
13047 - Librarian 29.11
13050 - Library Aide/Clerk 18.30
13054 - Library Information Technology Systems Administrator 26.29
13058 - Library Technician 14.17***
13061 - Media Specialist I 18.97
13062 - Media Specialist II 21.21
13063 - Media Specialist III 23.66
13071 - Photographer I 18.97
13072 - Photographer II 21.21
13073 - Photographer III 26.29
13074 - Photographer IV 32.16
13075 - Photographer V 38.90
13090 - Technical Order Library Clerk 17.91
13110 - Video Teleconference Technician 19.58
14000 - Information Technology Occupations
14041 - Computer Operator I 19.94
14042 - Computer Operator II 22.31
14043 - Computer Operator III 24.93
14044 - Computer Operator IV 27.82
14045 - Computer Operator V 30.89
14071 - Computer Programmer I (see 1) 24.94
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 20.33
14160 - Personal Computer Support Technician 27.82
14170 - System Support Specialist 31.20
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.28
15020 - Aircrew Training Devices Instructor (Rated) 41.48
15030 - Air Crew Training Devices Instructor (Pilot) 49.69
15050 - Computer Based Training Specialist / Instructor 34.28
15060 - Educational Technologist 31.51
15070 - Flight Instructor (Pilot) 49.69
15080 - Graphic Artist 22.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

15090 - Technical Instructor 26.59
15095 - Technical Instructor/Course Developer 32.53
15110 - Test Proctor 21.46
15120 - Tutor 21.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.09
19040 - Tool And Die Maker 31.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 27.49
21040 - Material Expediter 27.49
21050 - Material Handling Laborer 16.28***
21071 - Order Filler 17.32***
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 18.97
21130 - Shipping/Receiving Clerk 18.97
21140 - Store Worker I 15.00***
21150 - Stock Clerk 21.00
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 35.40
23019 - Aircraft Logs and Records Technician 29.08
23021 - Aircraft Mechanic I 33.84
23022 - Aircraft Mechanic II 35.40
23023 - Aircraft Mechanic III 36.99
23040 - Aircraft Mechanic Helper 24.12
23050 - Aircraft, Painter 32.09
23060 - Aircraft Servicer 29.08
23070 - Aircraft Survival Flight Equipment Technician 32.09
23080 - Aircraft Worker 30.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 30.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.84
23110 - Appliance Mechanic 26.09
23120 - Bicycle Repairer 21.24
23125 - Cable Splicer 35.95
23130 - Carpenter, Maintenance 25.11
23140 - Carpet Layer 24.47
23160 - Electrician, Maintenance 27.91
23181 - Electronics Technician Maintenance I 30.10

23182 - Electronics Technician Maintenance II 34.29
23183 - Electronics Technician Maintenance III 37.68
23260 - Fabric Worker 22.85
23290 - Fire Alarm System Mechanic 27.29
23310 - Fire Extinguisher Repairer 21.24
23311 - Fuel Distribution System Mechanic 25.32
23312 - Fuel Distribution System Operator 19.59
23370 - General Maintenance Worker 18.46
23380 - Ground Support Equipment Mechanic 33.84
23381 - Ground Support Equipment Servicer 29.08
23382 - Ground Support Equipment Worker 30.10
23391 - Gunsmith I 21.24
23392 - Gunsmith II 24.47
23393 - Gunsmith III 27.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.57
23430 - Heavy Equipment Mechanic 26.76
23440 - Heavy Equipment Operator 23.40
23460 - Instrument Mechanic 27.50
23465 - Laboratory/Shelter Mechanic 26.09
23470 - Laborer 16.28***
23510 - Locksmith 26.09
23530 - Machinery Maintenance Mechanic 29.22
23550 - Machinist, Maintenance 24.48
23580 - Maintenance Trades Helper 16.05***
23591 - Metrology Technician I 27.50
23592 - Metrology Technician II 28.78
23593 - Metrology Technician III 30.07
23640 - Millwright 26.75
23710 - Office Appliance Repairer 26.09
23760 - Painter, Maintenance 20.65
23790 - Pipefitter, Maintenance 25.78
23810 - Plumber, Maintenance 24.60
23820 - Pneudraulic Systems Mechanic 27.50
23850 - Rigger 24.66
23870 - Scale Mechanic 24.47
23890 - Sheet-Metal Worker, Maintenance 27.50
23910 - Small Engine Mechanic 23.28
23931 - Telecommunications Mechanic I 25.74
23932 - Telecommunications Mechanic II 26.93
23950 - Telephone Lineman 30.94
23960 - Welder, Combination, Maintenance 24.48
23965 - Well Driller 26.75
23970 - Woodcraft Worker 27.50
23980 - Woodworker 21.24
24000 - Personal Needs Occupations
24550 - Case Manager 18.44
24570 - Child Care Attendant 11.06***
24580 - Child Care Center Clerk 13.79***
24610 - Chore Aide 11.42***
24620 - Family Readiness And Support Services Coordinator 18.44

24630 - Homemaker 18.44
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.36
25040 - Sewage Plant Operator 19.06
25070 - Stationary Engineer 23.36
25190 - Ventilation Equipment Tender 16.69***
25210 - Water Treatment Plant Operator 19.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.61
27007 - Baggage Inspector 17.65***
27008 - Corrections Officer 23.61
27010 - Court Security Officer 23.84
27030 - Detection Dog Handler 19.74
27040 - Detention Officer 23.61
27070 - Firefighter 23.80
27101 - Guard I 17.65***
27102 - Guard II 19.74
27131 - Police Officer I 25.91
27132 - Police Officer II 28.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29***
28042 - Carnival Equipment Repairer 17.66***
28043 - Carnival Worker 11.99***
28210 - Gate Attendant/Gate Tender 17.54***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.62
28510 - Recreation Aide/Health Facility Attendant 14.32***
28515 - Recreation Specialist 24.30
28630 - Sports Official 15.63***
28690 - Swimming Pool Operator 20.31
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.25
29020 - Hatch Tender 32.25
29030 - Line Handler 32.25
29041 - Stevedore I 30.14
29042 - Stevedore II 34.39
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.15
30021 - Archeological Technician I 20.31
30022 - Archeological Technician II 22.72
30023 - Archeological Technician III 28.14
30030 - Cartographic Technician 28.14
30040 - Civil Engineering Technician 24.84
30051 - Cryogenic Technician I 31.17
30052 - Cryogenic Technician II 34.42
30061 - Drafter/CAD Operator I 20.31
30062 - Drafter/CAD Operator II 22.72
30063 - Drafter/CAD Operator III 25.32
30064 - Drafter/CAD Operator IV 31.17
30081 - Engineering Technician I 18.43
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.14

30084 - Engineering Technician IV 28.66
30085 - Engineering Technician V 35.05
30086 - Engineering Technician VI 42.41
30090 - Environmental Technician 28.14
30095 - Evidence Control Specialist 28.14
30210 - Laboratory Technician 31.86
30221 - Latent Fingerprint Technician I 31.17
30222 - Latent Fingerprint Technician II 34.42
30240 - Mathematical Technician 28.14
30361 - Paralegal/Legal Assistant I 21.80
30362 - Paralegal/Legal Assistant II 27.02
30363 - Paralegal/Legal Assistant III 33.04
30364 - Paralegal/Legal Assistant IV 39.97
30375 - Petroleum Supply Specialist 34.42
30390 - Photo-Optics Technician 26.99
30395 - Radiation Control Technician 34.42
30461 - Technical Writer I 28.14
30462 - Technical Writer II 34.42
30463 - Technical Writer III 41.64
30491 - Unexploded Ordnance (UXO) Technician I 29.42
30492 - Unexploded Ordnance (UXO) Technician II 35.60
30493 - Unexploded Ordnance (UXO) Technician III 42.67
30494 - Unexploded (UXO) Safety Escort 29.42
30495 - Unexploded (UXO) Sweep Personnel 29.42
30501 - Weather Forecaster I 31.17
30502 - Weather Forecaster II 37.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.32
30621 - Weather Observer, Senior (see 2) 28.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.60
31020 - Bus Aide 12.52***
31030 - Bus Driver 18.15
31043 - Driver Courier 14.56***
31260 - Parking and Lot Attendant 11.19***
31290 - Shuttle Bus Driver 14.50***
31310 - Taxi Driver 10.71***
31361 - Truckdriver, Light 15.80***
31362 - Truckdriver, Medium 16.97***
31363 - Truckdriver, Heavy 23.87
31364 - Truckdriver, Tractor-Trailer 23.87
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.36***
99030 - Cashier 13.03***
99050 - Desk Clerk 12.07***
99095 - Embalmer 29.42
99130 - Flight Follower 29.42
99251 - Laboratory Animal Caretaker I 16.59***
99252 - Laboratory Animal Caretaker II 17.41***
99260 - Marketing Analyst 32.61
99310 - Mortician 29.42
99410 - Pest Controller 18.40
99510 - Photofinishing Worker 15.46***
99710 - Recycling Laborer 18.15

99711 - Recycling Specialist	21.96
99730 - Refuse Collector	16.16***
99810 - Sales Clerk	14.05***
99820 - School Crossing Guard	16.89***
99830 - Survey Party Chief	26.15
99831 - Surveying Aide	17.78
99832 - Surveying Technician	21.87
99840 - Vending Machine Attendant	22.97
99841 - Vending Machine Repairer	28.67
99842 - Vending Machine Repairer Helper	22.97

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5311
Revision No.: 26
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of De Witt, Gonzales, Karnes, McMullen

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.96***
01012 - Accounting Clerk II		17.92
01013 - Accounting Clerk III		20.04
01020 - Administrative Assistant		27.44
01035 - Court Reporter		22.14

01041 - Customer Service Representative I 15.41***
01042 - Customer Service Representative II 16.81***
01043 - Customer Service Representative III 18.86
01051 - Data Entry Operator I 15.62***
01052 - Data Entry Operator II 17.04***
01060 - Dispatcher, Motor Vehicle 22.48
01070 - Document Preparation Clerk 16.54***
01090 - Duplicating Machine Operator 16.54***
01111 - General Clerk I 14.77***
01112 - General Clerk II 16.12***
01113 - General Clerk III 18.09
01120 - Housing Referral Assistant 23.14
01141 - Messenger Courier 13.47***
01191 - Order Clerk I 15.94***
01192 - Order Clerk II 17.39***
01261 - Personnel Assistant (Employment) I 17.33***
01262 - Personnel Assistant (Employment) II 19.38
01263 - Personnel Assistant (Employment) III 21.61
01270 - Production Control Clerk 27.49
01290 - Rental Clerk 17.49***
01300 - Scheduler, Maintenance 18.56
01311 - Secretary I 18.56
01312 - Secretary II 20.76
01313 - Secretary III 23.14
01320 - Service Order Dispatcher 20.10
01410 - Supply Technician 27.44
01420 - Survey Worker 17.15***
01460 - Switchboard Operator/Receptionist 14.93***
01531 - Travel Clerk I 16.54***
01532 - Travel Clerk II 17.92
01533 - Travel Clerk III 19.95
01611 - Word Processor I 16.54***
01612 - Word Processor II 18.56
01613 - Word Processor III 20.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.43
05010 - Automotive Electrician 21.82
05040 - Automotive Glass Installer 20.46
05070 - Automotive Worker 20.46
05110 - Mobile Equipment Servicer 17.76
05130 - Motor Equipment Metal Mechanic 23.00
05160 - Motor Equipment Metal Worker 20.46
05190 - Motor Vehicle Mechanic 23.00
05220 - Motor Vehicle Mechanic Helper 16.40***
05250 - Motor Vehicle Upholstery Worker 19.11
05280 - Motor Vehicle Wrecker 20.46
05310 - Painter, Automotive 21.82
05340 - Radiator Repair Specialist 20.46
05370 - Tire Repairer 16.85***
05400 - Transmission Repair Specialist 23.00
07000 - Food Preparation And Service Occupations
07010 - Baker 13.62***
07041 - Cook I 13.68***
07042 - Cook II 15.76***

07070 - Dishwasher 10.94***
07130 - Food Service Worker 12.17***
07210 - Meat Cutter 15.21***
07260 - Waiter/Waitress 11.01***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.17
09040 - Furniture Handler 13.91***
09080 - Furniture Refinisher 22.17
09090 - Furniture Refinisher Helper 16.84***
09110 - Furniture Repairer, Minor 19.63
09130 - Upholsterer 22.17
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.23***
11060 - Elevator Operator 14.01***
11090 - Gardener 21.21
11122 - Housekeeping Aide 14.01***
11150 - Janitor 14.01***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.65***
11260 - Pruner 14.40***
11270 - Tractor Operator 19.58
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.73***
12000 - Health Occupations
12010 - Ambulance Driver 17.19***
12011 - Breath Alcohol Technician 24.66
12012 - Certified Occupational Therapist Assistant 38.70
12015 - Certified Physical Therapist Assistant 38.97
12020 - Dental Assistant 18.50
12025 - Dental Hygienist 43.01
12030 - EKG Technician 37.38
12035 - Electroneurodiagnostic Technologist 37.38
12040 - Emergency Medical Technician 17.19***
12071 - Licensed Practical Nurse I 22.04
12072 - Licensed Practical Nurse II 24.66
12073 - Licensed Practical Nurse III 27.50
12100 - Medical Assistant 17.16***
12130 - Medical Laboratory Technician 26.78
12160 - Medical Record Clerk 16.81***
12190 - Medical Record Technician 18.80
12195 - Medical Transcriptionist 20.77
12210 - Nuclear Medicine Technologist 54.20
12221 - Nursing Assistant I 13.24***
12222 - Nursing Assistant II 14.90***
12223 - Nursing Assistant III 16.26***
12224 - Nursing Assistant IV 18.25
12235 - Optical Dispenser 20.22
12236 - Optical Technician 22.04
12250 - Pharmacy Technician 20.32
12280 - Phlebotomist 17.23***
12305 - Radiologic Technologist 30.45
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) 30.56
12320 - Substance Abuse Treatment Counselor 26.05
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 21.21
13012 - Exhibits Specialist II 26.29
13013 - Exhibits Specialist III 32.16
13041 - Illustrator I 21.21
13042 - Illustrator II 26.29
13043 - Illustrator III 32.16
13047 - Librarian 29.11
13050 - Library Aide/Clerk 11.37***
13054 - Library Information Technology Systems Administrator 26.29
13058 - Library Technician 14.44***
13061 - Media Specialist I 18.97
13062 - Media Specialist II 21.21
13063 - Media Specialist III 23.66
13071 - Photographer I 18.97
13072 - Photographer II 21.21
13073 - Photographer III 26.29
13074 - Photographer IV 32.01
13075 - Photographer V 38.73
13090 - Technical Order Library Clerk 17.91
13110 - Video Teleconference Technician 19.58
14000 - Information Technology Occupations
14041 - Computer Operator I 20.33
14042 - Computer Operator II 22.74
14043 - Computer Operator III 25.35
14044 - Computer Operator IV 28.17
14045 - Computer Operator V 31.20
14071 - Computer Programmer I (see 1) 24.94
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 20.33
14160 - Personal Computer Support Technician 28.17
14170 - System Support Specialist 31.20
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.98
15020 - Aircrew Training Devices Instructor (Rated) 42.32
15030 - Air Crew Training Devices Instructor (Pilot) 50.73
15050 - Computer Based Training Specialist / Instructor 34.98
15060 - Educational Technologist 31.27
15070 - Flight Instructor (Pilot) 50.73
15080 - Graphic Artist 22.57
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

15090 - Technical Instructor 26.59
15095 - Technical Instructor/Course Developer 32.53
15110 - Test Proctor 21.46
15120 - Tutor 21.46
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.79***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.45***
16220 - Tailor 14.17***
16250 - Washer, Machine 11.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.09
19040 - Tool And Die Maker 31.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.14
21030 - Material Coordinator 27.49
21040 - Material Expediter 27.49
21050 - Material Handling Laborer 16.28***
21071 - Order Filler 17.32***
21080 - Production Line Worker (Food Processing) 18.14
21110 - Shipping Packer 18.97
21130 - Shipping/Receiving Clerk 18.97
21140 - Store Worker I 15.00***
21150 - Stock Clerk 21.00
21210 - Tools And Parts Attendant 18.14
21410 - Warehouse Specialist 18.14
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.82
23019 - Aircraft Logs and Records Technician 30.05
23021 - Aircraft Mechanic I 36.15
23022 - Aircraft Mechanic II 37.82
23023 - Aircraft Mechanic III 39.52
23040 - Aircraft Mechanic Helper 25.81
23050 - Aircraft, Painter 34.29
23060 - Aircraft Servicer 30.05
23070 - Aircraft Survival Flight Equipment Technician 34.29
23080 - Aircraft Worker 32.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.15
23110 - Appliance Mechanic 26.09
23120 - Bicycle Repairer 21.24
23125 - Cable Splicer 35.95
23130 - Carpenter, Maintenance 26.04
23140 - Carpet Layer 24.47
23160 - Electrician, Maintenance 27.91
23181 - Electronics Technician Maintenance I 35.34

23182 - Electronics Technician Maintenance II 37.69
23183 - Electronics Technician Maintenance III 39.73
23260 - Fabric Worker 22.85
23290 - Fire Alarm System Mechanic 27.29
23310 - Fire Extinguisher Repairer 21.24
23311 - Fuel Distribution System Mechanic 25.32
23312 - Fuel Distribution System Operator 19.59
23370 - General Maintenance Worker 18.46
23380 - Ground Support Equipment Mechanic 36.15
23381 - Ground Support Equipment Servicer 30.05
23382 - Ground Support Equipment Worker 32.15
23391 - Gunsmith I 21.24
23392 - Gunsmith II 24.47
23393 - Gunsmith III 27.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.57
23430 - Heavy Equipment Mechanic 26.76
23440 - Heavy Equipment Operator 23.40
23460 - Instrument Mechanic 27.50
23465 - Laboratory/Shelter Mechanic 26.09
23470 - Laborer 16.28***
23510 - Locksmith 26.09
23530 - Machinery Maintenance Mechanic 29.22
23550 - Machinist, Maintenance 24.48
23580 - Maintenance Trades Helper 16.33***
23591 - Metrology Technician I 27.50
23592 - Metrology Technician II 28.78
23593 - Metrology Technician III 30.07
23640 - Millwright 28.27
23710 - Office Appliance Repairer 26.09
23760 - Painter, Maintenance 20.65
23790 - Pipefitter, Maintenance 25.93
23810 - Plumber, Maintenance 24.60
23820 - Pneudraulic Systems Mechanic 27.50
23850 - Rigger 25.51
23870 - Scale Mechanic 24.47
23890 - Sheet-Metal Worker, Maintenance 27.50
23910 - Small Engine Mechanic 23.28
23931 - Telecommunications Mechanic I 25.74
23932 - Telecommunications Mechanic II 26.93
23950 - Telephone Lineman 33.28
23960 - Welder, Combination, Maintenance 24.48
23965 - Well Driller 27.29
23970 - Woodcraft Worker 27.50
23980 - Woodworker 21.24
24000 - Personal Needs Occupations
24550 - Case Manager 18.44
24570 - Child Care Attendant 11.06***
24580 - Child Care Center Clerk 13.79***
24610 - Chore Aide 11.42***
24620 - Family Readiness And Support Services Coordinator 18.44

24630 - Homemaker 18.44
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.36
25040 - Sewage Plant Operator 19.06
25070 - Stationary Engineer 23.36
25190 - Ventilation Equipment Tender 16.69***
25210 - Water Treatment Plant Operator 19.06
27000 - Protective Service Occupations
27004 - Alarm Monitor 18.61
27007 - Baggage Inspector 17.65***
27008 - Corrections Officer 23.88
27010 - Court Security Officer 23.84
27030 - Detection Dog Handler 19.74
27040 - Detention Officer 23.88
27070 - Firefighter 24.06
27101 - Guard I 17.65***
27102 - Guard II 19.74
27131 - Police Officer I 25.91
27132 - Police Officer II 28.80
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.29***
28042 - Carnival Equipment Repairer 17.66***
28043 - Carnival Worker 11.99***
28210 - Gate Attendant/Gate Tender 17.54***
28310 - Lifeguard 11.06***
28350 - Park Attendant (Aide) 19.62
28510 - Recreation Aide/Health Facility Attendant 14.32***
28515 - Recreation Specialist 24.30
28630 - Sports Official 15.63***
28690 - Swimming Pool Operator 20.31
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 32.43
29020 - Hatch Tender 32.43
29030 - Line Handler 32.43
29041 - Stevedore I 30.31
29042 - Stevedore II 34.58
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 35.15
30021 - Archeological Technician I 20.31
30022 - Archeological Technician II 22.72
30023 - Archeological Technician III 28.14
30030 - Cartographic Technician 28.14
30040 - Civil Engineering Technician 26.90
30051 - Cryogenic Technician I 31.17
30052 - Cryogenic Technician II 34.42
30061 - Drafter/CAD Operator I 20.31
30062 - Drafter/CAD Operator II 22.72
30063 - Drafter/CAD Operator III 25.32
30064 - Drafter/CAD Operator IV 31.17
30081 - Engineering Technician I 18.43
30082 - Engineering Technician II 20.69
30083 - Engineering Technician III 23.14

30084 - Engineering Technician IV 28.66
30085 - Engineering Technician V 35.05
30086 - Engineering Technician VI 42.41
30090 - Environmental Technician 28.14
30095 - Evidence Control Specialist 28.14
30210 - Laboratory Technician 31.86
30221 - Latent Fingerprint Technician I 31.17
30222 - Latent Fingerprint Technician II 34.42
30240 - Mathematical Technician 28.14
30361 - Paralegal/Legal Assistant I 21.80
30362 - Paralegal/Legal Assistant II 27.02
30363 - Paralegal/Legal Assistant III 33.04
30364 - Paralegal/Legal Assistant IV 39.97
30375 - Petroleum Supply Specialist 34.42
30390 - Photo-Optics Technician 28.14
30395 - Radiation Control Technician 34.42
30461 - Technical Writer I 28.14
30462 - Technical Writer II 34.42
30463 - Technical Writer III 41.64
30491 - Unexploded Ordnance (UXO) Technician I 29.42
30492 - Unexploded Ordnance (UXO) Technician II 35.60
30493 - Unexploded Ordnance (UXO) Technician III 42.67
30494 - Unexploded (UXO) Safety Escort 29.42
30495 - Unexploded (UXO) Sweep Personnel 29.42
30501 - Weather Forecaster I 31.17
30502 - Weather Forecaster II 37.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 25.32
30621 - Weather Observer, Senior (see 2) 28.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.60
31020 - Bus Aide 13.15***
31030 - Bus Driver 18.45
31043 - Driver Courier 15.15***
31260 - Parking and Lot Attendant 11.66***
31290 - Shuttle Bus Driver 14.50***
31310 - Taxi Driver 11.36***
31361 - Truckdriver, Light 16.41***
31362 - Truckdriver, Medium 17.65***
31363 - Truckdriver, Heavy 23.87
31364 - Truckdriver, Tractor-Trailer 23.87
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.36***
99030 - Cashier 13.03***
99050 - Desk Clerk 12.07***
99095 - Embalmer 29.42
99130 - Flight Follower 29.42
99251 - Laboratory Animal Caretaker I 15.29***
99252 - Laboratory Animal Caretaker II 16.58***
99260 - Marketing Analyst 33.05
99310 - Mortician 29.42
99410 - Pest Controller 20.53
99510 - Photofinishing Worker 15.46***
99710 - Recycling Laborer 18.40

99711 - Recycling Specialist	21.96
99730 - Refuse Collector	16.50***
99810 - Sales Clerk	14.05***
99820 - School Crossing Guard	16.89***
99830 - Survey Party Chief	26.27
99831 - Surveying Aide	18.30
99832 - Surveying Technician	21.87
99840 - Vending Machine Attendant	22.97
99841 - Vending Machine Repairer	28.67
99842 - Vending Machine Repairer Helper	22.97

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5805
Revision No.: 26
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Culberson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20***
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		29.08
01035 - Court Reporter		21.26

01041 - Customer Service Representative I	14.75***
01042 - Customer Service Representative II	16.09***
01043 - Customer Service Representative III	18.06
01051 - Data Entry Operator I	16.04***
01052 - Data Entry Operator II	17.50***
01060 - Dispatcher, Motor Vehicle	23.76
01070 - Document Preparation Clerk	16.94***
01090 - Duplicating Machine Operator	16.94***
01111 - General Clerk I	15.66***
01112 - General Clerk II	17.09***
01113 - General Clerk III	19.18
01120 - Housing Referral Assistant	23.70
01141 - Messenger Courier	13.79***
01191 - Order Clerk I	18.02
01192 - Order Clerk II	19.67
01261 - Personnel Assistant (Employment) I	17.72***
01262 - Personnel Assistant (Employment) II	19.82
01263 - Personnel Assistant (Employment) III	22.10
01270 - Production Control Clerk	21.11
01290 - Rental Clerk	16.75***
01300 - Scheduler, Maintenance	19.01
01311 - Secretary I	19.01
01312 - Secretary II	21.26
01313 - Secretary III	23.70
01320 - Service Order Dispatcher	20.98
01410 - Supply Technician	29.08
01420 - Survey Worker	15.74***
01460 - Switchboard Operator/Receptionist	14.71***
01531 - Travel Clerk I	15.41***
01532 - Travel Clerk II	16.67***
01533 - Travel Clerk III	17.77
01611 - Word Processor I	16.94***
01612 - Word Processor II	19.01
01613 - Word Processor III	21.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	23.02
05040 - Automotive Glass Installer	21.56
05070 - Automotive Worker	21.56
05110 - Mobile Equipment Servicer	18.58
05130 - Motor Equipment Metal Mechanic	24.56
05160 - Motor Equipment Metal Worker	21.56
05190 - Motor Vehicle Mechanic	24.56
05220 - Motor Vehicle Mechanic Helper	17.08***
05250 - Motor Vehicle Upholstery Worker	20.05
05280 - Motor Vehicle Wrecker	21.56
05310 - Painter, Automotive	23.02
05340 - Radiator Repair Specialist	21.56
05370 - Tire Repairer	16.09***
05400 - Transmission Repair Specialist	24.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.35***
07041 - Cook I	14.02***
07042 - Cook II	16.28***

07070 - Dishwasher 11.34***
07130 - Food Service Worker 12.96***
07210 - Meat Cutter 18.68
07260 - Waiter/Waitress 10.95***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.87
09040 - Furniture Handler 14.05***
09080 - Furniture Refinisher 22.87
09090 - Furniture Refinisher Helper 16.95***
09110 - Furniture Repairer, Minor 19.91
09130 - Upholsterer 22.87
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.68***
11060 - Elevator Operator 14.36***
11090 - Gardener 21.81
11122 - Housekeeping Aide 14.36***
11150 - Janitor 14.36***
11210 - Laborer, Grounds Maintenance 16.62***
11240 - Maid or Houseman 13.13***
11260 - Pruner 15.47***
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 16.62***
11360 - Window Cleaner 15.43***
12000 - Health Occupations
12010 - Ambulance Driver 17.48***
12011 - Breath Alcohol Technician 24.11
12012 - Certified Occupational Therapist Assistant 36.30
12015 - Certified Physical Therapist Assistant 36.30
12020 - Dental Assistant 17.49***
12025 - Dental Hygienist 44.42
12030 - EKG Technician 36.55
12035 - Electroneurodiagnostic Technologist 36.55
12040 - Emergency Medical Technician 17.48***
12071 - Licensed Practical Nurse I 21.56
12072 - Licensed Practical Nurse II 24.11
12073 - Licensed Practical Nurse III 26.90
12100 - Medical Assistant 17.35***
12130 - Medical Laboratory Technician 29.17
12160 - Medical Record Clerk 16.29***
12190 - Medical Record Technician 18.22
12195 - Medical Transcriptionist 21.56
12210 - Nuclear Medicine Technologist 53.00
12221 - Nursing Assistant I 13.10***
12222 - Nursing Assistant II 14.73***
12223 - Nursing Assistant III 16.08***
12224 - Nursing Assistant IV 18.05
12235 - Optical Dispenser 16.97***
12236 - Optical Technician 21.56
12250 - Pharmacy Technician 18.70
12280 - Phlebotomist 16.04***
12305 - Radiologic Technologist 32.96
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 32.24
12313 - Registered Nurse II, Specialist 32.24

12314 - Registered Nurse III 39.01
12315 - Registered Nurse III, Anesthetist 39.01
12316 - Registered Nurse IV 46.77
12317 - Scheduler (Drug and Alcohol Testing) 29.89
12320 - Substance Abuse Treatment Counselor 24.11
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.15
13012 - Exhibits Specialist II 23.08
13013 - Exhibits Specialist III 27.85
13041 - Illustrator I 19.15
13042 - Illustrator II 23.08
13043 - Illustrator III 27.85
13047 - Librarian 25.22
13050 - Library Aide/Clerk 13.61***
13054 - Library Information Technology Systems Administrator 22.77
13058 - Library Technician 17.24***
13061 - Media Specialist I 16.43***
13062 - Media Specialist II 18.38
13063 - Media Specialist III 20.49
13071 - Photographer I 16.43***
13072 - Photographer II 18.38
13073 - Photographer III 22.77
13074 - Photographer IV 27.85
13075 - Photographer V 33.69
13090 - Technical Order Library Clerk 17.08***
13110 - Video Teleconference Technician 19.12
14000 - Information Technology Occupations
14041 - Computer Operator I 21.10
14042 - Computer Operator II 23.60
14043 - Computer Operator III 26.30
14044 - Computer Operator IV 29.24
14045 - Computer Operator V 32.37
14071 - Computer Programmer I (see 1) 25.20
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 21.10
14160 - Personal Computer Support Technician 29.24
14170 - System Support Specialist 32.37
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.04
15020 - Aircrew Training Devices Instructor (Rated) 38.77
15030 - Air Crew Training Devices Instructor (Pilot) 46.48
15050 - Computer Based Training Specialist / Instructor 32.04
15060 - Educational Technologist 33.75
15070 - Flight Instructor (Pilot) 46.48
15080 - Graphic Artist 23.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.48
15086 - Maintenance Test Pilot, Rotary Wing 46.48
15088 - Non-Maintenance Test/Co-Pilot 46.48

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 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.84***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.74***
16220 - Tailor 14.65***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.49
19040 - Tool And Die Maker 31.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.21
21030 - Material Coordinator 21.11
21040 - Material Expediter 21.11
21050 - Material Handling Laborer 17.15***
21071 - Order Filler 16.82***
21080 - Production Line Worker (Food Processing) 22.21
21110 - Shipping Packer 19.10
21130 - Shipping/Receiving Clerk 19.10
21140 - Store Worker I 14.34***
21150 - Stock Clerk 18.01
21210 - Tools And Parts Attendant 22.21
21410 - Warehouse Specialist 22.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.16
23019 - Aircraft Logs and Records Technician 23.30
23021 - Aircraft Mechanic I 28.51
23022 - Aircraft Mechanic II 30.16
23023 - Aircraft Mechanic III 31.79
23040 - Aircraft Mechanic Helper 19.83
23050 - Aircraft, Painter 25.49
23060 - Aircraft Servicer 23.30
23070 - Aircraft Survival Flight Equipment Technician 25.49
23080 - Aircraft Worker 25.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 25.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.51
23110 - Appliance Mechanic 25.49
23120 - Bicycle Repairer 20.56
23125 - Cable Splicer 33.00
23130 - Carpenter, Maintenance 24.06
23140 - Carpet Layer 23.87
23160 - Electrician, Maintenance 28.70
23181 - Electronics Technician Maintenance I 38.30

23182 - Electronics Technician Maintenance II 40.89
23183 - Electronics Technician Maintenance III 43.62
23260 - Fabric Worker 22.19
23290 - Fire Alarm System Mechanic 27.20
23310 - Fire Extinguisher Repairer 20.56
23311 - Fuel Distribution System Mechanic 28.50
23312 - Fuel Distribution System Operator 21.54
23370 - General Maintenance Worker 19.21
23380 - Ground Support Equipment Mechanic 28.51
23381 - Ground Support Equipment Servicer 23.30
23382 - Ground Support Equipment Worker 25.15
23391 - Gunsmith I 20.56
23392 - Gunsmith II 23.87
23393 - Gunsmith III 27.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.74
23430 - Heavy Equipment Mechanic 29.00
23440 - Heavy Equipment Operator 24.36
23460 - Instrument Mechanic 27.20
23465 - Laboratory/Shelter Mechanic 25.49
23470 - Laborer 17.15***
23510 - Locksmith 25.49
23530 - Machinery Maintenance Mechanic 28.76
23550 - Machinist, Maintenance 23.33
23580 - Maintenance Trades Helper 16.50***
23591 - Metrology Technician I 27.20
23592 - Metrology Technician II 28.85
23593 - Metrology Technician III 30.46
23640 - Millwright 27.44
23710 - Office Appliance Repairer 25.49
23760 - Painter, Maintenance 20.23
23790 - Pipefitter, Maintenance 27.42
23810 - Plumber, Maintenance 25.70
23820 - Pneudraulic Systems Mechanic 27.20
23850 - Rigger 24.84
23870 - Scale Mechanic 23.87
23890 - Sheet-Metal Worker, Maintenance 26.40
23910 - Small Engine Mechanic 23.87
23931 - Telecommunications Mechanic I 28.63
23932 - Telecommunications Mechanic II 30.37
23950 - Telephone Lineman 28.85
23960 - Welder, Combination, Maintenance 24.13
23965 - Well Driller 27.20
23970 - Woodcraft Worker 27.20
23980 - Woodworker 20.56
24000 - Personal Needs Occupations
24550 - Case Manager 18.88
24570 - Child Care Attendant 11.87***
24580 - Child Care Center Clerk 14.80***
24610 - Chore Aide 12.43***
24620 - Family Readiness And Support Services Coordinator 18.88

24630 - Homemaker 18.88
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.47
25040 - Sewage Plant Operator 20.43
25070 - Stationary Engineer 23.47
25190 - Ventilation Equipment Tender 16.32***
25210 - Water Treatment Plant Operator 20.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.49
27007 - Baggage Inspector 15.16***
27008 - Corrections Officer 24.35
27010 - Court Security Officer 24.73
27030 - Detection Dog Handler 16.96***
27040 - Detention Officer 24.35
27070 - Firefighter 25.10
27101 - Guard I 15.16***
27102 - Guard II 16.96***
27131 - Police Officer I 25.60
27132 - Police Officer II 28.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.94***
28042 - Carnival Equipment Repairer 16.26***
28043 - Carnival Worker 11.53***
28210 - Gate Attendant/Gate Tender 17.67***
28310 - Lifeguard 11.90***
28350 - Park Attendant (Aide) 19.77
28510 - Recreation Aide/Health Facility Attendant 14.43***
28515 - Recreation Specialist 23.76
28630 - Sports Official 15.74***
28690 - Swimming Pool Operator 18.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.40
29020 - Hatch Tender 34.40
29030 - Line Handler 34.40
29041 - Stevedore I 31.98
29042 - Stevedore II 37.00
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 25.33
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 16.49***
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 20.70

30084 - Engineering Technician IV 25.64
30085 - Engineering Technician V 31.37
30086 - Engineering Technician VI 37.95
30090 - Environmental Technician 26.66
30095 - Evidence Control Specialist 27.50
30210 - Laboratory Technician 35.54
30221 - Latent Fingerprint Technician I 30.46
30222 - Latent Fingerprint Technician II 33.64
30240 - Mathematical Technician 27.50
30361 - Paralegal/Legal Assistant I 21.38
30362 - Paralegal/Legal Assistant II 26.49
30363 - Paralegal/Legal Assistant III 32.40
30364 - Paralegal/Legal Assistant IV 39.19
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 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 30.46
30502 - Weather Forecaster II 37.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.74
30621 - Weather Observer, Senior (see 2) 27.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 14.12***
31030 - Bus Driver 20.01
31043 - Driver Courier 17.03***
31260 - Parking and Lot Attendant 13.14***
31290 - Shuttle Bus Driver 15.65***
31310 - Taxi Driver 11.54***
31361 - Truckdriver, Light 18.53
31362 - Truckdriver, Medium 20.01
31363 - Truckdriver, Heavy 25.63
31364 - Truckdriver, Tractor-Trailer 25.63
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.75***
99050 - Desk Clerk 13.28***
99095 - Embalmer 27.37
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 18.95
99252 - Laboratory Animal Caretaker II 20.64
99260 - Marketing Analyst 32.61
99310 - Mortician 27.37
99410 - Pest Controller 19.75
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 20.18

99711 - Recycling Specialist	24.34
99730 - Refuse Collector	18.78
99810 - Sales Clerk	13.99***
99820 - School Crossing Guard	15.23***
99830 - Survey Party Chief	32.33
99831 - Surveying Aide	22.39
99832 - Surveying Technician	26.43
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.95
99842 - Vending Machine Repairer Helper	19.74

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5807
Revision No.: 26
Date Of Last Revision: 05/15/2025

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Comanche, Eastland, Stephens, Young

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.57
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.31
01020 - Administrative Assistant		27.88
01035 - Court Reporter		27.45

01041 - Customer Service Representative I 16.04***
01042 - Customer Service Representative II 17.50***
01043 - Customer Service Representative III 19.64
01051 - Data Entry Operator I 16.06***
01052 - Data Entry Operator II 17.53***
01060 - Dispatcher, Motor Vehicle 21.08
01070 - Document Preparation Clerk 16.18***
01090 - Duplicating Machine Operator 16.18***
01111 - General Clerk I 15.72***
01112 - General Clerk II 17.49***
01113 - General Clerk III 19.26
01120 - Housing Referral Assistant 22.64
01141 - Messenger Courier 14.34***
01191 - Order Clerk I 17.69***
01192 - Order Clerk II 19.30
01261 - Personnel Assistant (Employment) I 18.20
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 24.17
01290 - Rental Clerk 15.48***
01300 - Scheduler, Maintenance 18.16
01311 - Secretary I 18.16
01312 - Secretary II 20.31
01313 - Secretary III 22.64
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 27.88
01420 - Survey Worker 16.23***
01460 - Switchboard Operator/Receptionist 14.96***
01531 - Travel Clerk I 16.18***
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 20.27
01611 - Word Processor I 16.18***
01612 - Word Processor II 18.16
01613 - Word Processor III 20.31
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.02
05010 - Automotive Electrician 21.49
05040 - Automotive Glass Installer 20.29
05070 - Automotive Worker 20.29
05110 - Mobile Equipment Servicer 17.73***
05130 - Motor Equipment Metal Mechanic 22.68
05160 - Motor Equipment Metal Worker 20.29
05190 - Motor Vehicle Mechanic 22.68
05220 - Motor Vehicle Mechanic Helper 16.41***
05250 - Motor Vehicle Upholstery Worker 19.04
05280 - Motor Vehicle Wrecker 20.29
05310 - Painter, Automotive 21.49
05340 - Radiator Repair Specialist 20.29
05370 - Tire Repairer 16.97***
05400 - Transmission Repair Specialist 22.68
07000 - Food Preparation And Service Occupations
07010 - Baker 14.10***
07041 - Cook I 13.20***
07042 - Cook II 15.12***

07070 - Dishwasher 11.31***
07130 - Food Service Worker 12.56***
07210 - Meat Cutter 14.00***
07260 - Waiter/Waitress 11.17***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77
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 14.86***
11060 - Elevator Operator 14.40***
11090 - Gardener 20.85
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.89***
11260 - Pruner 14.60***
11270 - Tractor Operator 19.29
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.95***
12000 - Health Occupations
12010 - Ambulance Driver 17.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 38.18
12015 - Certified Physical Therapist Assistant 36.69
12020 - Dental Assistant 18.09
12025 - Dental Hygienist 41.86
12030 - EKG Technician 25.38
12035 - Electroneurodiagnostic Technologist 25.38
12040 - Emergency Medical Technician 17.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 18.10
12130 - Medical Laboratory Technician 28.85
12160 - Medical Record Clerk 16.60***
12190 - Medical Record Technician 18.57
12195 - Medical Transcriptionist 20.64
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 13.85***
12222 - Nursing Assistant II 15.58***
12223 - Nursing Assistant III 17.00***
12224 - Nursing Assistant IV 19.08
12235 - Optical Dispenser 16.56***
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 18.61
12280 - Phlebotomist 17.21***
12305 - Radiologic Technologist 34.51
12311 - Registered Nurse I 26.37
12312 - Registered Nurse II 32.25
12313 - Registered Nurse II, Specialist 32.25

12314 - Registered Nurse III 39.02
12315 - Registered Nurse III, Anesthetist 39.02
12316 - Registered Nurse IV 46.78
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 26.47
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.49
13012 - Exhibits Specialist II 25.38
13013 - Exhibits Specialist III 31.05
13041 - Illustrator I 20.49
13042 - Illustrator II 25.38
13043 - Illustrator III 31.05
13047 - Librarian 28.11
13050 - Library Aide/Clerk 13.78***
13054 - Library Information Technology Systems Administrator 25.38
13058 - Library Technician 14.76***
13061 - Media Specialist I 18.32
13062 - Media Specialist II 20.49
13063 - Media Specialist III 22.85
13071 - Photographer I 18.32
13072 - Photographer II 20.49
13073 - Photographer III 25.38
13074 - Photographer IV 31.05
13075 - Photographer V 37.56
13090 - Technical Order Library Clerk 17.87
13110 - Video Teleconference Technician 24.07
14000 - Information Technology Occupations
14041 - Computer Operator I 19.83
14042 - Computer Operator II 22.18
14043 - Computer Operator III 24.73
14044 - Computer Operator IV 27.48
14045 - Computer Operator V 30.43
14071 - Computer Programmer I (see 1) 25.17
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.83
14160 - Personal Computer Support Technician 27.48
14170 - System Support Specialist 30.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.98
15020 - Aircrew Training Devices Instructor (Rated) 42.33
15030 - Air Crew Training Devices Instructor (Pilot) 50.73
15050 - Computer Based Training Specialist / Instructor 34.98
15060 - Educational Technologist 34.98
15070 - Flight Instructor (Pilot) 50.73
15080 - Graphic Artist 21.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

15090 - Technical Instructor 19.51
15095 - Technical Instructor/Course Developer 23.86
15110 - Test Proctor 17.77
15120 - Tutor 17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.33***
16030 - Counter Attendant 12.33***
16040 - Dry Cleaner 15.54***
16070 - Finisher, Flatwork, Machine 12.33***
16090 - Presser, Hand 12.33***
16110 - Presser, Machine, Drycleaning 12.33***
16130 - Presser, Machine, Shirts 12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.33***
16190 - Sewing Machine Operator 16.29***
16220 - Tailor 17.25***
16250 - Washer, Machine 13.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.49
19040 - Tool And Die Maker 25.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.95
21030 - Material Coordinator 24.17
21040 - Material Expediter 24.17
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.93***
21080 - Production Line Worker (Food Processing) 19.95
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 14.57***
21150 - Stock Clerk 19.71
21210 - Tools And Parts Attendant 19.95
21410 - Warehouse Specialist 19.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.85
23019 - Aircraft Logs and Records Technician 30.14
23021 - Aircraft Mechanic I 36.01
23022 - Aircraft Mechanic II 37.85
23023 - Aircraft Mechanic III 39.68
23040 - Aircraft Mechanic Helper 25.99
23050 - Aircraft, Painter 34.08
23060 - Aircraft Servicer 30.14
23070 - Aircraft Survival Flight Equipment Technician 34.08
23080 - Aircraft Worker 32.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.01
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 24.26
23160 - Electrician, Maintenance 23.96
23181 - Electronics Technician Maintenance I 32.92

23182 - Electronics Technician Maintenance II 34.86
23183 - Electronics Technician Maintenance III 36.84
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 26.99
23310 - Fire Extinguisher Repairer 21.19
23311 - Fuel Distribution System Mechanic 25.52
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 19.14
23380 - Ground Support Equipment Mechanic 36.01
23381 - Ground Support Equipment Servicer 30.14
23382 - Ground Support Equipment Worker 32.18
23391 - Gunsmith I 21.19
23392 - Gunsmith II 24.26
23393 - Gunsmith III 27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 27.15
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 16.96***
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist, Maintenance 24.05
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 27.15
23592 - Metrology Technician II 28.53
23593 - Metrology Technician III 29.91
23640 - Millwright 28.40
23710 - Office Appliance Repairer 21.19
23760 - Painter, Maintenance 21.08
23790 - Pipefitter, Maintenance 23.97
23810 - Plumber, Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 27.15
23850 - Rigger 27.15
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker, Maintenance 22.93
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 34.34
23960 - Welder, Combination, Maintenance 22.91
23965 - Well Driller 27.26
23970 - Woodcraft Worker 27.15
23980 - Woodworker 21.19
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.61***
24580 - Child Care Center Clerk 13.23***
24610 - Chore Aide 11.75***
24620 - Family Readiness And Support Services Coordinator 18.83

24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 19.83
25070 - Stationary Engineer 23.34
25190 - Ventilation Equipment Tender 16.86***
25210 - Water Treatment Plant Operator 19.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.25
27007 - Baggage Inspector 16.03***
27008 - Corrections Officer 24.30
27010 - Court Security Officer 23.79
27030 - Detection Dog Handler 17.93
27040 - Detention Officer 24.30
27070 - Firefighter 23.05
27101 - Guard I 16.03***
27102 - Guard II 17.93
27131 - Police Officer I 25.98
27132 - Police Officer II 28.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.59***
28042 - Carnival Equipment Repairer 15.77***
28043 - Carnival Worker 11.04***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.30
28510 - Recreation Aide/Health Facility Attendant 14.09***
28515 - Recreation Specialist 23.91
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 18.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.24
29020 - Hatch Tender 28.24
29030 - Line Handler 28.24
29041 - Stevedore I 26.49
29042 - Stevedore II 29.91
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 26.46
30051 - Cryogenic Technician I 33.79
30052 - Cryogenic Technician II 37.31
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70

30084 - Engineering Technician IV 30.61
30085 - Engineering Technician V 37.44
30086 - Engineering Technician VI 45.30
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 30.51
30210 - Laboratory Technician 29.34
30221 - Latent Fingerprint Technician I 33.79
30222 - Latent Fingerprint Technician II 37.31
30240 - Mathematical Technician 30.51
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 37.31
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 37.31
30461 - Technical Writer I 30.61
30462 - Technical Writer II 37.46
30463 - Technical Writer III 45.29
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 33.79
30502 - Weather Forecaster II 41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 30.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 15.50***
31260 - Parking and Lot Attendant 13.48***
31290 - Shuttle Bus Driver 14.10***
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 16.75***
31362 - Truckdriver, Medium 17.99
31363 - Truckdriver, Heavy 23.60
31364 - Truckdriver, Tractor-Trailer 23.60
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 12.61***
99050 - Desk Clerk 13.47***
99095 - Embalmer 30.01
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 14.05***
99252 - Laboratory Animal Caretaker II 15.19***
99260 - Marketing Analyst 31.75
99310 - Mortician 30.01
99410 - Pest Controller 18.40
99510 - Photofinishing Worker 16.73***
99710 - Recycling Laborer 22.06

99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.48
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	15.63***
99830 - Survey Party Chief	21.46
99831 - Surveying Aide	14.95***
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	21.41
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.41

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5809
Revision No.: 26
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: 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	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		25.77

01035 - Court Reporter 21.69
01041 - Customer Service Representative I 17.61***
01042 - Customer Service Representative II 19.22
01043 - Customer Service Representative III 21.57
01051 - Data Entry Operator I 17.01***
01052 - Data Entry Operator II 18.56
01060 - Dispatcher, Motor Vehicle 20.66
01070 - Document Preparation Clerk 16.15***
01090 - Duplicating Machine Operator 16.15***
01111 - General Clerk I 17.18***
01112 - General Clerk II 18.75
01113 - General Clerk III 21.04
01120 - Housing Referral Assistant 22.60
01141 - Messenger Courier 15.20***
01191 - Order Clerk I 16.86***
01192 - Order Clerk II 18.40
01261 - Personnel Assistant (Employment) I 18.27
01262 - Personnel Assistant (Employment) II 20.44
01263 - Personnel Assistant (Employment) III 22.78
01270 - Production Control Clerk 23.91
01290 - Rental Clerk 18.02
01300 - Scheduler, Maintenance 18.13
01311 - Secretary I 18.13
01312 - Secretary II 20.28
01313 - Secretary III 22.60
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 25.77
01420 - Survey Worker 17.86
01460 - Switchboard Operator/Receptionist 15.16***
01531 - Travel Clerk I 16.15***
01532 - Travel Clerk II 18.13
01533 - Travel Clerk III 20.28
01611 - Word Processor I 16.15***
01612 - Word Processor II 18.13
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.60
05010 - Automotive Electrician 21.74
05040 - Automotive Glass Installer 20.32
05070 - Automotive Worker 20.32
05110 - Mobile Equipment Servicer 17.50***
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 20.32
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 16.10***
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 20.32
05310 - Painter, Automotive 21.74
05340 - Radiator Repair Specialist 20.32
05370 - Tire Repairer 16.84***
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations
07010 - Baker 14.31***
07041 - Cook I 14.14***

07042 - Cook II 16.42***
07070 - Dishwasher 12.52***
07130 - Food Service Worker 13.21***
07210 - Meat Cutter 15.18***
07260 - Waiter/Waitress 12.06***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.26
09040 - Furniture Handler 14.65***
09080 - Furniture Refinisher 23.93
09090 - Furniture Refinisher Helper 17.75
09110 - Furniture Repairer, Minor 20.80
09130 - Upholsterer 23.74
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.56***
11060 - Elevator Operator 14.39***
11090 - Gardener 22.22
11122 - Housekeeping Aide 14.39***
11150 - Janitor 14.39***
11210 - Laborer, Grounds Maintenance 16.86***
11240 - Maid or Houseman 13.49***
11260 - Pruner 15.12***
11270 - Tractor Operator 20.45
11330 - Trail Maintenance Worker 16.86***
11360 - Window Cleaner 16.05***
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 25.21
12012 - Certified Occupational Therapist Assistant 38.20
12015 - Certified Physical Therapist Assistant 36.51
12020 - Dental Assistant 17.92
12025 - Dental Hygienist 46.45
12030 - EKG Technician 30.71
12035 - Electroneurodiagnostic Technologist 30.71
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 22.54
12072 - Licensed Practical Nurse II 25.21
12073 - Licensed Practical Nurse III 28.10
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 23.60
12160 - Medical Record Clerk 16.74***
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 21.00
12210 - Nuclear Medicine Technologist 55.41
12221 - Nursing Assistant I 16.08***
12222 - Nursing Assistant II 18.09
12223 - Nursing Assistant III 19.74
12224 - Nursing Assistant IV 22.16
12235 - Optical Dispenser 16.96***
12236 - Optical Technician 22.54
12250 - Pharmacy Technician 19.04
12280 - Phlebotomist 17.49***
12305 - Radiologic Technologist 35.57
12311 - Registered Nurse I 31.87
12312 - Registered Nurse II 38.98

12313 - Registered Nurse II, Specialist 38.98
12314 - Registered Nurse III 47.16
12315 - Registered Nurse III, Anesthetist 47.16
12316 - Registered Nurse IV 56.55
12317 - Scheduler (Drug and Alcohol Testing) 31.23
12320 - Substance Abuse Treatment Counselor 26.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.38
13012 - Exhibits Specialist II 22.77
13013 - Exhibits Specialist III 27.85
13041 - Illustrator I 18.57
13042 - Illustrator II 23.00
13043 - Illustrator III 28.13
13047 - Librarian 25.22
13050 - Library Aide/Clerk 15.94***
13054 - Library Information Technology Systems Administrator 22.77
13058 - Library Technician 14.76***
13061 - Media Specialist I 16.43***
13062 - Media Specialist II 18.38
13063 - Media Specialist III 20.49
13071 - Photographer I 16.43***
13072 - Photographer II 18.38
13073 - Photographer III 22.77
13074 - Photographer IV 27.85
13075 - Photographer V 33.69
13090 - Technical Order Library Clerk 20.01
13110 - Video Teleconference Technician 16.43***
14000 - Information Technology Occupations
14041 - Computer Operator I 16.92***
14042 - Computer Operator II 18.92
14043 - Computer Operator III 21.72
14044 - Computer Operator IV 24.14
14045 - Computer Operator V 26.33
14071 - Computer Programmer I (see 1) 25.14
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 16.92***
14160 - Personal Computer Support Technician 24.14
14170 - System Support Specialist 24.42
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 37.25
15020 - Aircrew Training Devices Instructor (Rated) 46.00
15030 - Air Crew Training Devices Instructor (Pilot) 55.13
15050 - Computer Based Training Specialist / Instructor 37.25
15060 - Educational Technologist 33.80
15070 - Flight Instructor (Pilot) 55.13
15080 - Graphic Artist 21.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 55.13
15086 - Maintenance Test Pilot, Rotary Wing 55.13

15088 - Non-Maintenance Test/Co-Pilot 55.13
15090 - Technical Instructor 21.45
15095 - Technical Instructor/Course Developer 26.23
15110 - Test Proctor 19.55
15120 - Tutor 19.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.53
19040 - Tool And Die Maker 29.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.90
21030 - Material Coordinator 23.91
21040 - Material Expediter 23.91
21050 - Material Handling Laborer 16.75***
21071 - Order Filler 17.19***
21080 - Production Line Worker (Food Processing) 18.90
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 13.76***
21150 - Stock Clerk 18.97
21210 - Tools And Parts Attendant 18.90
21410 - Warehouse Specialist 18.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.95
23019 - Aircraft Logs and Records Technician 24.85
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.95
23023 - Aircraft Mechanic III 33.61
23040 - Aircraft Mechanic Helper 21.18
23050 - Aircraft, Painter 28.59
23060 - Aircraft Servicer 24.85
23070 - Aircraft Survival Flight Equipment Technician 28.59
23080 - Aircraft Worker 26.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 24.00
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 34.53
23130 - Carpenter, Maintenance 19.19
23140 - Carpet Layer 22.43
23160 - Electrician, Maintenance 24.70

23181 - Electronics Technician Maintenance I 30.33
23182 - Electronics Technician Maintenance II 32.44
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 20.86
23290 - Fire Alarm System Mechanic 22.87
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 28.12
23312 - Fuel Distribution System Operator 21.35
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 24.85
23382 - Ground Support Equipment Worker 26.73
23391 - Gunsmith I 19.32
23392 - Gunsmith II 22.43
23393 - Gunsmith III 25.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.84
23430 - Heavy Equipment Mechanic 24.50
23440 - Heavy Equipment Operator 22.64
23460 - Instrument Mechanic 25.45
23465 - Laboratory/Shelter Mechanic 24.00
23470 - Laborer 16.75***
23510 - Locksmith 24.00
23530 - Machinery Maintenance Mechanic 27.53
23550 - Machinist, Maintenance 23.55
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 25.45
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.21
23640 - Millwright 24.95
23710 - Office Appliance Repairer 24.00
23760 - Painter, Maintenance 20.86
23790 - Pipefitter, Maintenance 25.11
23810 - Plumber, Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 25.45
23850 - Rigger 25.45
23870 - Scale Mechanic 22.43
23890 - Sheet-Metal Worker, Maintenance 23.50
23910 - Small Engine Mechanic 20.84
23931 - Telecommunications Mechanic I 30.34
23932 - Telecommunications Mechanic II 31.97
23950 - Telephone Lineman 28.55
23960 - Welder, Combination, Maintenance 22.78
23965 - Well Driller 25.45
23970 - Woodcraft Worker 25.45
23980 - Woodworker 19.32
24000 - Personal Needs Occupations
24550 - Case Manager 18.75
24570 - Child Care Attendant 10.85***
24580 - Child Care Center Clerk 13.53***
24610 - Chore Aide 12.12***
24620 - Family Readiness And Support Services 18.75

Coordinator
24630 - Homemaker 18.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 22.73
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.26***
25210 - Water Treatment Plant Operator 22.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.37
27007 - Baggage Inspector 16.90***
27008 - Corrections Officer 24.08
27010 - Court Security Officer 23.23
27030 - Detection Dog Handler 18.90
27040 - Detention Officer 24.08
27070 - Firefighter 22.37
27101 - Guard I 16.90***
27102 - Guard II 18.90
27131 - Police Officer I 26.69
27132 - Police Officer II 29.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.43***
28042 - Carnival Equipment Repairer 16.77***
28043 - Carnival Worker 11.41***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.29
28510 - Recreation Aide/Health Facility Attendant 14.08***
28515 - Recreation Specialist 23.90
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 19.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.25
29020 - Hatch Tender 28.25
29030 - Line Handler 28.25
29041 - Stevedore I 26.27
29042 - Stevedore II 30.22
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 21.75
30022 - Archeological Technician II 24.33
30023 - Archeological Technician III 30.14
30030 - Cartographic Technician 30.14
30040 - Civil Engineering Technician 26.10
30051 - Cryogenic Technician I 33.38
30052 - Cryogenic Technician II 36.86
30061 - Drafter/CAD Operator I 21.75
30062 - Drafter/CAD Operator II 24.33
30063 - Drafter/CAD Operator III 27.12
30064 - Drafter/CAD Operator IV 33.38
30081 - Engineering Technician I 20.25
30082 - Engineering Technician II 22.73

30083 - Engineering Technician III 25.42
30084 - Engineering Technician IV 31.50
30085 - Engineering Technician V 38.53
30086 - Engineering Technician VI 46.62
30090 - Environmental Technician 28.76
30095 - Evidence Control Specialist 30.14
30210 - Laboratory Technician 28.69
30221 - Latent Fingerprint Technician I 31.86
30222 - Latent Fingerprint Technician II 35.19
30240 - Mathematical Technician 30.14
30361 - Paralegal/Legal Assistant I 21.43
30362 - Paralegal/Legal Assistant II 26.55
30363 - Paralegal/Legal Assistant III 32.48
30364 - Paralegal/Legal Assistant IV 39.29
30375 - Petroleum Supply Specialist 36.86
30390 - Photo-Optics Technician 30.14
30395 - Radiation Control Technician 36.86
30461 - Technical Writer I 30.14
30462 - Technical Writer II 36.86
30463 - Technical Writer III 44.59
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.38
30502 - Weather Forecaster II 40.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.12
30621 - Weather Observer, Senior (see 2) 30.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 12.42***
31030 - Bus Driver 17.62***
31043 - Driver Courier 15.98***
31260 - Parking and Lot Attendant 14.61***
31290 - Shuttle Bus Driver 16.10***
31310 - Taxi Driver 11.91***
31361 - Truckdriver, Light 17.37***
31362 - Truckdriver, Medium 18.75
31363 - Truckdriver, Heavy 23.25
31364 - Truckdriver, Tractor-Trailer 23.25
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 13.03***
99050 - Desk Clerk 13.34***
99095 - Embalmer 31.59
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 14.24***
99252 - Laboratory Animal Caretaker II 15.48***
99260 - Marketing Analyst 32.35
99310 - Mortician 31.59
99410 - Pest Controller 22.57
99510 - Photofinishing Worker 17.75

99710 - Recycling Laborer	21.31
99711 - Recycling Specialist	25.83
99730 - Refuse Collector	19.11
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	15.51***
99830 - Survey Party Chief	23.10
99831 - Surveying Aide	16.07***
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	20.77
99841 - Vending Machine Repairer	26.20
99842 - Vending Machine Repairer Helper	20.77

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5811
Revision No.: 26
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Anderson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.57
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.31
01020 - Administrative Assistant		27.88
01035 - Court Reporter		27.45

01041 - Customer Service Representative I 16.04***
01042 - Customer Service Representative II 17.50***
01043 - Customer Service Representative III 19.64
01051 - Data Entry Operator I 16.06***
01052 - Data Entry Operator II 17.53***
01060 - Dispatcher, Motor Vehicle 21.08
01070 - Document Preparation Clerk 16.18***
01090 - Duplicating Machine Operator 16.18***
01111 - General Clerk I 15.72***
01112 - General Clerk II 17.15***
01113 - General Clerk III 19.26
01120 - Housing Referral Assistant 22.64
01141 - Messenger Courier 14.34***
01191 - Order Clerk I 17.69***
01192 - Order Clerk II 19.30
01261 - Personnel Assistant (Employment) I 18.20
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 24.17
01290 - Rental Clerk 15.48***
01300 - Scheduler, Maintenance 18.16
01311 - Secretary I 18.16
01312 - Secretary II 20.31
01313 - Secretary III 22.64
01320 - Service Order Dispatcher 18.84
01410 - Supply Technician 27.88
01420 - Survey Worker 16.23***
01460 - Switchboard Operator/Receptionist 14.96***
01531 - Travel Clerk I 16.18***
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 20.27
01611 - Word Processor I 16.18***
01612 - Word Processor II 18.16
01613 - Word Processor III 20.31
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.02
05010 - Automotive Electrician 21.41
05040 - Automotive Glass Installer 20.22
05070 - Automotive Worker 20.22
05110 - Mobile Equipment Servicer 17.68***
05130 - Motor Equipment Metal Mechanic 22.59
05160 - Motor Equipment Metal Worker 20.22
05190 - Motor Vehicle Mechanic 22.59
05220 - Motor Vehicle Mechanic Helper 16.14***
05250 - Motor Vehicle Upholstery Worker 18.99
05280 - Motor Vehicle Wrecker 20.22
05310 - Painter, Automotive 21.41
05340 - Radiator Repair Specialist 20.22
05370 - Tire Repairer 16.97***
05400 - Transmission Repair Specialist 22.59
07000 - Food Preparation And Service Occupations
07010 - Baker 14.10***
07041 - Cook I 13.20***
07042 - Cook II 15.12***

07070 - Dishwasher 11.31***
07130 - Food Service Worker 12.56***
07210 - Meat Cutter 14.00***
07260 - Waiter/Waitress 11.17***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77
09040 - Furniture Handler 11.84***
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 14.13***
09110 - Furniture Repairer, Minor 16.40***
09130 - Upholsterer 18.52
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.86***
11060 - Elevator Operator 14.40***
11090 - Gardener 20.85
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.89***
11260 - Pruner 14.60***
11270 - Tractor Operator 19.29
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.95***
12000 - Health Occupations
12010 - Ambulance Driver 17.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 38.18
12015 - Certified Physical Therapist Assistant 36.69
12020 - Dental Assistant 18.09
12025 - Dental Hygienist 41.86
12030 - EKG Technician 26.30
12035 - Electroneurodiagnostic Technologist 26.30
12040 - Emergency Medical Technician 17.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 18.10
12130 - Medical Laboratory Technician 28.85
12160 - Medical Record Clerk 16.60***
12190 - Medical Record Technician 18.57
12195 - Medical Transcriptionist 20.64
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 13.85***
12222 - Nursing Assistant II 15.58***
12223 - Nursing Assistant III 17.00***
12224 - Nursing Assistant IV 19.08
12235 - Optical Dispenser 16.56***
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 18.61
12280 - Phlebotomist 17.21***
12305 - Radiologic Technologist 34.51
12311 - Registered Nurse I 26.37
12312 - Registered Nurse II 32.25
12313 - Registered Nurse II, Specialist 32.25

12314 - Registered Nurse III 39.02
12315 - Registered Nurse III, Anesthetist 39.02
12316 - Registered Nurse IV 46.78
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 26.47
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.49
13012 - Exhibits Specialist II 25.38
13013 - Exhibits Specialist III 31.05
13041 - Illustrator I 20.49
13042 - Illustrator II 25.38
13043 - Illustrator III 31.05
13047 - Librarian 28.11
13050 - Library Aide/Clerk 14.23***
13054 - Library Information Technology Systems Administrator 25.38
13058 - Library Technician 15.66***
13061 - Media Specialist I 18.32
13062 - Media Specialist II 20.49
13063 - Media Specialist III 22.85
13071 - Photographer I 18.32
13072 - Photographer II 20.49
13073 - Photographer III 25.38
13074 - Photographer IV 31.05
13075 - Photographer V 37.56
13090 - Technical Order Library Clerk 17.87
13110 - Video Teleconference Technician 24.07
14000 - Information Technology Occupations
14041 - Computer Operator I 19.83
14042 - Computer Operator II 22.18
14043 - Computer Operator III 24.73
14044 - Computer Operator IV 27.48
14045 - Computer Operator V 30.43
14071 - Computer Programmer I (see 1) 25.17
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.83
14160 - Personal Computer Support Technician 27.48
14170 - System Support Specialist 30.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 34.98
15020 - Aircrew Training Devices Instructor (Rated) 42.33
15030 - Air Crew Training Devices Instructor (Pilot) 50.73
15050 - Computer Based Training Specialist / Instructor 34.98
15060 - Educational Technologist 34.98
15070 - Flight Instructor (Pilot) 50.73
15080 - Graphic Artist 21.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

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 12.33***
16030 - Counter Attendant 12.33***
16040 - Dry Cleaner 15.54***
16070 - Finisher, Flatwork, Machine 12.33***
16090 - Presser, Hand 12.33***
16110 - Presser, Machine, Drycleaning 12.33***
16130 - Presser, Machine, Shirts 12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.33***
16190 - Sewing Machine Operator 16.29***
16220 - Tailor 17.25***
16250 - Washer, Machine 13.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.49
19040 - Tool And Die Maker 24.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.95
21030 - Material Coordinator 24.17
21040 - Material Expediter 24.17
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.93***
21080 - Production Line Worker (Food Processing) 19.95
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 14.57***
21150 - Stock Clerk 19.71
21210 - Tools And Parts Attendant 19.95
21410 - Warehouse Specialist 19.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.00
23019 - Aircraft Logs and Records Technician 29.57
23021 - Aircraft Mechanic I 35.19
23022 - Aircraft Mechanic II 37.00
23023 - Aircraft Mechanic III 38.79
23040 - Aircraft Mechanic Helper 25.48
23050 - Aircraft, Painter 33.36
23060 - Aircraft Servicer 29.57
23070 - Aircraft Survival Flight Equipment Technician 33.36
23080 - Aircraft Worker 31.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 31.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 35.19
23110 - Appliance Mechanic 20.45
23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 24.26
23160 - Electrician, Maintenance 23.96
23181 - Electronics Technician Maintenance I 32.92

23182 - Electronics Technician Maintenance II 34.86
23183 - Electronics Technician Maintenance III 36.84
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 26.99
23310 - Fire Extinguisher Repairer 21.19
23311 - Fuel Distribution System Mechanic 25.52
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 19.14
23380 - Ground Support Equipment Mechanic 35.19
23381 - Ground Support Equipment Servicer 29.57
23382 - Ground Support Equipment Worker 31.49
23391 - Gunsmith I 21.19
23392 - Gunsmith II 24.26
23393 - Gunsmith III 27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 27.15
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 16.96***
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist, Maintenance 24.05
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 27.15
23592 - Metrology Technician II 28.53
23593 - Metrology Technician III 29.91
23640 - Millwright 28.40
23710 - Office Appliance Repairer 21.19
23760 - Painter, Maintenance 21.08
23790 - Pipefitter, Maintenance 23.97
23810 - Plumber, Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 27.15
23850 - Rigger 27.15
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker, Maintenance 22.93
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 33.18
23950 - Telephone Lineman 34.50
23960 - Welder, Combination, Maintenance 22.91
23965 - Well Driller 27.15
23970 - Woodcraft Worker 27.15
23980 - Woodworker 21.19
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.61***
24580 - Child Care Center Clerk 13.23***
24610 - Chore Aide 11.75***
24620 - Family Readiness And Support Services Coordinator 18.83

24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 19.83
25070 - Stationary Engineer 23.34
25190 - Ventilation Equipment Tender 16.86***
25210 - Water Treatment Plant Operator 19.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.25
27007 - Baggage Inspector 16.03***
27008 - Corrections Officer 24.30
27010 - Court Security Officer 23.79
27030 - Detection Dog Handler 17.93
27040 - Detention Officer 24.30
27070 - Firefighter 22.78
27101 - Guard I 16.03***
27102 - Guard II 17.93
27131 - Police Officer I 25.98
27132 - Police Officer II 28.87
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.59***
28042 - Carnival Equipment Repairer 15.77***
28043 - Carnival Worker 11.04***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.30
28510 - Recreation Aide/Health Facility Attendant 14.09***
28515 - Recreation Specialist 23.91
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 18.06
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.24
29020 - Hatch Tender 28.24
29030 - Line Handler 28.24
29041 - Stevedore I 26.48
29042 - Stevedore II 29.91
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 26.46
30051 - Cryogenic Technician I 33.79
30052 - Cryogenic Technician II 37.31
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70

30084 - Engineering Technician IV 30.61
30085 - Engineering Technician V 37.44
30086 - Engineering Technician VI 45.30
30090 - Environmental Technician 24.18
30095 - Evidence Control Specialist 30.51
30210 - Laboratory Technician 29.34
30221 - Latent Fingerprint Technician I 33.79
30222 - Latent Fingerprint Technician II 37.31
30240 - Mathematical Technician 30.51
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 37.31
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 37.31
30461 - Technical Writer I 30.61
30462 - Technical Writer II 37.46
30463 - Technical Writer III 45.29
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 33.79
30502 - Weather Forecaster II 41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 30.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 15.50***
31260 - Parking and Lot Attendant 13.48***
31290 - Shuttle Bus Driver 14.10***
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 16.75***
31362 - Truckdriver, Medium 17.99
31363 - Truckdriver, Heavy 23.60
31364 - Truckdriver, Tractor-Trailer 23.60
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 12.61***
99050 - Desk Clerk 13.31***
99095 - Embalmer 30.01
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 14.05***
99252 - Laboratory Animal Caretaker II 15.19***
99260 - Marketing Analyst 31.08
99310 - Mortician 30.01
99410 - Pest Controller 18.40
99510 - Photofinishing Worker 16.73***
99710 - Recycling Laborer 22.06

99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.48
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	15.63***
99830 - Survey Party Chief	24.00
99831 - Surveying Aide	14.98***
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	21.41
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.41

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5839
Revision No.: 29
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Hood, Somervell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.67
01012 - Accounting Clerk II		20.95
01013 - Accounting Clerk III		23.43
01020 - Administrative Assistant		36.05
01035 - Court Reporter		30.62

01041 - Customer Service Representative I 16.04***
01042 - Customer Service Representative II 17.50***
01043 - Customer Service Representative III 19.64
01051 - Data Entry Operator I 16.40***
01052 - Data Entry Operator II 17.89
01060 - Dispatcher, Motor Vehicle 21.64
01070 - Document Preparation Clerk 18.70
01090 - Duplicating Machine Operator 18.70
01111 - General Clerk I 15.48***
01112 - General Clerk II 16.89***
01113 - General Clerk III 18.95
01120 - Housing Referral Assistant 24.15
01141 - Messenger Courier 18.01
01191 - Order Clerk I 18.57
01192 - Order Clerk II 20.26
01261 - Personnel Assistant (Employment) I 19.02
01262 - Personnel Assistant (Employment) II 21.27
01263 - Personnel Assistant (Employment) III 23.72
01270 - Production Control Clerk 24.46
01290 - Rental Clerk 16.89***
01300 - Scheduler, Maintenance 19.37
01311 - Secretary I 19.37
01312 - Secretary II 21.66
01313 - Secretary III 24.15
01320 - Service Order Dispatcher 19.35
01410 - Supply Technician 36.05
01420 - Survey Worker 19.81
01460 - Switchboard Operator/Receptionist 17.08***
01531 - Travel Clerk I 19.18
01532 - Travel Clerk II 21.52
01533 - Travel Clerk III 23.95
01611 - Word Processor I 17.22***
01612 - Word Processor II 19.34
01613 - Word Processor III 21.63
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 24.49
05010 - Automotive Electrician 22.25
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 18.37
05130 - Motor Equipment Metal Mechanic 23.43
05160 - Motor Equipment Metal Worker 21.40
05190 - Motor Vehicle Mechanic 23.43
05220 - Motor Vehicle Mechanic Helper 17.15***
05250 - Motor Vehicle Upholstery Worker 20.43
05280 - Motor Vehicle Wrecker 21.10
05310 - Painter, Automotive 22.25
05340 - Radiator Repair Specialist 21.10
05370 - Tire Repairer 16.97***
05400 - Transmission Repair Specialist 23.43
07000 - Food Preparation And Service Occupations
07010 - Baker 14.67***
07041 - Cook I 15.94***
07042 - Cook II 18.30

07070 - Dishwasher 14.00***
07130 - Food Service Worker 14.42***
07210 - Meat Cutter 16.49***
07260 - Waiter/Waitress 11.78***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.36
09040 - Furniture Handler 12.44***
09080 - Furniture Refinisher 19.92
09090 - Furniture Refinisher Helper 15.05***
09110 - Furniture Repairer, Minor 17.86
09130 - Upholsterer 17.98
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.04***
11060 - Elevator Operator 15.10***
11090 - Gardener 23.78
11122 - Housekeeping Aide 15.26***
11150 - Janitor 15.26***
11210 - Laborer, Grounds Maintenance 17.69***
11240 - Maid or Houseman 14.55***
11260 - Pruner 15.63***
11270 - Tractor Operator 21.73
11330 - Trail Maintenance Worker 17.69***
11360 - Window Cleaner 17.27***
12000 - Health Occupations
12010 - Ambulance Driver 18.28
12011 - Breath Alcohol Technician 25.60
12012 - Certified Occupational Therapist Assistant 38.18
12015 - Certified Physical Therapist Assistant 37.56
12020 - Dental Assistant 22.49
12025 - Dental Hygienist 44.47
12030 - EKG Technician 29.26
12035 - Electroneurodiagnostic Technologist 29.26
12040 - Emergency Medical Technician 18.28
12071 - Licensed Practical Nurse I 22.89
12072 - Licensed Practical Nurse II 25.60
12073 - Licensed Practical Nurse III 28.55
12100 - Medical Assistant 18.87
12130 - Medical Laboratory Technician 28.85
12160 - Medical Record Clerk 20.80
12190 - Medical Record Technician 23.27
12195 - Medical Transcriptionist 21.88
12210 - Nuclear Medicine Technologist 53.77
12221 - Nursing Assistant I 14.31***
12222 - Nursing Assistant II 16.10***
12223 - Nursing Assistant III 17.57***
12224 - Nursing Assistant IV 19.72
12235 - Optical Dispenser 19.50
12236 - Optical Technician 19.35
12250 - Pharmacy Technician 20.33
12280 - Phlebotomist 20.27
12305 - Radiologic Technologist 36.63
12311 - Registered Nurse I 29.38
12312 - Registered Nurse II 35.93
12313 - Registered Nurse II, Specialist 35.93

12314 - Registered Nurse III 43.47
12315 - Registered Nurse III, Anesthetist 43.47
12316 - Registered Nurse IV 52.12
12317 - Scheduler (Drug and Alcohol Testing) 31.72
12320 - Substance Abuse Treatment Counselor 27.55
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.02
13012 - Exhibits Specialist II 28.52
13013 - Exhibits Specialist III 34.89
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 37.82
13047 - Librarian 33.18
13050 - Library Aide/Clerk 15.10***
13054 - Library Information Technology Systems Administrator 29.96
13058 - Library Technician 18.21
13061 - Media Specialist I 21.62
13062 - Media Specialist II 24.18
13063 - Media Specialist III 26.97
13071 - Photographer I 19.30
13072 - Photographer II 21.59
13073 - Photographer III 26.75
13074 - Photographer IV 32.72
13075 - Photographer V 39.59
13090 - Technical Order Library Clerk 18.95
13110 - Video Teleconference Technician 25.31
14000 - Information Technology Occupations
14041 - Computer Operator I 24.21
14042 - Computer Operator II 27.07
14043 - Computer Operator III 30.19
14044 - Computer Operator IV 33.55
14045 - Computer Operator V 37.15
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 24.21
14160 - Personal Computer Support Technician 33.55
14170 - System Support Specialist 37.15
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.60
15020 - Aircrew Training Devices Instructor (Rated) 46.79
15030 - Air Crew Training Devices Instructor (Pilot) 55.98
15050 - Computer Based Training Specialist / Instructor 38.60
15060 - Educational Technologist 37.48
15070 - Flight Instructor (Pilot) 55.98
15080 - Graphic Artist 27.74
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 55.98
15086 - Maintenance Test Pilot, Rotary Wing 55.98
15088 - Non-Maintenance Test/Co-Pilot 55.98

15090 - Technical Instructor 27.42
15095 - Technical Instructor/Course Developer 33.55
15110 - Test Proctor 22.14
15120 - Tutor 22.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.33***
16030 - Counter Attendant 12.33***
16040 - Dry Cleaner 15.54***
16070 - Finisher, Flatwork, Machine 12.33***
16090 - Presser, Hand 12.33***
16110 - Presser, Machine, Drycleaning 12.33***
16130 - Presser, Machine, Shirts 12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.33***
16190 - Sewing Machine Operator 16.29***
16220 - Tailor 17.44***
16250 - Washer, Machine 13.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.48
19040 - Tool And Die Maker 29.58
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.16
21030 - Material Coordinator 24.46
21040 - Material Expediter 24.46
21050 - Material Handling Laborer 18.06
21071 - Order Filler 17.46***
21080 - Production Line Worker (Food Processing) 21.16
21110 - Shipping Packer 18.31
21130 - Shipping/Receiving Clerk 18.31
21140 - Store Worker I 14.57***
21150 - Stock Clerk 20.80
21210 - Tools And Parts Attendant 21.16
21410 - Warehouse Specialist 21.16
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 42.15
23019 - Aircraft Logs and Records Technician 34.24
23021 - Aircraft Mechanic I 40.22
23022 - Aircraft Mechanic II 42.15
23023 - Aircraft Mechanic III 44.11
23040 - Aircraft Mechanic Helper 28.82
23050 - Aircraft, Painter 38.19
23060 - Aircraft Servicer 34.24
23070 - Aircraft Survival Flight Equipment Technician 38.19
23080 - Aircraft Worker 36.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 36.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 40.22
23110 - Appliance Mechanic 22.72
23120 - Bicycle Repairer 21.26
23125 - Cable Splicer 37.39
23130 - Carpenter, Maintenance 23.13
23140 - Carpet Layer 24.34
23160 - Electrician, Maintenance 26.62
23181 - Electronics Technician Maintenance I 29.13

23182 - Electronics Technician Maintenance II 30.70
23183 - Electronics Technician Maintenance III 32.33
23260 - Fabric Worker 25.58
23290 - Fire Alarm System Mechanic 26.81
23310 - Fire Extinguisher Repairer 21.56
23311 - Fuel Distribution System Mechanic 25.12
23312 - Fuel Distribution System Operator 19.70
23370 - General Maintenance Worker 21.20
23380 - Ground Support Equipment Mechanic 40.22
23381 - Ground Support Equipment Servicer 34.24
23382 - Ground Support Equipment Worker 36.23
23391 - Gunsmith I 21.56
23392 - Gunsmith II 24.77
23393 - Gunsmith III 27.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic 26.12
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 27.38
23430 - Heavy Equipment Mechanic 29.88
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 27.95
23465 - Laboratory/Shelter Mechanic 26.10
23470 - Laborer 18.06
23510 - Locksmith 25.78
23530 - Machinery Maintenance Mechanic 29.66
23550 - Machinist, Maintenance 25.54
23580 - Maintenance Trades Helper 17.33***
23591 - Metrology Technician I 27.95
23592 - Metrology Technician II 29.30
23593 - Metrology Technician III 30.67
23640 - Millwright 29.85
23710 - Office Appliance Repairer 21.67
23760 - Painter, Maintenance 22.64
23790 - Pipefitter, Maintenance 30.10
23810 - Plumber, Maintenance 28.58
23820 - Pneudraulic Systems Mechanic 27.49
23850 - Rigger 27.26
23870 - Scale Mechanic 24.77
23890 - Sheet-Metal Worker, Maintenance 24.84
23910 - Small Engine Mechanic 22.93
23931 - Telecommunications Mechanic I 30.21
23932 - Telecommunications Mechanic II 31.75
23950 - Telephone Lineman 32.25
23960 - Welder, Combination, Maintenance 23.03
23965 - Well Driller 27.26
23970 - Woodcraft Worker 27.49
23980 - Woodworker 21.56
24000 - Personal Needs Occupations
24550 - Case Manager 20.62
24570 - Child Care Attendant 13.84***
24580 - Child Care Center Clerk 17.25***
24610 - Chore Aide 11.75***
24620 - Family Readiness And Support Services Coordinator 20.62

24630 - Homemaker 20.62
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 31.76
25040 - Sewage Plant Operator 23.39
25070 - Stationary Engineer 31.76
25190 - Ventilation Equipment Tender 22.76
25210 - Water Treatment Plant Operator 23.39
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.02
27007 - Baggage Inspector 17.00***
27008 - Corrections Officer 25.57
27010 - Court Security Officer 27.84
27030 - Detection Dog Handler 19.02
27040 - Detention Officer 25.57
27070 - Firefighter 30.45
27101 - Guard I 17.00***
27102 - Guard II 19.02
27131 - Police Officer I 36.47
27132 - Police Officer II 40.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.24***
28042 - Carnival Equipment Repairer 18.84
28043 - Carnival Worker 12.40***
28210 - Gate Attendant/Gate Tender 17.74***
28310 - Lifeguard 12.71***
28350 - Park Attendant (Aide) 19.85
28510 - Recreation Aide/Health Facility Attendant 14.49***
28515 - Recreation Specialist 24.59
28630 - Sports Official 15.81***
28690 - Swimming Pool Operator 21.65
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.94
29020 - Hatch Tender 31.94
29030 - Line Handler 31.94
29041 - Stevedore I 30.20
29042 - Stevedore II 33.66
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 29.81
30051 - Cryogenic Technician I 32.19
30052 - Cryogenic Technician II 35.55
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 19.32
30082 - Engineering Technician II 21.67
30083 - Engineering Technician III 24.23

30084 - Engineering Technician IV 30.03
30085 - Engineering Technician V 36.74
30086 - Engineering Technician VI 44.45
30090 - Environmental Technician 25.52
30095 - Evidence Control Specialist 29.06
30210 - Laboratory Technician 27.98
30221 - Latent Fingerprint Technician I 31.60
30222 - Latent Fingerprint Technician II 34.91
30240 - Mathematical Technician 33.58
30361 - Paralegal/Legal Assistant I 24.36
30362 - Paralegal/Legal Assistant II 30.18
30363 - Paralegal/Legal Assistant III 36.92
30364 - Paralegal/Legal Assistant IV 44.66
30375 - Petroleum Supply Specialist 35.55
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 35.55
30461 - Technical Writer I 31.09
30462 - Technical Writer II 38.02
30463 - Technical Writer III 45.99
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 32.19
30502 - Weather Forecaster II 39.15
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 29.06
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 16.45***
31030 - Bus Driver 23.99
31043 - Driver Courier 19.42
31260 - Parking and Lot Attendant 14.10***
31290 - Shuttle Bus Driver 18.53
31310 - Taxi Driver 13.24***
31361 - Truckdriver, Light 21.25
31362 - Truckdriver, Medium 23.08
31363 - Truckdriver, Heavy 25.67
31364 - Truckdriver, Tractor-Trailer 25.67
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 13.48***
99050 - Desk Clerk 14.92***
99095 - Embalmer 29.67
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 16.21***
99252 - Laboratory Animal Caretaker II 17.73***
99260 - Marketing Analyst 37.40
99310 - Mortician 29.11
99410 - Pest Controller 23.68
99510 - Photofinishing Worker 16.73***
99710 - Recycling Laborer 24.64

99711 - Recycling Specialist	29.40
99730 - Refuse Collector	22.25
99810 - Sales Clerk	14.98***
99820 - School Crossing Guard	15.36***
99830 - Survey Party Chief	32.88
99831 - Surveying Aide	19.07
99832 - Surveying Technician	24.00
99840 - Vending Machine Attendant	18.76
99841 - Vending Machine Repairer	23.02
99842 - Vending Machine Repairer Helper	18.71

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5841
Revision No.: 26
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Brewster, Jeff Davis, Presidio, Terrell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.20***
01012 - Accounting Clerk II		18.18
01013 - Accounting Clerk III		20.34
01020 - Administrative Assistant		29.08
01035 - Court Reporter		21.26

01041 - Customer Service Representative I 14.75***
01042 - Customer Service Representative II 16.09***
01043 - Customer Service Representative III 18.06
01051 - Data Entry Operator I 16.04***
01052 - Data Entry Operator II 17.50***
01060 - Dispatcher, Motor Vehicle 24.18
01070 - Document Preparation Clerk 16.94***
01090 - Duplicating Machine Operator 16.94***
01111 - General Clerk I 15.66***
01112 - General Clerk II 17.09***
01113 - General Clerk III 19.18
01120 - Housing Referral Assistant 23.70
01141 - Messenger Courier 13.79***
01191 - Order Clerk I 18.02
01192 - Order Clerk II 19.87
01261 - Personnel Assistant (Employment) I 17.72***
01262 - Personnel Assistant (Employment) II 19.82
01263 - Personnel Assistant (Employment) III 22.10
01270 - Production Control Clerk 22.57
01290 - Rental Clerk 16.75***
01300 - Scheduler, Maintenance 19.01
01311 - Secretary I 19.01
01312 - Secretary II 21.26
01313 - Secretary III 23.70
01320 - Service Order Dispatcher 21.62
01410 - Supply Technician 29.08
01420 - Survey Worker 16.47***
01460 - Switchboard Operator/Receptionist 14.71***
01531 - Travel Clerk I 15.41***
01532 - Travel Clerk II 16.67***
01533 - Travel Clerk III 17.77
01611 - Word Processor I 16.94***
01612 - Word Processor II 19.01
01613 - Word Processor III 21.26
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.50
05010 - Automotive Electrician 23.02
05040 - Automotive Glass Installer 21.56
05070 - Automotive Worker 21.56
05110 - Mobile Equipment Servicer 18.58
05130 - Motor Equipment Metal Mechanic 24.56
05160 - Motor Equipment Metal Worker 21.56
05190 - Motor Vehicle Mechanic 24.56
05220 - Motor Vehicle Mechanic Helper 17.08***
05250 - Motor Vehicle Upholstery Worker 20.05
05280 - Motor Vehicle Wrecker 21.56
05310 - Painter, Automotive 23.02
05340 - Radiator Repair Specialist 21.56
05370 - Tire Repairer 16.09***
05400 - Transmission Repair Specialist 24.56
07000 - Food Preparation And Service Occupations
07010 - Baker 13.35***
07041 - Cook I 14.02***
07042 - Cook II 16.28***

07070 - Dishwasher 11.34***
07130 - Food Service Worker 12.96***
07210 - Meat Cutter 18.68
07260 - Waiter/Waitress 10.95***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.87
09040 - Furniture Handler 14.05***
09080 - Furniture Refinisher 22.87
09090 - Furniture Refinisher Helper 16.95***
09110 - Furniture Repairer, Minor 19.91
09130 - Upholsterer 22.87
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.68***
11060 - Elevator Operator 14.36***
11090 - Gardener 21.81
11122 - Housekeeping Aide 14.36***
11150 - Janitor 14.36***
11210 - Laborer, Grounds Maintenance 16.62***
11240 - Maid or Houseman 13.13***
11260 - Pruner 15.47***
11270 - Tractor Operator 20.04
11330 - Trail Maintenance Worker 16.62***
11360 - Window Cleaner 15.43***
12000 - Health Occupations
12010 - Ambulance Driver 17.48***
12011 - Breath Alcohol Technician 24.11
12012 - Certified Occupational Therapist Assistant 36.30
12015 - Certified Physical Therapist Assistant 36.30
12020 - Dental Assistant 17.49***
12025 - Dental Hygienist 44.42
12030 - EKG Technician 36.55
12035 - Electroneurodiagnostic Technologist 36.55
12040 - Emergency Medical Technician 17.48***
12071 - Licensed Practical Nurse I 21.56
12072 - Licensed Practical Nurse II 24.11
12073 - Licensed Practical Nurse III 26.90
12100 - Medical Assistant 17.35***
12130 - Medical Laboratory Technician 29.17
12160 - Medical Record Clerk 16.29***
12190 - Medical Record Technician 18.22
12195 - Medical Transcriptionist 21.56
12210 - Nuclear Medicine Technologist 53.00
12221 - Nursing Assistant I 13.10***
12222 - Nursing Assistant II 14.73***
12223 - Nursing Assistant III 16.08***
12224 - Nursing Assistant IV 18.05
12235 - Optical Dispenser 16.97***
12236 - Optical Technician 21.56
12250 - Pharmacy Technician 18.70
12280 - Phlebotomist 16.04***
12305 - Radiologic Technologist 32.96
12311 - Registered Nurse I 26.36
12312 - Registered Nurse II 32.24
12313 - Registered Nurse II, Specialist 32.24

12314 - Registered Nurse III 39.01
12315 - Registered Nurse III, Anesthetist 39.01
12316 - Registered Nurse IV 46.77
12317 - Scheduler (Drug and Alcohol Testing) 29.89
12320 - Substance Abuse Treatment Counselor 24.11
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.38
13012 - Exhibits Specialist II 22.77
13013 - Exhibits Specialist III 27.85
13041 - Illustrator I 18.38
13042 - Illustrator II 22.77
13043 - Illustrator III 27.85
13047 - Librarian 25.22
13050 - Library Aide/Clerk 13.61***
13054 - Library Information Technology Systems Administrator 22.77
13058 - Library Technician 17.14***
13061 - Media Specialist I 16.43***
13062 - Media Specialist II 18.38
13063 - Media Specialist III 20.49
13071 - Photographer I 16.43***
13072 - Photographer II 18.38
13073 - Photographer III 22.77
13074 - Photographer IV 27.85
13075 - Photographer V 33.69
13090 - Technical Order Library Clerk 17.08***
13110 - Video Teleconference Technician 19.32
14000 - Information Technology Occupations
14041 - Computer Operator I 21.10
14042 - Computer Operator II 23.60
14043 - Computer Operator III 26.30
14044 - Computer Operator IV 29.24
14045 - Computer Operator V 32.37
14071 - Computer Programmer I (see 1) 25.20
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 21.10
14160 - Personal Computer Support Technician 29.24
14170 - System Support Specialist 32.37
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 32.04
15020 - Aircrew Training Devices Instructor (Rated) 38.77
15030 - Air Crew Training Devices Instructor (Pilot) 46.48
15050 - Computer Based Training Specialist / Instructor 32.04
15060 - Educational Technologist 33.75
15070 - Flight Instructor (Pilot) 46.48
15080 - Graphic Artist 23.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.48
15086 - Maintenance Test Pilot, Rotary Wing 46.48
15088 - Non-Maintenance Test/Co-Pilot 46.48

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 10.89***
16030 - Counter Attendant 10.89***
16040 - Dry Cleaner 12.84***
16070 - Finisher, Flatwork, Machine 10.89***
16090 - Presser, Hand 10.89***
16110 - Presser, Machine, Drycleaning 10.89***
16130 - Presser, Machine, Shirts 10.89***
16160 - Presser, Machine, Wearing Apparel, Laundry 10.89***
16190 - Sewing Machine Operator 13.74***
16220 - Tailor 14.65***
16250 - Washer, Machine 11.43***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 25.49
19040 - Tool And Die Maker 31.98
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 22.21
21030 - Material Coordinator 21.48
21040 - Material Expediter 21.48
21050 - Material Handling Laborer 17.15***
21071 - Order Filler 16.82***
21080 - Production Line Worker (Food Processing) 22.21
21110 - Shipping Packer 19.77
21130 - Shipping/Receiving Clerk 19.77
21140 - Store Worker I 14.34***
21150 - Stock Clerk 18.01
21210 - Tools And Parts Attendant 22.21
21410 - Warehouse Specialist 22.21
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 30.16
23019 - Aircraft Logs and Records Technician 23.13
23021 - Aircraft Mechanic I 28.51
23022 - Aircraft Mechanic II 30.16
23023 - Aircraft Mechanic III 31.79
23040 - Aircraft Mechanic Helper 20.09
23050 - Aircraft, Painter 26.66
23060 - Aircraft Servicer 23.13
23070 - Aircraft Survival Flight Equipment Technician 26.66
23080 - Aircraft Worker 24.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 28.51
23110 - Appliance Mechanic 25.49
23120 - Bicycle Repairer 20.56
23125 - Cable Splicer 33.00
23130 - Carpenter, Maintenance 24.06
23140 - Carpet Layer 23.87
23160 - Electrician, Maintenance 28.70
23181 - Electronics Technician Maintenance I 38.30

23182 - Electronics Technician Maintenance II 40.89
23183 - Electronics Technician Maintenance III 43.62
23260 - Fabric Worker 22.19
23290 - Fire Alarm System Mechanic 27.20
23310 - Fire Extinguisher Repairer 20.56
23311 - Fuel Distribution System Mechanic 28.50
23312 - Fuel Distribution System Operator 21.54
23370 - General Maintenance Worker 19.21
23380 - Ground Support Equipment Mechanic 28.51
23381 - Ground Support Equipment Servicer 23.13
23382 - Ground Support Equipment Worker 24.28
23391 - Gunsmith I 20.56
23392 - Gunsmith II 23.87
23393 - Gunsmith III 27.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.74
23430 - Heavy Equipment Mechanic 29.00
23440 - Heavy Equipment Operator 24.36
23460 - Instrument Mechanic 27.20
23465 - Laboratory/Shelter Mechanic 25.49
23470 - Laborer 17.15***
23510 - Locksmith 25.49
23530 - Machinery Maintenance Mechanic 28.76
23550 - Machinist, Maintenance 23.33
23580 - Maintenance Trades Helper 16.50***
23591 - Metrology Technician I 27.20
23592 - Metrology Technician II 28.85
23593 - Metrology Technician III 30.46
23640 - Millwright 27.44
23710 - Office Appliance Repairer 25.49
23760 - Painter, Maintenance 20.23
23790 - Pipefitter, Maintenance 27.42
23810 - Plumber, Maintenance 25.70
23820 - Pneudraulic Systems Mechanic 27.20
23850 - Rigger 27.98
23870 - Scale Mechanic 23.87
23890 - Sheet-Metal Worker, Maintenance 26.40
23910 - Small Engine Mechanic 23.87
23931 - Telecommunications Mechanic I 28.63
23932 - Telecommunications Mechanic II 30.37
23950 - Telephone Lineman 28.85
23960 - Welder, Combination, Maintenance 24.13
23965 - Well Driller 27.20
23970 - Woodcraft Worker 27.20
23980 - Woodworker 20.56
24000 - Personal Needs Occupations
24550 - Case Manager 18.88
24570 - Child Care Attendant 11.87***
24580 - Child Care Center Clerk 14.80***
24610 - Chore Aide 12.43***
24620 - Family Readiness And Support Services Coordinator 18.88

24630 - Homemaker 19.27
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.47
25040 - Sewage Plant Operator 20.43
25070 - Stationary Engineer 23.47
25190 - Ventilation Equipment Tender 16.32***
25210 - Water Treatment Plant Operator 20.43
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.49
27007 - Baggage Inspector 15.16***
27008 - Corrections Officer 24.35
27010 - Court Security Officer 24.73
27030 - Detection Dog Handler 16.96***
27040 - Detention Officer 24.35
27070 - Firefighter 25.10
27101 - Guard I 15.16***
27102 - Guard II 16.96***
27131 - Police Officer I 25.60
27132 - Police Officer II 28.44
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.94***
28042 - Carnival Equipment Repairer 16.26***
28043 - Carnival Worker 11.53***
28210 - Gate Attendant/Gate Tender 17.67***
28310 - Lifeguard 11.34***
28350 - Park Attendant (Aide) 19.77
28510 - Recreation Aide/Health Facility Attendant 14.43***
28515 - Recreation Specialist 23.76
28630 - Sports Official 15.74***
28690 - Swimming Pool Operator 18.89
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.72
29020 - Hatch Tender 34.72
29030 - Line Handler 34.72
29041 - Stevedore I 32.28
29042 - Stevedore II 37.07
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
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 26.99
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 16.49***
30082 - Engineering Technician II 18.50
30083 - Engineering Technician III 20.70

30084 - Engineering Technician IV 25.64
30085 - Engineering Technician V 31.37
30086 - Engineering Technician VI 37.95
30090 - Environmental Technician 28.66
30095 - Evidence Control Specialist 27.50
30210 - Laboratory Technician 35.54
30221 - Latent Fingerprint Technician I 30.46
30222 - Latent Fingerprint Technician II 33.64
30240 - Mathematical Technician 27.50
30361 - Paralegal/Legal Assistant I 21.38
30362 - Paralegal/Legal Assistant II 26.49
30363 - Paralegal/Legal Assistant III 32.40
30364 - Paralegal/Legal Assistant IV 39.19
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 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 30.46
30502 - Weather Forecaster II 37.04
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.74
30621 - Weather Observer, Senior (see 2) 27.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 14.12***
31030 - Bus Driver 20.01
31043 - Driver Courier 17.03***
31260 - Parking and Lot Attendant 13.14***
31290 - Shuttle Bus Driver 15.65***
31310 - Taxi Driver 11.54***
31361 - Truckdriver, Light 18.53
31362 - Truckdriver, Medium 20.01
31363 - Truckdriver, Heavy 25.63
31364 - Truckdriver, Tractor-Trailer 25.63
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 12.75***
99050 - Desk Clerk 13.28***
99095 - Embalmer 27.37
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 18.95
99252 - Laboratory Animal Caretaker II 20.64
99260 - Marketing Analyst 32.61
99310 - Mortician 27.37
99410 - Pest Controller 19.43
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 20.18

99711 - Recycling Specialist	24.34
99730 - Refuse Collector	18.78
99810 - Sales Clerk	13.99***
99820 - School Crossing Guard	15.23***
99830 - Survey Party Chief	27.69
99831 - Surveying Aide	19.26
99832 - Surveying Technician	26.43
99840 - Vending Machine Attendant	19.74
99841 - Vending Machine Repairer	24.95
99842 - Vending Machine Repairer Helper	19.74

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5843
Revision No.: 26
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Henderson, Hopkins, Lamar, Rains, Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.57
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.31
01020 - Administrative Assistant		27.88
01035 - Court Reporter		28.47

01041 - Customer Service Representative I 16.04***
01042 - Customer Service Representative II 17.50***
01043 - Customer Service Representative III 19.64
01051 - Data Entry Operator I 16.06***
01052 - Data Entry Operator II 17.53***
01060 - Dispatcher, Motor Vehicle 21.64
01070 - Document Preparation Clerk 16.18***
01090 - Duplicating Machine Operator 16.18***
01111 - General Clerk I 15.72***
01112 - General Clerk II 17.15***
01113 - General Clerk III 19.26
01120 - Housing Referral Assistant 22.64
01141 - Messenger Courier 14.36***
01191 - Order Clerk I 17.69***
01192 - Order Clerk II 19.30
01261 - Personnel Assistant (Employment) I 18.20
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 24.17
01290 - Rental Clerk 15.48***
01300 - Scheduler, Maintenance 18.16
01311 - Secretary I 18.16
01312 - Secretary II 20.31
01313 - Secretary III 22.64
01320 - Service Order Dispatcher 19.22
01410 - Supply Technician 27.88
01420 - Survey Worker 17.29***
01460 - Switchboard Operator/Receptionist 14.96***
01531 - Travel Clerk I 16.18***
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 20.27
01611 - Word Processor I 16.18***
01612 - Word Processor II 18.16
01613 - Word Processor III 20.31
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.02
05010 - Automotive Electrician 23.04
05040 - Automotive Glass Installer 20.93
05070 - Automotive Worker 22.02
05110 - Mobile Equipment Servicer 18.52
05130 - Motor Equipment Metal Mechanic 22.68
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 16.97***
05400 - Transmission Repair Specialist 22.68
07000 - Food Preparation And Service Occupations
07010 - Baker 14.12***
07041 - Cook I 13.20***
07042 - Cook II 15.12***

07070 - Dishwasher 11.31***
07130 - Food Service Worker 12.56***
07210 - Meat Cutter 14.20***
07260 - Waiter/Waitress 11.17***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77
09040 - Furniture Handler 11.84***
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 14.13***
09110 - Furniture Repairer, Minor 16.40***
09130 - Upholsterer 18.52
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.86***
11060 - Elevator Operator 14.40***
11090 - Gardener 20.85
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.89***
11260 - Pruner 14.60***
11270 - Tractor Operator 19.29
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.95***
12000 - Health Occupations
12010 - Ambulance Driver 17.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 38.18
12015 - Certified Physical Therapist Assistant 36.69
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 41.86
12030 - EKG Technician 28.89
12035 - Electroneurodiagnostic Technologist 28.89
12040 - Emergency Medical Technician 17.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 18.10
12130 - Medical Laboratory Technician 28.85
12160 - Medical Record Clerk 16.60***
12190 - Medical Record Technician 18.57
12195 - Medical Transcriptionist 21.63
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 13.85***
12222 - Nursing Assistant II 15.58***
12223 - Nursing Assistant III 17.00***
12224 - Nursing Assistant IV 19.08
12235 - Optical Dispenser 17.03***
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 18.61
12280 - Phlebotomist 17.21***
12305 - Radiologic Technologist 34.51
12311 - Registered Nurse I 26.37
12312 - Registered Nurse II 32.25
12313 - Registered Nurse II, Specialist 32.25

12314 - Registered Nurse III 39.02
12315 - Registered Nurse III, Anesthetist 39.02
12316 - Registered Nurse IV 46.78
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 26.47
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.65
13012 - Exhibits Specialist II 25.58
13013 - Exhibits Specialist III 31.28
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 36.18
13047 - Librarian 31.56
13050 - Library Aide/Clerk 14.33***
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 16.29***
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 18.32
13072 - Photographer II 20.49
13073 - Photographer III 25.38
13074 - Photographer IV 31.05
13075 - Photographer V 37.56
13090 - Technical Order Library Clerk 17.30***
13110 - Video Teleconference Technician 26.13
14000 - Information Technology Occupations
14041 - Computer Operator I 19.83
14042 - Computer Operator II 22.18
14043 - Computer Operator III 24.73
14044 - Computer Operator IV 27.48
14045 - Computer Operator V 30.43
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.83
14160 - Personal Computer Support Technician 27.48
14170 - System Support Specialist 30.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 36.41
15020 - Aircrew Training Devices Instructor (Rated) 44.05
15030 - Air Crew Training Devices Instructor (Pilot) 50.73
15050 - Computer Based Training Specialist / Instructor 36.41
15060 - Educational Technologist 34.98
15070 - Flight Instructor (Pilot) 50.73
15080 - Graphic Artist 22.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

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 12.33***
16030 - Counter Attendant 12.33***
16040 - Dry Cleaner 15.54***
16070 - Finisher, Flatwork, Machine 12.33***
16090 - Presser, Hand 12.33***
16110 - Presser, Machine, Drycleaning 12.33***
16130 - Presser, Machine, Shirts 12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.33***
16190 - Sewing Machine Operator 16.29***
16220 - Tailor 17.25***
16250 - Washer, Machine 13.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.49
19040 - Tool And Die Maker 25.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.95
21030 - Material Coordinator 24.17
21040 - Material Expediter 24.17
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.93***
21080 - Production Line Worker (Food Processing) 19.95
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 14.57***
21150 - Stock Clerk 19.71
21210 - Tools And Parts Attendant 19.95
21410 - Warehouse Specialist 19.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.85
23019 - Aircraft Logs and Records Technician 30.17
23021 - Aircraft Mechanic I 36.01
23022 - Aircraft Mechanic II 37.85
23023 - Aircraft Mechanic III 39.68
23040 - Aircraft Mechanic Helper 25.99
23050 - Aircraft, Painter 34.08
23060 - Aircraft Servicer 30.17
23070 - Aircraft Survival Flight Equipment Technician 34.08
23080 - Aircraft Worker 32.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.01
23110 - Appliance Mechanic 20.79
23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 24.26
23160 - Electrician, Maintenance 23.96
23181 - Electronics Technician Maintenance I 32.92

23182 - Electronics Technician Maintenance II 34.86
23183 - Electronics Technician Maintenance III 36.84
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 26.99
23310 - Fire Extinguisher Repairer 21.19
23311 - Fuel Distribution System Mechanic 25.52
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 19.14
23380 - Ground Support Equipment Mechanic 36.01
23381 - Ground Support Equipment Servicer 30.17
23382 - Ground Support Equipment Worker 32.18
23391 - Gunsmith I 21.19
23392 - Gunsmith II 24.26
23393 - Gunsmith III 27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 27.15
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 16.96***
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist, Maintenance 24.05
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 27.15
23592 - Metrology Technician II 28.53
23593 - Metrology Technician III 29.91
23640 - Millwright 28.40
23710 - Office Appliance Repairer 21.19
23760 - Painter, Maintenance 21.08
23790 - Pipefitter, Maintenance 23.97
23810 - Plumber, Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 27.15
23850 - Rigger 27.15
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker, Maintenance 22.93
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 36.77
23960 - Welder, Combination, Maintenance 22.91
23965 - Well Driller 27.26
23970 - Woodcraft Worker 27.15
23980 - Woodworker 21.19
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.73***
24580 - Child Care Center Clerk 13.39***
24610 - Chore Aide 11.75***
24620 - Family Readiness And Support Services Coordinator 18.83

24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 19.83
25070 - Stationary Engineer 23.34
25190 - Ventilation Equipment Tender 16.86***
25210 - Water Treatment Plant Operator 19.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.25
27007 - Baggage Inspector 16.03***
27008 - Corrections Officer 24.30
27010 - Court Security Officer 23.79
27030 - Detection Dog Handler 18.03
27040 - Detention Officer 24.30
27070 - Firefighter 23.05
27101 - Guard I 16.03***
27102 - Guard II 18.03
27131 - Police Officer I 27.08
27132 - Police Officer II 30.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.59***
28042 - Carnival Equipment Repairer 15.77***
28043 - Carnival Worker 11.04***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.19***
28350 - Park Attendant (Aide) 19.30
28510 - Recreation Aide/Health Facility Attendant 14.09***
28515 - Recreation Specialist 23.91
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 21.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.24
29020 - Hatch Tender 28.24
29030 - Line Handler 28.24
29041 - Stevedore I 26.49
29042 - Stevedore II 29.91
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 26.46
30051 - Cryogenic Technician I 33.79
30052 - Cryogenic Technician II 37.31
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70

30084 - Engineering Technician IV 30.61
30085 - Engineering Technician V 37.44
30086 - Engineering Technician VI 45.30
30090 - Environmental Technician 25.73
30095 - Evidence Control Specialist 30.51
30210 - Laboratory Technician 29.34
30221 - Latent Fingerprint Technician I 33.79
30222 - Latent Fingerprint Technician II 37.31
30240 - Mathematical Technician 30.51
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 37.31
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 37.31
30461 - Technical Writer I 30.61
30462 - Technical Writer II 37.46
30463 - Technical Writer III 45.29
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 33.79
30502 - Weather Forecaster II 41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 30.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 16.55***
31260 - Parking and Lot Attendant 13.48***
31290 - Shuttle Bus Driver 18.09
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 18.09
31362 - Truckdriver, Medium 19.69
31363 - Truckdriver, Heavy 23.60
31364 - Truckdriver, Tractor-Trailer 23.60
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 12.61***
99050 - Desk Clerk 13.31***
99095 - Embalmer 30.01
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 14.23***
99252 - Laboratory Animal Caretaker II 15.38***
99260 - Marketing Analyst 28.74
99310 - Mortician 30.01
99410 - Pest Controller 18.98
99510 - Photofinishing Worker 16.73***
99710 - Recycling Laborer 22.06

99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.48
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	15.63***
99830 - Survey Party Chief	27.28
99831 - Surveying Aide	16.34***
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	21.41
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.41

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5845
Revision No.: 25
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Jack, Montague

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.57
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.31
01020 - Administrative Assistant		27.88
01035 - Court Reporter		28.47

01041 - Customer Service Representative I 16.04***
01042 - Customer Service Representative II 17.50***
01043 - Customer Service Representative III 19.64
01051 - Data Entry Operator I 16.06***
01052 - Data Entry Operator II 17.53***
01060 - Dispatcher, Motor Vehicle 23.32
01070 - Document Preparation Clerk 16.18***
01090 - Duplicating Machine Operator 16.18***
01111 - General Clerk I 15.72***
01112 - General Clerk II 17.15***
01113 - General Clerk III 19.26
01120 - Housing Referral Assistant 22.64
01141 - Messenger Courier 14.34***
01191 - Order Clerk I 17.69***
01192 - Order Clerk II 19.30
01261 - Personnel Assistant (Employment) I 18.20
01262 - Personnel Assistant (Employment) II 20.35
01263 - Personnel Assistant (Employment) III 22.69
01270 - Production Control Clerk 24.17
01290 - Rental Clerk 15.48***
01300 - Scheduler, Maintenance 18.16
01311 - Secretary I 18.16
01312 - Secretary II 20.31
01313 - Secretary III 22.64
01320 - Service Order Dispatcher 20.70
01410 - Supply Technician 27.88
01420 - Survey Worker 17.29***
01460 - Switchboard Operator/Receptionist 14.96***
01531 - Travel Clerk I 16.18***
01532 - Travel Clerk II 18.16
01533 - Travel Clerk III 20.27
01611 - Word Processor I 16.18***
01612 - Word Processor II 18.16
01613 - Word Processor III 20.31
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.02
05010 - Automotive Electrician 21.49
05040 - Automotive Glass Installer 21.40
05070 - Automotive Worker 21.93
05110 - Mobile Equipment Servicer 17.73***
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 21.49
05340 - Radiator Repair Specialist 20.43
05370 - Tire Repairer 16.97***
05400 - Transmission Repair Specialist 22.99
07000 - Food Preparation And Service Occupations
07010 - Baker 14.12***
07041 - Cook I 13.20***
07042 - Cook II 15.12***

07070 - Dishwasher 11.31***
07130 - Food Service Worker 12.56***
07210 - Meat Cutter 14.00***
07260 - Waiter/Waitress 11.17***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.77
09040 - Furniture Handler 11.85***
09080 - Furniture Refinisher 18.52
09090 - Furniture Refinisher Helper 14.13***
09110 - Furniture Repairer, Minor 16.40***
09130 - Upholsterer 18.52
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.86***
11060 - Elevator Operator 14.40***
11090 - Gardener 20.85
11122 - Housekeeping Aide 14.40***
11150 - Janitor 14.40***
11210 - Laborer, Grounds Maintenance 16.17***
11240 - Maid or Houseman 12.89***
11260 - Pruner 14.60***
11270 - Tractor Operator 19.29
11330 - Trail Maintenance Worker 16.17***
11360 - Window Cleaner 15.95***
12000 - Health Occupations
12010 - Ambulance Driver 17.42***
12011 - Breath Alcohol Technician 24.39
12012 - Certified Occupational Therapist Assistant 38.18
12015 - Certified Physical Therapist Assistant 36.69
12020 - Dental Assistant 19.08
12025 - Dental Hygienist 41.86
12030 - EKG Technician 28.89
12035 - Electroneurodiagnostic Technologist 28.89
12040 - Emergency Medical Technician 17.42***
12071 - Licensed Practical Nurse I 21.80
12072 - Licensed Practical Nurse II 24.39
12073 - Licensed Practical Nurse III 27.19
12100 - Medical Assistant 18.10
12130 - Medical Laboratory Technician 28.85
12160 - Medical Record Clerk 16.60***
12190 - Medical Record Technician 18.57
12195 - Medical Transcriptionist 21.63
12210 - Nuclear Medicine Technologist 53.59
12221 - Nursing Assistant I 13.85***
12222 - Nursing Assistant II 15.58***
12223 - Nursing Assistant III 17.00***
12224 - Nursing Assistant IV 19.08
12235 - Optical Dispenser 17.03***
12236 - Optical Technician 21.80
12250 - Pharmacy Technician 18.61
12280 - Phlebotomist 17.21***
12305 - Radiologic Technologist 34.51
12311 - Registered Nurse I 26.37
12312 - Registered Nurse II 32.25
12313 - Registered Nurse II, Specialist 32.25

12314 - Registered Nurse III 39.02
12315 - Registered Nurse III, Anesthetist 39.02
12316 - Registered Nurse IV 46.78
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 26.47
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.65
13012 - Exhibits Specialist II 25.77
13013 - Exhibits Specialist III 31.28
13041 - Illustrator I 24.95
13042 - Illustrator II 30.91
13043 - Illustrator III 37.82
13047 - Librarian 31.56
13050 - Library Aide/Clerk 14.33***
13054 - Library Information Technology Systems Administrator 27.42
13058 - Library Technician 15.98***
13061 - Media Specialist I 19.78
13062 - Media Specialist II 22.13
13063 - Media Specialist III 24.67
13071 - Photographer I 18.32
13072 - Photographer II 20.49
13073 - Photographer III 25.38
13074 - Photographer IV 31.05
13075 - Photographer V 37.56
13090 - Technical Order Library Clerk 17.61***
13110 - Video Teleconference Technician 26.13
14000 - Information Technology Occupations
14041 - Computer Operator I 19.83
14042 - Computer Operator II 22.18
14043 - Computer Operator III 24.73
14044 - Computer Operator IV 27.48
14045 - Computer Operator V 30.43
14071 - Computer Programmer I (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.83
14160 - Personal Computer Support Technician 27.48
14170 - System Support Specialist 30.43
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 36.41
15020 - Aircrew Training Devices Instructor (Rated) 44.05
15030 - Air Crew Training Devices Instructor (Pilot) 52.80
15050 - Computer Based Training Specialist / Instructor 36.41
15060 - Educational Technologist 34.98
15070 - Flight Instructor (Pilot) 52.80
15080 - Graphic Artist 22.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.73
15086 - Maintenance Test Pilot, Rotary Wing 50.73
15088 - Non-Maintenance Test/Co-Pilot 50.73

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 12.33***
16030 - Counter Attendant 12.33***
16040 - Dry Cleaner 15.54***
16070 - Finisher, Flatwork, Machine 12.33***
16090 - Presser, Hand 12.33***
16110 - Presser, Machine, Drycleaning 12.33***
16130 - Presser, Machine, Shirts 12.33***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.33***
16190 - Sewing Machine Operator 16.29***
16220 - Tailor 17.25***
16250 - Washer, Machine 13.42***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.49
19040 - Tool And Die Maker 25.00
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.95
21030 - Material Coordinator 24.17
21040 - Material Expediter 24.17
21050 - Material Handling Laborer 16.96***
21071 - Order Filler 16.93***
21080 - Production Line Worker (Food Processing) 19.95
21110 - Shipping Packer 17.99
21130 - Shipping/Receiving Clerk 17.99
21140 - Store Worker I 14.57***
21150 - Stock Clerk 19.71
21210 - Tools And Parts Attendant 19.95
21410 - Warehouse Specialist 19.95
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 37.85
23019 - Aircraft Logs and Records Technician 30.17
23021 - Aircraft Mechanic I 36.01
23022 - Aircraft Mechanic II 37.85
23023 - Aircraft Mechanic III 39.68
23040 - Aircraft Mechanic Helper 25.99
23050 - Aircraft, Painter 34.08
23060 - Aircraft Servicer 30.17
23070 - Aircraft Survival Flight Equipment Technician 34.08
23080 - Aircraft Worker 32.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.01
23110 - Appliance Mechanic 21.19
23120 - Bicycle Repairer 21.19
23125 - Cable Splicer 34.55
23130 - Carpenter, Maintenance 20.99
23140 - Carpet Layer 24.26
23160 - Electrician, Maintenance 23.96
23181 - Electronics Technician Maintenance I 32.92

23182 - Electronics Technician Maintenance II 34.86
23183 - Electronics Technician Maintenance III 36.84
23260 - Fabric Worker 22.75
23290 - Fire Alarm System Mechanic 26.99
23310 - Fire Extinguisher Repairer 21.19
23311 - Fuel Distribution System Mechanic 25.52
23312 - Fuel Distribution System Operator 19.67
23370 - General Maintenance Worker 19.14
23380 - Ground Support Equipment Mechanic 36.01
23381 - Ground Support Equipment Servicer 30.17
23382 - Ground Support Equipment Worker 32.18
23391 - Gunsmith I 21.19
23392 - Gunsmith II 24.26
23393 - Gunsmith III 27.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic 22.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 24.02
23430 - Heavy Equipment Mechanic 26.54
23440 - Heavy Equipment Operator 23.39
23460 - Instrument Mechanic 27.15
23465 - Laboratory/Shelter Mechanic 25.70
23470 - Laborer 16.96***
23510 - Locksmith 25.70
23530 - Machinery Maintenance Mechanic 27.76
23550 - Machinist, Maintenance 24.05
23580 - Maintenance Trades Helper 16.15***
23591 - Metrology Technician I 27.15
23592 - Metrology Technician II 28.53
23593 - Metrology Technician III 29.91
23640 - Millwright 28.40
23710 - Office Appliance Repairer 21.19
23760 - Painter, Maintenance 21.08
23790 - Pipefitter, Maintenance 23.97
23810 - Plumber, Maintenance 22.68
23820 - Pneudraulic Systems Mechanic 27.15
23850 - Rigger 27.15
23870 - Scale Mechanic 24.26
23890 - Sheet-Metal Worker, Maintenance 22.93
23910 - Small Engine Mechanic 21.83
23931 - Telecommunications Mechanic I 31.20
23932 - Telecommunications Mechanic II 32.79
23950 - Telephone Lineman 34.46
23960 - Welder, Combination, Maintenance 22.91
23965 - Well Driller 27.15
23970 - Woodcraft Worker 27.15
23980 - Woodworker 21.19
24000 - Personal Needs Occupations
24550 - Case Manager 18.83
24570 - Child Care Attendant 10.73***
24580 - Child Care Center Clerk 13.39***
24610 - Chore Aide 11.75***
24620 - Family Readiness And Support Services Coordinator 18.83

24630 - Homemaker 18.83
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.34
25040 - Sewage Plant Operator 19.83
25070 - Stationary Engineer 23.34
25190 - Ventilation Equipment Tender 16.86***
25210 - Water Treatment Plant Operator 19.83
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.25
27007 - Baggage Inspector 16.03***
27008 - Corrections Officer 24.30
27010 - Court Security Officer 23.79
27030 - Detection Dog Handler 18.03
27040 - Detention Officer 24.53
27070 - Firefighter 23.05
27101 - Guard I 16.03***
27102 - Guard II 18.03
27131 - Police Officer I 27.08
27132 - Police Officer II 30.10
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 14.59***
28042 - Carnival Equipment Repairer 15.77***
28043 - Carnival Worker 11.04***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.19***
28350 - Park Attendant (Aide) 19.30
28510 - Recreation Aide/Health Facility Attendant 14.09***
28515 - Recreation Specialist 23.91
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 18.88
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.24
29020 - Hatch Tender 28.24
29030 - Line Handler 28.24
29041 - Stevedore I 26.49
29042 - Stevedore II 29.91
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 38.03
30021 - Archeological Technician I 22.02
30022 - Archeological Technician II 24.63
30023 - Archeological Technician III 30.51
30030 - Cartographic Technician 30.51
30040 - Civil Engineering Technician 26.46
30051 - Cryogenic Technician I 33.79
30052 - Cryogenic Technician II 37.31
30061 - Drafter/CAD Operator I 22.02
30062 - Drafter/CAD Operator II 24.63
30063 - Drafter/CAD Operator III 27.45
30064 - Drafter/CAD Operator IV 33.79
30081 - Engineering Technician I 19.68
30082 - Engineering Technician II 22.09
30083 - Engineering Technician III 24.70

30084 - Engineering Technician IV 30.61
30085 - Engineering Technician V 37.44
30086 - Engineering Technician VI 45.30
30090 - Environmental Technician 25.73
30095 - Evidence Control Specialist 30.51
30210 - Laboratory Technician 29.34
30221 - Latent Fingerprint Technician I 33.79
30222 - Latent Fingerprint Technician II 37.31
30240 - Mathematical Technician 30.51
30361 - Paralegal/Legal Assistant I 23.33
30362 - Paralegal/Legal Assistant II 28.91
30363 - Paralegal/Legal Assistant III 35.36
30364 - Paralegal/Legal Assistant IV 42.78
30375 - Petroleum Supply Specialist 37.31
30390 - Photo-Optics Technician 30.51
30395 - Radiation Control Technician 37.31
30461 - Technical Writer I 30.61
30462 - Technical Writer II 37.46
30463 - Technical Writer III 45.29
30491 - Unexploded Ordnance (UXO) Technician I 31.83
30492 - Unexploded Ordnance (UXO) Technician II 38.52
30493 - Unexploded Ordnance (UXO) Technician III 46.16
30494 - Unexploded (UXO) Safety Escort 31.83
30495 - Unexploded (UXO) Sweep Personnel 31.83
30501 - Weather Forecaster I 33.79
30502 - Weather Forecaster II 41.10
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.45
30621 - Weather Observer, Senior (see 2) 30.51
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.52
31020 - Bus Aide 13.60***
31030 - Bus Driver 18.80
31043 - Driver Courier 16.55***
31260 - Parking and Lot Attendant 13.48***
31290 - Shuttle Bus Driver 18.09
31310 - Taxi Driver 12.71***
31361 - Truckdriver, Light 18.09
31362 - Truckdriver, Medium 20.50
31363 - Truckdriver, Heavy 23.60
31364 - Truckdriver, Tractor-Trailer 23.60
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.78
99030 - Cashier 12.61***
99050 - Desk Clerk 13.31***
99095 - Embalmer 30.01
99130 - Flight Follower 31.83
99251 - Laboratory Animal Caretaker I 14.23***
99252 - Laboratory Animal Caretaker II 15.38***
99260 - Marketing Analyst 31.75
99310 - Mortician 30.01
99410 - Pest Controller 18.40
99510 - Photofinishing Worker 16.73***
99710 - Recycling Laborer 22.06

99711 - Recycling Specialist	26.82
99730 - Refuse Collector	19.48
99810 - Sales Clerk	14.14***
99820 - School Crossing Guard	15.63***
99830 - Survey Party Chief	28.69
99831 - Surveying Aide	16.64***
99832 - Surveying Technician	20.94
99840 - Vending Machine Attendant	21.41
99841 - Vending Machine Repairer	26.51
99842 - Vending Machine Repairer Helper	21.41

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5847
Revision No.: 25
Date Of Last Revision: 05/15/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of San Jacinto

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.81
01012 - Accounting Clerk II		21.12
01013 - Accounting Clerk III		23.62
01020 - Administrative Assistant		31.35
01035 - Court Reporter		26.37

01041 - Customer Service Representative I 16.37***
01042 - Customer Service Representative II 17.86
01043 - Customer Service Representative III 20.04
01051 - Data Entry Operator I 17.13***
01052 - Data Entry Operator II 18.69
01060 - Dispatcher, Motor Vehicle 20.68
01070 - Document Preparation Clerk 17.57***
01090 - Duplicating Machine Operator 17.57***
01111 - General Clerk I 16.76***
01112 - General Clerk II 18.29
01113 - General Clerk III 20.53
01120 - Housing Referral Assistant 24.02
01141 - Messenger Courier 15.63***
01191 - Order Clerk I 17.05***
01192 - Order Clerk II 18.60
01261 - Personnel Assistant (Employment) I 20.25
01262 - Personnel Assistant (Employment) II 22.65
01263 - Personnel Assistant (Employment) III 25.24
01270 - Production Control Clerk 23.64
01290 - Rental Clerk 17.16***
01300 - Scheduler, Maintenance 19.26
01311 - Secretary I 19.26
01312 - Secretary II 21.55
01313 - Secretary III 24.02
01320 - Service Order Dispatcher 18.49
01410 - Supply Technician 31.35
01420 - Survey Worker 20.43
01460 - Switchboard Operator/Receptionist 15.50***
01531 - Travel Clerk I 17.29***
01532 - Travel Clerk II 19.26
01533 - Travel Clerk III 21.55
01611 - Word Processor I 17.16***
01612 - Word Processor II 19.26
01613 - Word Processor III 21.55
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 17.39***
05400 - Transmission Repair Specialist 25.76
07000 - Food Preparation And Service Occupations
07010 - Baker 14.82***
07041 - Cook I 14.32***
07042 - Cook II 16.71***

07070 - Dishwasher 12.46***
07130 - Food Service Worker 13.50***
07210 - Meat Cutter 15.55***
07260 - Waiter/Waitress 12.20***
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 14.28***
11060 - Elevator Operator 14.59***
11090 - Gardener 22.56
11122 - Housekeeping Aide 14.59***
11150 - Janitor 14.59***
11210 - Laborer, Grounds Maintenance 16.73***
11240 - Maid or Houseman 12.56***
11260 - Pruner 14.86***
11270 - Tractor Operator 20.60
11330 - Trail Maintenance Worker 16.73***
11360 - Window Cleaner 16.35***
12000 - Health Occupations
12010 - Ambulance Driver 17.49***
12011 - Breath Alcohol Technician 24.40
12012 - Certified Occupational Therapist Assistant 38.16
12015 - Certified Physical Therapist Assistant 39.49
12020 - Dental Assistant 18.33
12025 - Dental Hygienist 44.40
12030 - EKG Technician 29.71
12035 - Electroneurodiagnostic Technologist 29.71
12040 - Emergency Medical Technician 17.49***
12071 - Licensed Practical Nurse I 22.72
12072 - Licensed Practical Nurse II 25.40
12073 - Licensed Practical Nurse III 28.31
12100 - Medical Assistant 18.71
12130 - Medical Laboratory Technician 27.76
12160 - Medical Record Clerk 17.59***
12190 - Medical Record Technician 19.70
12195 - Medical Transcriptionist 21.55
12210 - Nuclear Medicine Technologist 49.21
12221 - Nursing Assistant I 14.69***
12222 - Nursing Assistant II 16.53***
12223 - Nursing Assistant III 18.04
12224 - Nursing Assistant IV 20.24
12235 - Optical Dispenser 17.95
12236 - Optical Technician 19.82
12250 - Pharmacy Technician 21.10
12280 - Phlebotomist 19.70
12305 - Radiologic Technologist 32.68
12311 - Registered Nurse I 31.78
12312 - Registered Nurse II 38.86
12313 - Registered Nurse II, Specialist 38.86

12314 - Registered Nurse III 47.02
12315 - Registered Nurse III, Anesthetist 47.02
12316 - Registered Nurse IV 56.37
12317 - Scheduler (Drug and Alcohol Testing) 30.22
12320 - Substance Abuse Treatment Counselor 27.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 23.14
13012 - Exhibits Specialist II 28.68
13013 - Exhibits Specialist III 35.01
13041 - Illustrator I 21.04
13042 - Illustrator II 26.07
13043 - Illustrator III 31.89
13047 - Librarian 31.76
13050 - Library Aide/Clerk 13.08***
13054 - Library Information Technology Systems Administrator 28.68
13058 - Library Technician 17.64***
13061 - Media Specialist I 20.69
13062 - Media Specialist II 23.14
13063 - Media Specialist III 25.81
13071 - Photographer I 18.78
13072 - Photographer II 21.01
13073 - Photographer III 26.03
13074 - Photographer IV 31.83
13075 - Photographer V 38.51
13090 - Technical Order Library Clerk 16.42***
13110 - Video Teleconference Technician 20.66
14000 - Information Technology Occupations
14041 - Computer Operator I 20.62
14042 - Computer Operator II 23.07
14043 - Computer Operator III 25.71
14044 - Computer Operator IV 28.58
14045 - Computer Operator V 31.65
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 20.62
14160 - Personal Computer Support Technician 28.58
14170 - System Support Specialist 33.13
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 37.87
15020 - Aircrew Training Devices Instructor (Rated) 45.82
15030 - Air Crew Training Devices Instructor (Pilot) 54.93
15050 - Computer Based Training Specialist / Instructor 37.87
15060 - Educational Technologist 35.69
15070 - Flight Instructor (Pilot) 54.93
15080 - Graphic Artist 29.39
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 54.93
15086 - Maintenance Test Pilot, Rotary Wing 54.93
15088 - Non-Maintenance Test/Co-Pilot 54.93

15090 - Technical Instructor 25.40
15095 - Technical Instructor/Course Developer 31.06
15110 - Test Proctor 20.50
15120 - Tutor 20.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.46***
16030 - Counter Attendant 12.46***
16040 - Dry Cleaner 15.98***
16070 - Finisher, Flatwork, Machine 12.46***
16090 - Presser, Hand 12.46***
16110 - Presser, Machine, Drycleaning 12.46***
16130 - Presser, Machine, Shirts 12.46***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.46***
16190 - Sewing Machine Operator 16.91***
16220 - Tailor 18.20
16250 - Washer, Machine 13.65***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.46
19040 - Tool And Die Maker 26.85
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.76
21030 - Material Coordinator 23.64
21040 - Material Expediter 23.64
21050 - Material Handling Laborer 17.95
21071 - Order Filler 17.03***
21080 - Production Line Worker (Food Processing) 19.76
21110 - Shipping Packer 18.57
21130 - Shipping/Receiving Clerk 18.57
21140 - Store Worker I 14.99***
21150 - Stock Clerk 21.19
21210 - Tools And Parts Attendant 19.76
21410 - Warehouse Specialist 19.76
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 34.39
23019 - Aircraft Logs and Records Technician 27.13
23021 - Aircraft Mechanic I 32.95
23022 - Aircraft Mechanic II 34.39
23023 - Aircraft Mechanic III 35.86
23040 - Aircraft Mechanic Helper 24.18
23050 - Aircraft, Painter 31.24
23060 - Aircraft Servicer 27.13
23070 - Aircraft Survival Flight Equipment Technician 31.24
23080 - Aircraft Worker 29.14
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 29.14
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 32.95
23110 - Appliance Mechanic 25.09
23120 - Bicycle Repairer 19.78
23125 - Cable Splicer 36.95
23130 - Carpenter, Maintenance 23.09
23140 - Carpet Layer 23.05
23160 - Electrician, Maintenance 28.45
23181 - Electronics Technician Maintenance I 32.45

23182 - Electronics Technician Maintenance II 34.80
23183 - Electronics Technician Maintenance III 36.72
23260 - Fabric Worker 21.43
23290 - Fire Alarm System Mechanic 23.95
23310 - Fire Extinguisher Repairer 19.78
23311 - Fuel Distribution System Mechanic 25.54
23312 - Fuel Distribution System Operator 19.36
23370 - General Maintenance Worker 20.31
23380 - Ground Support Equipment Mechanic 32.95
23381 - Ground Support Equipment Servicer 27.13
23382 - Ground Support Equipment Worker 29.14
23391 - Gunsmith I 19.78
23392 - Gunsmith II 23.05
23393 - Gunsmith III 26.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic 25.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 26.42
23430 - Heavy Equipment Mechanic 28.79
23440 - Heavy Equipment Operator 24.28
23460 - Instrument Mechanic 28.46
23465 - Laboratory/Shelter Mechanic 24.71
23470 - Laborer 17.78
23510 - Locksmith 22.46
23530 - Machinery Maintenance Mechanic 29.87
23550 - Machinist, Maintenance 24.61
23580 - Maintenance Trades Helper 16.43***
23591 - Metrology Technician I 28.46
23592 - Metrology Technician II 29.70
23593 - Metrology Technician III 30.98
23640 - Millwright 28.04
23710 - Office Appliance Repairer 22.46
23760 - Painter, Maintenance 21.43
23790 - Pipefitter, Maintenance 30.63
23810 - Plumber, Maintenance 28.96
23820 - Pneudraulic Systems Mechanic 26.07
23850 - Rigger 26.07
23870 - Scale Mechanic 23.05
23890 - Sheet-Metal Worker, Maintenance 26.07
23910 - Small Engine Mechanic 20.93
23931 - Telecommunications Mechanic I 33.50
23932 - Telecommunications Mechanic II 34.96
23950 - Telephone Lineman 32.09
23960 - Welder, Combination, Maintenance 22.72
23965 - Well Driller 27.54
23970 - Woodcraft Worker 26.07
23980 - Woodworker 19.78
24000 - Personal Needs Occupations
24550 - Case Manager 18.89
24570 - Child Care Attendant 11.74***
24580 - Child Care Center Clerk 14.83***
24610 - Chore Aide 11.03***
24620 - Family Readiness And Support Services Coordinator 18.89

24630 - Homemaker 18.89
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 26.35
25040 - Sewage Plant Operator 22.02
25070 - Stationary Engineer 26.35
25190 - Ventilation Equipment Tender 18.06
25210 - Water Treatment Plant Operator 22.02
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.86
27007 - Baggage Inspector 15.60***
27008 - Corrections Officer 23.74
27010 - Court Security Officer 24.53
27030 - Detection Dog Handler 17.90
27040 - Detention Officer 23.74
27070 - Firefighter 24.70
27101 - Guard I 15.60***
27102 - Guard II 17.90
27131 - Police Officer I 28.94
27132 - Police Officer II 32.15
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.96***
28042 - Carnival Equipment Repairer 15.28***
28043 - Carnival Worker 9.85***
28210 - Gate Attendant/Gate Tender 18.03
28310 - Lifeguard 15.38***
28350 - Park Attendant (Aide) 20.17
28510 - Recreation Aide/Health Facility Attendant 14.72***
28515 - Recreation Specialist 24.98
28630 - Sports Official 16.06***
28690 - Swimming Pool Operator 19.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.39
29020 - Hatch Tender 30.39
29030 - Line Handler 30.39
29041 - Stevedore I 28.26
29042 - Stevedore II 32.58
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 23.48
30022 - Archeological Technician II 26.26
30023 - Archeological Technician III 32.53
30030 - Cartographic Technician 32.53
30040 - Civil Engineering Technician 32.38
30051 - Cryogenic Technician I 34.75
30052 - Cryogenic Technician II 38.38
30061 - Drafter/CAD Operator I 23.48
30062 - Drafter/CAD Operator II 26.26
30063 - Drafter/CAD Operator III 29.27
30064 - Drafter/CAD Operator IV 36.03
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 30.40
30095 - Evidence Control Specialist 31.00
30210 - Laboratory Technician 30.09
30221 - Latent Fingerprint Technician I 32.42
30222 - Latent Fingerprint Technician II 35.80
30240 - Mathematical Technician 32.53
30361 - Paralegal/Legal Assistant I 25.13
30362 - Paralegal/Legal Assistant II 31.13
30363 - Paralegal/Legal Assistant III 38.07
30364 - Paralegal/Legal Assistant IV 46.06
30375 - Petroleum Supply Specialist 37.92
30390 - Photo-Optics Technician 32.53
30395 - Radiation Control Technician 37.92
30461 - Technical Writer I 31.00
30462 - Technical Writer II 37.92
30463 - Technical Writer III 45.89
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 36.03
30502 - Weather Forecaster II 42.27
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 29.27
30621 - Weather Observer, Senior (see 2) 32.53
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 14.43***
31030 - Bus Driver 21.04
31043 - Driver Courier 17.66***
31260 - Parking and Lot Attendant 12.73***
31290 - Shuttle Bus Driver 16.34***
31310 - Taxi Driver 13.64***
31361 - Truckdriver, Light 19.33
31362 - Truckdriver, Medium 20.97
31363 - Truckdriver, Heavy 25.53
31364 - Truckdriver, Tractor-Trailer 25.53
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 13.21***
99050 - Desk Clerk 14.18***
99095 - Embalmer 33.14
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 17.41***
99252 - Laboratory Animal Caretaker II 18.99
99260 - Marketing Analyst 29.28
99310 - Mortician 33.14
99410 - Pest Controller 20.48
99510 - Photofinishing Worker 17.75
99710 - Recycling Laborer 21.69

99711 - Recycling Specialist	26.72
99730 - Refuse Collector	19.27
99810 - Sales Clerk	14.55***
99820 - School Crossing Guard	15.89***
99830 - Survey Party Chief	24.26
99831 - Surveying Aide	16.60***
99832 - Surveying Technician	20.98
99840 - Vending Machine Attendant	21.99
99841 - Vending Machine Repairer	28.07
99842 - Vending Machine Repairer Helper	21.99

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5849
Revision No.: 26
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Mason

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.47
01012 - Accounting Clerk II		20.73
01013 - Accounting Clerk III		23.18
01020 - Administrative Assistant		25.77
01035 - Court Reporter		24.30

01041 - Customer Service Representative I 17.61***
01042 - Customer Service Representative II 19.22
01043 - Customer Service Representative III 21.57
01051 - Data Entry Operator I 17.01***
01052 - Data Entry Operator II 18.56
01060 - Dispatcher, Motor Vehicle 20.66
01070 - Document Preparation Clerk 16.15***
01090 - Duplicating Machine Operator 16.15***
01111 - General Clerk I 17.18***
01112 - General Clerk II 18.75
01113 - General Clerk III 21.04
01120 - Housing Referral Assistant 22.60
01141 - Messenger Courier 15.20***
01191 - Order Clerk I 17.03***
01192 - Order Clerk II 18.58
01261 - Personnel Assistant (Employment) I 18.27
01262 - Personnel Assistant (Employment) II 20.44
01263 - Personnel Assistant (Employment) III 22.78
01270 - Production Control Clerk 23.91
01290 - Rental Clerk 18.02
01300 - Scheduler, Maintenance 18.13
01311 - Secretary I 18.13
01312 - Secretary II 20.28
01313 - Secretary III 22.60
01320 - Service Order Dispatcher 18.47
01410 - Supply Technician 25.77
01420 - Survey Worker 17.86
01460 - Switchboard Operator/Receptionist 15.16***
01531 - Travel Clerk I 16.15***
01532 - Travel Clerk II 18.13
01533 - Travel Clerk III 20.28
01611 - Word Processor I 16.15***
01612 - Word Processor II 18.13
01613 - Word Processor III 20.28
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 23.60
05010 - Automotive Electrician 21.74
05040 - Automotive Glass Installer 20.32
05070 - Automotive Worker 20.32
05110 - Mobile Equipment Servicer 17.50***
05130 - Motor Equipment Metal Mechanic 23.05
05160 - Motor Equipment Metal Worker 20.32
05190 - Motor Vehicle Mechanic 23.05
05220 - Motor Vehicle Mechanic Helper 16.10***
05250 - Motor Vehicle Upholstery Worker 18.89
05280 - Motor Vehicle Wrecker 20.32
05310 - Painter, Automotive 21.74
05340 - Radiator Repair Specialist 20.32
05370 - Tire Repairer 16.84***
05400 - Transmission Repair Specialist 23.05
07000 - Food Preparation And Service Occupations
07010 - Baker 14.31***
07041 - Cook I 14.14***
07042 - Cook II 16.42***

07070 - Dishwasher 12.52***
07130 - Food Service Worker 13.21***
07210 - Meat Cutter 15.18***
07260 - Waiter/Waitress 12.06***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 25.26
09040 - Furniture Handler 14.65***
09080 - Furniture Refinisher 23.93
09090 - Furniture Refinisher Helper 17.75
09110 - Furniture Repairer, Minor 20.80
09130 - Upholsterer 23.74
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.56***
11060 - Elevator Operator 14.39***
11090 - Gardener 22.22
11122 - Housekeeping Aide 14.39***
11150 - Janitor 14.39***
11210 - Laborer, Grounds Maintenance 16.86***
11240 - Maid or Houseman 13.49***
11260 - Pruner 15.12***
11270 - Tractor Operator 20.45
11330 - Trail Maintenance Worker 16.86***
11360 - Window Cleaner 16.05***
12000 - Health Occupations
12010 - Ambulance Driver 17.96
12011 - Breath Alcohol Technician 25.21
12012 - Certified Occupational Therapist Assistant 38.20
12015 - Certified Physical Therapist Assistant 36.51
12020 - Dental Assistant 17.92
12025 - Dental Hygienist 46.45
12030 - EKG Technician 32.28
12035 - Electroneurodiagnostic Technologist 32.28
12040 - Emergency Medical Technician 17.96
12071 - Licensed Practical Nurse I 22.54
12072 - Licensed Practical Nurse II 25.21
12073 - Licensed Practical Nurse III 28.10
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 23.60
12160 - Medical Record Clerk 16.74***
12190 - Medical Record Technician 18.73
12195 - Medical Transcriptionist 21.00
12210 - Nuclear Medicine Technologist 55.41
12221 - Nursing Assistant I 16.08***
12222 - Nursing Assistant II 18.09
12223 - Nursing Assistant III 19.74
12224 - Nursing Assistant IV 22.16
12235 - Optical Dispenser 16.96***
12236 - Optical Technician 22.54
12250 - Pharmacy Technician 19.04
12280 - Phlebotomist 17.49***
12305 - Radiologic Technologist 35.57
12311 - Registered Nurse I 31.87
12312 - Registered Nurse II 38.98
12313 - Registered Nurse II, Specialist 38.98

12314 - Registered Nurse III 47.16
12315 - Registered Nurse III, Anesthetist 47.16
12316 - Registered Nurse IV 56.55
12317 - Scheduler (Drug and Alcohol Testing) 31.23
12320 - Substance Abuse Treatment Counselor 26.18
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.55
13012 - Exhibits Specialist II 25.78
13013 - Exhibits Specialist III 27.85
13041 - Illustrator I 19.55
13042 - Illustrator II 25.78
13043 - Illustrator III 28.13
13047 - Librarian 25.22
13050 - Library Aide/Clerk 15.94***
13054 - Library Information Technology Systems Administrator 22.77
13058 - Library Technician 16.88***
13061 - Media Specialist I 16.43***
13062 - Media Specialist II 18.38
13063 - Media Specialist III 20.49
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 20.01
13110 - Video Teleconference Technician 16.43***
14000 - Information Technology Occupations
14041 - Computer Operator I 17.41***
14042 - Computer Operator II 19.49
14043 - Computer Operator III 21.72
14044 - Computer Operator IV 24.14
14045 - Computer Operator V 25.97
14071 - Computer Programmer I (see 1) 25.44
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 17.41***
14160 - Personal Computer Support Technician 24.14
14170 - System Support Specialist 24.42
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 38.02
15020 - Aircrew Training Devices Instructor (Rated) 46.00
15030 - Air Crew Training Devices Instructor (Pilot) 55.13
15050 - Computer Based Training Specialist / Instructor 38.02
15060 - Educational Technologist 36.59
15070 - Flight Instructor (Pilot) 55.13
15080 - Graphic Artist 22.13
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 55.13
15086 - Maintenance Test Pilot, Rotary Wing 55.13
15088 - Non-Maintenance Test/Co-Pilot 55.13

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 11.49***
16030 - Counter Attendant 11.49***
16040 - Dry Cleaner 13.94***
16070 - Finisher, Flatwork, Machine 11.49***
16090 - Presser, Hand 11.49***
16110 - Presser, Machine, Drycleaning 11.49***
16130 - Presser, Machine, Shirts 11.49***
16160 - Presser, Machine, Wearing Apparel, Laundry 11.49***
16190 - Sewing Machine Operator 14.72***
16220 - Tailor 15.45***
16250 - Washer, Machine 12.44***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.53
19040 - Tool And Die Maker 29.04
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.90
21030 - Material Coordinator 23.91
21040 - Material Expediter 23.91
21050 - Material Handling Laborer 16.75***
21071 - Order Filler 17.19***
21080 - Production Line Worker (Food Processing) 18.90
21110 - Shipping Packer 18.27
21130 - Shipping/Receiving Clerk 18.27
21140 - Store Worker I 13.76***
21150 - Stock Clerk 18.97
21210 - Tools And Parts Attendant 18.90
21410 - Warehouse Specialist 18.90
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.95
23019 - Aircraft Logs and Records Technician 24.85
23021 - Aircraft Mechanic I 30.32
23022 - Aircraft Mechanic II 31.95
23023 - Aircraft Mechanic III 33.61
23040 - Aircraft Mechanic Helper 21.18
23050 - Aircraft, Painter 28.59
23060 - Aircraft Servicer 24.85
23070 - Aircraft Survival Flight Equipment Technician 28.59
23080 - Aircraft Worker 26.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 26.73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 30.32
23110 - Appliance Mechanic 24.00
23120 - Bicycle Repairer 19.32
23125 - Cable Splicer 34.53
23130 - Carpenter, Maintenance 19.19
23140 - Carpet Layer 22.43
23160 - Electrician, Maintenance 24.70
23181 - Electronics Technician Maintenance I 30.33

23182 - Electronics Technician Maintenance II 32.44
23183 - Electronics Technician Maintenance III 34.40
23260 - Fabric Worker 20.86
23290 - Fire Alarm System Mechanic 22.87
23310 - Fire Extinguisher Repairer 19.32
23311 - Fuel Distribution System Mechanic 28.12
23312 - Fuel Distribution System Operator 21.35
23370 - General Maintenance Worker 18.51
23380 - Ground Support Equipment Mechanic 30.32
23381 - Ground Support Equipment Servicer 24.85
23382 - Ground Support Equipment Worker 26.73
23391 - Gunsmith I 19.32
23392 - Gunsmith II 22.43
23393 - Gunsmith III 25.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.52
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.84
23430 - Heavy Equipment Mechanic 24.50
23440 - Heavy Equipment Operator 22.64
23460 - Instrument Mechanic 25.45
23465 - Laboratory/Shelter Mechanic 24.00
23470 - Laborer 16.75***
23510 - Locksmith 24.00
23530 - Machinery Maintenance Mechanic 28.04
23550 - Machinist, Maintenance 23.55
23580 - Maintenance Trades Helper 16.69***
23591 - Metrology Technician I 25.45
23592 - Metrology Technician II 26.81
23593 - Metrology Technician III 28.21
23640 - Millwright 24.95
23710 - Office Appliance Repairer 24.00
23760 - Painter, Maintenance 20.63
23790 - Pipefitter, Maintenance 25.11
23810 - Plumber, Maintenance 23.68
23820 - Pneudraulic Systems Mechanic 25.45
23850 - Rigger 25.45
23870 - Scale Mechanic 22.43
23890 - Sheet-Metal Worker, Maintenance 23.50
23910 - Small Engine Mechanic 20.01
23931 - Telecommunications Mechanic I 30.34
23932 - Telecommunications Mechanic II 31.97
23950 - Telephone Lineman 28.55
23960 - Welder, Combination, Maintenance 22.78
23965 - Well Driller 25.45
23970 - Woodcraft Worker 25.45
23980 - Woodworker 19.32
24000 - Personal Needs Occupations
24550 - Case Manager 18.75
24570 - Child Care Attendant 10.85***
24580 - Child Care Center Clerk 13.53***
24610 - Chore Aide 12.12***
24620 - Family Readiness And Support Services Coordinator 18.75

24630 - Homemaker 18.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 24.66
25040 - Sewage Plant Operator 22.73
25070 - Stationary Engineer 24.66
25190 - Ventilation Equipment Tender 17.46***
25210 - Water Treatment Plant Operator 22.73
27000 - Protective Service Occupations
27004 - Alarm Monitor 20.37
27007 - Baggage Inspector 16.90***
27008 - Corrections Officer 24.08
27010 - Court Security Officer 23.31
27030 - Detection Dog Handler 18.90
27040 - Detention Officer 24.08
27070 - Firefighter 22.84
27101 - Guard I 16.90***
27102 - Guard II 18.90
27131 - Police Officer I 26.69
27132 - Police Officer II 29.66
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.43***
28042 - Carnival Equipment Repairer 16.77***
28043 - Carnival Worker 11.41***
28210 - Gate Attendant/Gate Tender 17.25***
28310 - Lifeguard 11.01***
28350 - Park Attendant (Aide) 19.29
28510 - Recreation Aide/Health Facility Attendant 14.08***
28515 - Recreation Specialist 23.90
28630 - Sports Official 15.37***
28690 - Swimming Pool Operator 19.47
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 28.25
29020 - Hatch Tender 28.25
29030 - Line Handler 28.25
29041 - Stevedore I 26.27
29042 - Stevedore II 30.22
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 53.13
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.65
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.35
30021 - Archeological Technician I 21.75
30022 - Archeological Technician II 24.33
30023 - Archeological Technician III 30.14
30030 - Cartographic Technician 30.14
30040 - Civil Engineering Technician 26.10
30051 - Cryogenic Technician I 33.38
30052 - Cryogenic Technician II 36.86
30061 - Drafter/CAD Operator I 21.75
30062 - Drafter/CAD Operator II 24.33
30063 - Drafter/CAD Operator III 27.12
30064 - Drafter/CAD Operator IV 33.38
30081 - Engineering Technician I 20.25
30082 - Engineering Technician II 22.73
30083 - Engineering Technician III 25.42

30084 - Engineering Technician IV 31.50
30085 - Engineering Technician V 38.53
30086 - Engineering Technician VI 46.62
30090 - Environmental Technician 28.76
30095 - Evidence Control Specialist 30.14
30210 - Laboratory Technician 29.14
30221 - Latent Fingerprint Technician I 31.86
30222 - Latent Fingerprint Technician II 35.19
30240 - Mathematical Technician 30.14
30361 - Paralegal/Legal Assistant I 21.82
30362 - Paralegal/Legal Assistant II 27.04
30363 - Paralegal/Legal Assistant III 33.07
30364 - Paralegal/Legal Assistant IV 40.01
30375 - Petroleum Supply Specialist 36.86
30390 - Photo-Optics Technician 30.14
30395 - Radiation Control Technician 36.86
30461 - Technical Writer I 30.14
30462 - Technical Writer II 36.86
30463 - Technical Writer III 44.59
30491 - Unexploded Ordnance (UXO) Technician I 33.77
30492 - Unexploded Ordnance (UXO) Technician II 40.86
30493 - Unexploded Ordnance (UXO) Technician III 48.97
30494 - Unexploded (UXO) Safety Escort 33.77
30495 - Unexploded (UXO) Sweep Personnel 33.77
30501 - Weather Forecaster I 33.38
30502 - Weather Forecaster II 40.60
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.12
30621 - Weather Observer, Senior (see 2) 30.14
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 40.86
31020 - Bus Aide 12.42***
31030 - Bus Driver 17.20***
31043 - Driver Courier 15.98***
31260 - Parking and Lot Attendant 14.61***
31290 - Shuttle Bus Driver 16.10***
31310 - Taxi Driver 13.26***
31361 - Truckdriver, Light 17.37***
31362 - Truckdriver, Medium 18.75
31363 - Truckdriver, Heavy 23.25
31364 - Truckdriver, Tractor-Trailer 23.25
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 19.92
99030 - Cashier 13.03***
99050 - Desk Clerk 13.34***
99095 - Embalmer 31.59
99130 - Flight Follower 33.77
99251 - Laboratory Animal Caretaker I 14.24***
99252 - Laboratory Animal Caretaker II 15.48***
99260 - Marketing Analyst 30.09
99310 - Mortician 31.59
99410 - Pest Controller 22.57
99510 - Photofinishing Worker 17.75
99710 - Recycling Laborer 21.31

99711 - Recycling Specialist	25.83
99730 - Refuse Collector	19.11
99810 - Sales Clerk	14.13***
99820 - School Crossing Guard	15.62***
99830 - Survey Party Chief	25.06
99831 - Surveying Aide	17.23***
99832 - Surveying Technician	22.05
99840 - Vending Machine Attendant	20.77
99841 - Vending Machine Repairer	26.20
99842 - Vending Machine Repairer Helper	20.77

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5851
Revision No.: 26
Date Of Last Revision: 05/19/2025

Daniel W. Simms
Director
Division of Wage Determinations

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 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 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 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 2025.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas County of Newton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.97
01012 - Accounting Clerk II		20.17
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		29.63
01035 - Court Reporter		27.82

01041 - Customer Service Representative I	15.47***
01042 - Customer Service Representative II	16.87***
01043 - Customer Service Representative III	18.94
01051 - Data Entry Operator I	15.93***
01052 - Data Entry Operator II	17.38***
01060 - Dispatcher, Motor Vehicle	21.17
01070 - Document Preparation Clerk	16.38***
01090 - Duplicating Machine Operator	16.38***
01111 - General Clerk I	15.53***
01112 - General Clerk II	16.95***
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	22.91
01141 - Messenger Courier	14.75***
01191 - Order Clerk I	16.60***
01192 - Order Clerk II	18.12
01261 - Personnel Assistant (Employment) I	17.79
01262 - Personnel Assistant (Employment) II	19.90
01263 - Personnel Assistant (Employment) III	22.19
01270 - Production Control Clerk	28.88
01290 - Rental Clerk	17.20***
01300 - Scheduler, Maintenance	18.38
01311 - Secretary I	18.38
01312 - Secretary II	20.56
01313 - Secretary III	22.91
01320 - Service Order Dispatcher	18.93
01410 - Supply Technician	29.63
01420 - Survey Worker	17.63***
01460 - Switchboard Operator/Receptionist	14.75***
01531 - Travel Clerk I	16.57***
01532 - Travel Clerk II	18.59
01533 - Travel Clerk III	20.56
01611 - Word Processor I	16.38***
01612 - Word Processor II	18.38
01613 - Word Processor III	20.56
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.72
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	16.23***
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.45***
07041 - Cook I	14.13***
07042 - Cook II	16.53***

07070 - Dishwasher 11.85***
07130 - Food Service Worker 13.31***
07210 - Meat Cutter 15.19***
07260 - Waiter/Waitress 12.01***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 24.08
09040 - Furniture Handler 14.02***
09080 - Furniture Refinisher 24.08
09090 - Furniture Refinisher Helper 17.41***
09110 - Furniture Repairer, Minor 20.80
09130 - Upholsterer 24.08
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.12***
11060 - Elevator Operator 14.19***
11090 - Gardener 22.50
11122 - Housekeeping Aide 14.19***
11150 - Janitor 14.19***
11210 - Laborer, Grounds Maintenance 16.77***
11240 - Maid or Houseman 12.91***
11260 - Pruner 14.87***
11270 - Tractor Operator 20.56
11330 - Trail Maintenance Worker 16.77***
11360 - Window Cleaner 16.00***
12000 - Health Occupations
12010 - Ambulance Driver 19.42
12011 - Breath Alcohol Technician 24.29
12012 - Certified Occupational Therapist Assistant 38.05
12015 - Certified Physical Therapist Assistant 37.00
12020 - Dental Assistant 17.93
12025 - Dental Hygienist 43.47
12030 - EKG Technician 31.07
12035 - Electroneurodiagnostic Technologist 31.07
12040 - Emergency Medical Technician 19.42
12071 - Licensed Practical Nurse I 21.71
12072 - Licensed Practical Nurse II 24.29
12073 - Licensed Practical Nurse III 27.08
12100 - Medical Assistant 17.87
12130 - Medical Laboratory Technician 27.24
12160 - Medical Record Clerk 16.46***
12190 - Medical Record Technician 18.41
12195 - Medical Transcriptionist 23.36
12210 - Nuclear Medicine Technologist 53.37
12221 - Nursing Assistant I 14.69***
12222 - Nursing Assistant II 16.52***
12223 - Nursing Assistant III 18.03
12224 - Nursing Assistant IV 20.23
12235 - Optical Dispenser 17.52***
12236 - Optical Technician 21.71
12250 - Pharmacy Technician 19.35
12280 - Phlebotomist 18.22
12305 - Radiologic Technologist 31.46
12311 - Registered Nurse I 28.66
12312 - Registered Nurse II 35.06
12313 - Registered Nurse II, Specialist 35.06

12314 - Registered Nurse III 42.41
12315 - Registered Nurse III, Anesthetist 42.41
12316 - Registered Nurse IV 50.83
12317 - Scheduler (Drug and Alcohol Testing) 30.09
12320 - Substance Abuse Treatment Counselor 23.54
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.32
13012 - Exhibits Specialist II 27.65
13013 - Exhibits Specialist III 33.82
13041 - Illustrator I 22.32
13042 - Illustrator II 27.65
13043 - Illustrator III 33.82
13047 - Librarian 30.62
13050 - Library Aide/Clerk 14.47***
13054 - Library Information Technology Systems Administrator 27.65
13058 - Library Technician 17.42***
13061 - Media Specialist I 19.95
13062 - Media Specialist II 22.32
13063 - Media Specialist III 24.89
13071 - Photographer I 19.95
13072 - Photographer II 22.32
13073 - Photographer III 27.65
13074 - Photographer IV 33.82
13075 - Photographer V 40.92
13090 - Technical Order Library Clerk 18.14
13110 - Video Teleconference Technician 19.95
14000 - Information Technology Occupations
14041 - Computer Operator I 20.79
14042 - Computer Operator II 23.46
14043 - Computer Operator III 26.78
14044 - Computer Operator IV 29.75
14045 - Computer Operator V 32.95
14071 - Computer Programmer I (see 1) 23.53
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 20.79
14160 - Personal Computer Support Technician 29.75
14170 - System Support Specialist 32.95
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 36.70
15020 - Aircrew Training Devices Instructor (Rated) 44.41
15030 - Air Crew Training Devices Instructor (Pilot) 53.22
15050 - Computer Based Training Specialist / Instructor 36.70
15060 - Educational Technologist 34.32
15070 - Flight Instructor (Pilot) 53.22
15080 - Graphic Artist 23.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 53.22
15086 - Maintenance Test Pilot, Rotary Wing 53.22
15088 - Non-Maintenance Test/Co-Pilot 53.22

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 12.46***
16030 - Counter Attendant 12.46***
16040 - Dry Cleaner 15.98***
16070 - Finisher, Flatwork, Machine 12.46***
16090 - Presser, Hand 12.46***
16110 - Presser, Machine, Drycleaning 12.46***
16130 - Presser, Machine, Shirts 12.46***
16160 - Presser, Machine, Wearing Apparel, Laundry 12.46***
16190 - Sewing Machine Operator 16.91***
16220 - Tailor 18.20
16250 - Washer, Machine 13.65***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 26.20
19040 - Tool And Die Maker 31.59
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.61
21030 - Material Coordinator 28.88
21040 - Material Expediter 28.88
21050 - Material Handling Laborer 16.86***
21071 - Order Filler 16.67***
21080 - Production Line Worker (Food Processing) 18.61
21110 - Shipping Packer 18.70
21130 - Shipping/Receiving Clerk 18.70
21140 - Store Worker I 14.42***
21150 - Stock Clerk 20.58
21210 - Tools And Parts Attendant 18.61
21410 - Warehouse Specialist 18.61
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.94
23019 - Aircraft Logs and Records Technician 22.78
23021 - Aircraft Mechanic I 27.67
23022 - Aircraft Mechanic II 28.94
23023 - Aircraft Mechanic III 30.24
23040 - Aircraft Mechanic Helper 19.23
23050 - Aircraft, Painter 26.15
23060 - Aircraft Servicer 22.78
23070 - Aircraft Survival Flight Equipment Technician 26.15
23080 - Aircraft Worker 24.48
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 24.48
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 27.67
23110 - Appliance Mechanic 26.15
23120 - Bicycle Repairer 21.04
23125 - Cable Splicer 35.18
23130 - Carpenter, Maintenance 26.71
23140 - Carpet Layer 24.48
23160 - Electrician, Maintenance 29.41
23181 - Electronics Technician Maintenance I 40.37

23182 - Electronics Technician Maintenance II 43.40
23183 - Electronics Technician Maintenance III 45.66
23260 - Fabric Worker 22.78
23290 - Fire Alarm System Mechanic 27.67
23310 - Fire Extinguisher Repairer 21.04
23311 - Fuel Distribution System Mechanic 29.52
23312 - Fuel Distribution System Operator 23.78
23370 - General Maintenance Worker 20.39
23380 - Ground Support Equipment Mechanic 27.67
23381 - Ground Support Equipment Servicer 22.78
23382 - Ground Support Equipment Worker 24.48
23391 - Gunsmith I 21.04
23392 - Gunsmith II 24.48
23393 - Gunsmith III 27.67
23410 - Heating, Ventilation And Air-Conditioning Mechanic 28.87
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.12
23430 - Heavy Equipment Mechanic 27.87
23440 - Heavy Equipment Operator 25.29
23460 - Instrument Mechanic 27.67
23465 - Laboratory/Shelter Mechanic 26.15
23470 - Laborer 16.86***
23510 - Locksmith 26.15
23530 - Machinery Maintenance Mechanic 31.99
23550 - Machinist, Maintenance 27.81
23580 - Maintenance Trades Helper 17.04***
23591 - Metrology Technician I 27.67
23592 - Metrology Technician II 28.94
23593 - Metrology Technician III 30.24
23640 - Millwright 30.59
23710 - Office Appliance Repairer 21.18
23760 - Painter, Maintenance 19.63
23790 - Pipefitter, Maintenance 32.03
23810 - Plumber, Maintenance 30.44
23820 - Pneudraulic Systems Mechanic 27.67
23850 - Rigger 35.04
23870 - Scale Mechanic 24.48
23890 - Sheet-Metal Worker, Maintenance 27.80
23910 - Small Engine Mechanic 23.53
23931 - Telecommunications Mechanic I 32.90
23932 - Telecommunications Mechanic II 34.33
23950 - Telephone Lineman 34.10
23960 - Welder, Combination, Maintenance 28.89
23965 - Well Driller 27.67
23970 - Woodcraft Worker 27.67
23980 - Woodworker 21.04
24000 - Personal Needs Occupations
24550 - Case Manager 18.77
24570 - Child Care Attendant 10.89***
24580 - Child Care Center Clerk 13.58***
24610 - Chore Aide 10.87***
24620 - Family Readiness And Support Services Coordinator 18.77

24630 - Homemaker 18.77
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 27.14
25040 - Sewage Plant Operator 23.47
25070 - Stationary Engineer 27.14
25190 - Ventilation Equipment Tender 18.70
25210 - Water Treatment Plant Operator 23.47
27000 - Protective Service Occupations
27004 - Alarm Monitor 22.86
27007 - Baggage Inspector 14.67***
27008 - Corrections Officer 25.55
27010 - Court Security Officer 29.08
27030 - Detection Dog Handler 16.41***
27040 - Detention Officer 25.55
27070 - Firefighter 32.87
27101 - Guard I 14.67***
27102 - Guard II 16.41***
27131 - Police Officer I 33.22
27132 - Police Officer II 36.91
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.16***
28042 - Carnival Equipment Repairer 16.68***
28043 - Carnival Worker 10.79***
28210 - Gate Attendant/Gate Tender 17.39***
28310 - Lifeguard 15.50***
28350 - Park Attendant (Aide) 19.46
28510 - Recreation Aide/Health Facility Attendant 14.20***
28515 - Recreation Specialist 24.10
28630 - Sports Official 15.50***
28690 - Swimming Pool Operator 19.50
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 31.83
29020 - Hatch Tender 31.83
29030 - Line Handler 31.83
29041 - Stevedore I 29.62
29042 - Stevedore II 34.17
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 49.73
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 34.29
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 37.77
30021 - Archeological Technician I 22.01
30022 - Archeological Technician II 24.62
30023 - Archeological Technician III 30.50
30030 - Cartographic Technician 30.50
30040 - Civil Engineering Technician 30.50
30051 - Cryogenic Technician I 33.78
30052 - Cryogenic Technician II 37.30
30061 - Drafter/CAD Operator I 22.01
30062 - Drafter/CAD Operator II 24.62
30063 - Drafter/CAD Operator III 27.44
30064 - Drafter/CAD Operator IV 33.78
30081 - Engineering Technician I 18.16
30082 - Engineering Technician II 20.38
30083 - Engineering Technician III 22.80

30084 - Engineering Technician IV 28.26
30085 - Engineering Technician V 34.56
30086 - Engineering Technician VI 41.81
30090 - Environmental Technician 30.50
30095 - Evidence Control Specialist 30.38
30210 - Laboratory Technician 39.36
30221 - Latent Fingerprint Technician I 33.78
30222 - Latent Fingerprint Technician II 37.30
30240 - Mathematical Technician 30.50
30361 - Paralegal/Legal Assistant I 22.02
30362 - Paralegal/Legal Assistant II 27.27
30363 - Paralegal/Legal Assistant III 33.36
30364 - Paralegal/Legal Assistant IV 40.36
30375 - Petroleum Supply Specialist 37.30
30390 - Photo-Optics Technician 30.50
30395 - Radiation Control Technician 37.30
30461 - Technical Writer I 30.50
30462 - Technical Writer II 37.30
30463 - Technical Writer III 45.13
30491 - Unexploded Ordnance (UXO) Technician I 31.60
30492 - Unexploded Ordnance (UXO) Technician II 38.24
30493 - Unexploded Ordnance (UXO) Technician III 45.84
30494 - Unexploded (UXO) Safety Escort 31.60
30495 - Unexploded (UXO) Sweep Personnel 31.60
30501 - Weather Forecaster I 33.78
30502 - Weather Forecaster II 41.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 27.44
30621 - Weather Observer, Senior (see 2) 30.50
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 38.24
31020 - Bus Aide 13.55***
31030 - Bus Driver 20.11
31043 - Driver Courier 16.42***
31260 - Parking and Lot Attendant 11.98***
31290 - Shuttle Bus Driver 15.17***
31310 - Taxi Driver 12.47***
31361 - Truckdriver, Light 18.06
31362 - Truckdriver, Medium 19.62
31363 - Truckdriver, Heavy 24.37
31364 - Truckdriver, Tractor-Trailer 24.37
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 18.65
99030 - Cashier 12.95***
99050 - Desk Clerk 13.32***
99095 - Embalmer 31.60
99130 - Flight Follower 31.60
99251 - Laboratory Animal Caretaker I 21.72
99252 - Laboratory Animal Caretaker II 23.89
99260 - Marketing Analyst 30.07
99310 - Mortician 31.60
99410 - Pest Controller 18.28
99510 - Photofinishing Worker 16.61***
99710 - Recycling Laborer 23.61

99711 - Recycling Specialist	29.32
99730 - Refuse Collector	20.87
99810 - Sales Clerk	14.06***
99820 - School Crossing Guard	14.67***
99830 - Survey Party Chief	30.57
99831 - Surveying Aide	17.39***
99832 - Surveying Technician	22.81
99840 - Vending Machine Attendant	22.65
99841 - Vending Machine Repairer	28.83
99842 - Vending Machine Repairer Helper	22.65

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).