

**SECTION A SOLICITATION / OFFER / ACCEPTANCE**

1. Solicitation No. <b>0539-22-125</b>	2. Date Issued <b>07/09/2021</b>	3. Award No.
4. Issued By: <b>Amber Dunn</b> <b>1100 Commerce Street</b> <b>Room 1329</b> <b>Dallas, Texas 75242</b>	5. Address Offer To (if other than Item 4): <b>Amber Dunn</b>  <b>TXNP_treatmentservices@txnp.uscourts.gov</b>	

**SOLICITATION**

6. Offers in original and **0** copies for furnishing the required services listed in Section B will be received at the place specified in Item 5, or if handcarried, in the depository located:

**1100 Commerce Street**  
**Room 1329**  
**Dallas, Texas 75242**

until **05:00 PM** local time **08/13/2021**  
 (hour) (date)

7. For Information call: a. Name <b>Joe Droege, Senior USPO</b>	b. Telephone <b>(214) 765-4065</b>
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**OFFER**

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

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

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



**SECTION B - SUPPLIES OR SERVICES AND OFFEROR'S PRICES**

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

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

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

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

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

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

**URINE COLLECTION:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	1010 Urine Collection/Testing & Reporting	2022 <input type="text" value="45"/>	<input type="text"/>
		2023 <input type="text" value="50"/>	<input type="text"/>
		2024 <input type="text" value="55"/>	<input type="text"/>
<b>Unit: Price: per specimen</b>			

**CASE MANAGEMENT SERVICES (SUBSTANCE ABUSE):**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	2000 Case Management Services	2022 <input type="text" value="1"/>	<input type="text"/>
		2023 <input type="text" value="1"/>	<input type="text"/>
		2024 <input type="text" value="1"/>	<input type="text"/>
<b>Unit: per 30 minute session</b>			

**INTAKE:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	2011 Intake Assessment and Report	2022 <input type="text" value="1"/>	<input type="text"/>
		2023 <input type="text" value="2"/>	<input type="text"/>
		2024 <input type="text" value="3"/>	<input type="text"/>
<b>Unit: per intake (total fee)</b>			

**SUBSTANCE ABUSE COUNSELING:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	2010 Individual Counseling	2022 <input type="text" value="55"/>	<input type="text"/>
		2023 <input type="text" value="58"/>	<input type="text"/>
		2024 <input type="text" value="62"/>	<input type="text"/>
<b>Unit: per 30 minute session</b>			

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
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X *	2020	Group Counseling	2022	<input type="text" value="10"/>	<input type="text"/>
			2023	<input type="text" value="12"/>	<input type="text"/>
			2024	<input type="text" value="15"/>	<input type="text"/>
			Unit: per 30 minute session		

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
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X *	2030	Family Counseling	2022	<input type="text" value="2"/>	<input type="text"/>
			2023	<input type="text" value="2"/>	<input type="text"/>
			2024	<input type="text" value="2"/>	<input type="text"/>
			Unit: per 30 minute session		

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
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X *	2080	Intensive Outpatient Counseling	2022	<input type="text" value="2"/>	<input type="text"/>
			2023	<input type="text" value="2"/>	<input type="text"/>
			2024	<input type="text" value="2"/>	<input type="text"/>
			Unit: per day		

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
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X *	2090	Treatment Readiness Group	2022	<input type="text" value="1"/>	<input type="text"/>
			2023	<input type="text" value="1"/>	<input type="text"/>
			2024	<input type="text" value="1"/>	<input type="text"/>
			Unit: per 30 minute session		

**INTEGRATED TREATMENT FOR CO-OCCURRING DISORDERS:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
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X *	6015	Individual Counseling	2022	<input type="text" value="12"/>	<input type="text"/>
			2023	<input type="text" value="16"/>	<input type="text"/>
			2024	<input type="text" value="20"/>	<input type="text"/>
			Unit: per 30 minute session		

**PHYSICAL EXAMINATION:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE		
X *	4020	Laboratory Studies and Report	2022	<input type="text" value="Unknown"/>	Actual cost
			2023	<input type="text" value="Unknown"/>	
			2024	<input type="text" value="Unknown"/>	
			Unit: per test		

**PSYCHOLOGICAL/PSYCHIATRIC WORK-UP, EVALUATION, AND REPORT:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE		
X *	5010	Psychological Evaluation and Report	2022	<input type="text" value="1"/>	<input type="text"/>
			2023	<input type="text" value="1"/>	<input type="text"/>
			2024	<input type="text" value="1"/>	<input type="text"/>
			Unit: per report (total price)		

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE		
X *	5011	Mental Health Intake Assessment and Report	2022	<input type="text" value="2"/>	<input type="text"/>
			2023	<input type="text" value="5"/>	<input type="text"/>
			2024	<input type="text" value="8"/>	<input type="text"/>
			Unit: per report		

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE		
X *	5020	Psychological Testing and Report	2022	<input type="text" value="1"/>	<input type="text"/>
			2023	<input type="text" value="1"/>	<input type="text"/>
			2024	<input type="text" value="1"/>	<input type="text"/>
			Unit: NTE per report		

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE		
X *	5030	Psychiatric Evaluation and Report	2022	<input type="text" value="1"/>	<input type="text"/>
			2023	<input type="text" value="2"/>	<input type="text"/>
			2024	<input type="text" value="3"/>	<input type="text"/>
			Unit: per report		

**CASE MANAGEMENT SERVICES (MENTAL HEALTH):**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	6000 Case Management Services	2022 <input type="text" value="1"/>	<input type="text"/>
		2023 <input type="text" value="1"/>	<input type="text"/>
		2024 <input type="text" value="1"/>	<input type="text"/>
		Unit: per 30 minute session	

**MENTAL HEALTH COUNSELING:**

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	6010 Individual Counseling	2022 <input type="text" value="18"/>	<input type="text"/>
		2023 <input type="text" value="21"/>	<input type="text"/>
		2024 <input type="text" value="25"/>	<input type="text"/>
		Unit: per 30 minute session	

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	6020 Group Counseling	2022 <input type="text" value="2"/>	<input type="text"/>
		2023 <input type="text" value="2"/>	<input type="text"/>
		2024 <input type="text" value="2"/>	<input type="text"/>
		Unit: per 30 minute session	

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X *	6030 Family Counseling	2022 <input type="text" value="2"/>	<input type="text"/>
		2023 <input type="text" value="4"/>	<input type="text"/>
		2024 <input type="text" value="6"/>	<input type="text"/>
		Unit: per 30 minute session	

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X	6040 Psychotropic Medication	2022 <input type="text" value="Unknown"/>	Actual cost
		2023 <input type="text" value="Unknown"/>	
		2024 <input type="text" value="Unknown"/>	
		Unit: per dose	

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X	6050 Administration of Psychotropic Medications	2022 <input type="text" value="Unknown"/>	<input type="text"/>
		2023 <input type="text" value="Unknown"/>	<input type="text"/>
		2024 <input type="text" value="Unknown"/>	<input type="text"/>
		Unit: per visit	

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X	6051 Psychotropic Medication Monitoring	2022 <input type="text" value="1"/>	<input type="text"/>
		2023 <input type="text" value="2"/>	<input type="text"/>
		2024 <input type="text" value="3"/>	<input type="text"/>
		Unit: per visit	

PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	UNIT PRICE
X	1501 Administrative Fee	2022 <input type="text" value="Unknown"/>	5% of fees collected by vendor
		2023 <input type="text" value="Unknown"/>	
		2024 <input type="text" value="Unknown"/>	



## SECTION C. DESCRIPTION/STATEMENT OF WORK

### PROVISION OF SERVICES

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

### INTRODUCTION

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

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

- B. The services to be performed are indicated in Sections B and C. The vendor shall comply with all requirements and performance standards of this agreement.
- C. The judiciary will refer clients on an “as needed basis” and makes no representation or warranty that it will refer a specific number of clients to the vendor for services.

### DEFINITIONS

- A. **“Offer”** means **“proposals”** in negotiation.
- B. **“Solicitation”** means a request for proposals (RFP) or a request for quotations (RFQ) in negotiation.
- C. **“Judiciary”** means United States Government.
- D. **“Director”** means the Director of the Administrative Office of the United States Courts (unless in the context of a particular section, the use of “Director” manifestly shows that the term was intended to refer to some other office for purposes of that section), and the term “his duty authorized representative” means

any person or persons or board (other than the Contracting Officer) authorized in writing to act for the Director.

- E. **“Authorized representative”** means any person, persons, or board (other than the contracting officer and Chief Probation Officer/Chief Pretrial Services Officer) authorized to act for the head of the agency.
- F. **“Contracting Officer”** means the person designated by the Director or his duly authorized representative to execute this Agreement on the behalf of the Judiciary, and any other successor Contracting Officer who has responsibility for this agreement. The term includes, except as otherwise provided in this Agreement, the authorized representative of a Contracting Officer acting within the limits of his written authority.
- G. **“Client”** means any pretrial releasee, probationer, parolee, mandatory releasee, mandatory parolee, or supervised releasee receiving drug/alcohol testing and/or substance use treatment and/or mental health treatment while under the supervision of the Federal Probation System. May also be referred to as pretrial defendant or post-conviction person under supervision.
- H. **“Probation Officer”** (i.e., USPO) means an individual appointed by the United States District Court to provide pretrial, presentence and supervision (pre and post sentence) services for the court. “Probation Officer” refers to the individual responsible for the direct supervision of a client receiving drug/alcohol testing and/or treatment and/or mental health treatment services.
- I. **“Chief Probation Officer”** (i.e., CUSPO) means the individual appointed by the United States District Court to supervise the work of the court’s probation staff. For the purpose of the contract, the “Chief Probation Officer” acts as the contract administrator on behalf of the Director of the Administrative Office of the United States Courts.
- J. **“Pretrial Services Officer”** (i.e., USPSO) means the individual appointed by a United States District Court to provide pretrial release investigations, recommendations and supervision services for that court. “Pretrial Services Officer” refers to the individual responsible for the direct supervision of a client receiving drug/alcohol testing and/or treatment and/or mental health treatment services.
- K. **“Chief Pretrial Services Officer”** (i.e., CPSO) means the individual appointed by the court to supervise the work of the court’s pretrial services staff. For the purpose of the contract, the “Chief Probation Officer” acts as the contract administrator on behalf of the Director of the Administrative Office of the United States Courts.
- L. **“Designee”** means the person selected by the Chief Probation Officer or the Chief Pretrial Services Officer to act in his/her behalf in drug, alcohol, and mental health treatment matters.
- M. **“Federal Bureau of Prisons”** The federal agency responsible for housing inmates in federal prisons, penitentiaries, correctional institutions and residential re-entry centers who have been sentenced by the federal courts.

- N. **“Clarifications”** are limited exchanges, between the Judiciary and offerors that may occur when award without discussions is contemplated. If award will be made without conducting discussions, offerors may be given the opportunity to clarify certain aspects of proposals or to resolve minor or clerical errors.
- O. **“AOUSC”** - Administrative Office of the U.S. Courts.
- P. **“USPO/USPSO”** -U.S. Probation Officer/U.S. Pretrial Services Officer.
- Q. **“Probation Form 17”** - U.S. Probation Travel Log.
- R. **“Probation Form 45”** - Treatment Services Program Plan.
- S. **“Probation Form 46”** - Monthly Treatment Record.
- T. **“NIDT”** - Non-Instrumented Drug Testing Device.
- U. **“COR”** - Contracting Officer Representative.
- V. **“Case Staffing Conference”** - A meeting between the Officer and the provider to discuss the needs and progress of the defendant/person under supervision. The defendant/person under supervision may or may not be present at the conference.
- W. **“DSM”** - Diagnostic and Statistical Manual of Mental Disorders.
- X. **“Co-payment”** - Any payment from defendant/person under supervision or third-party reimbursement.
- Y. **“PPSO”** - Probation and Pretrial Services Office, Administrative Office of the US Courts.
- Z. **“PCRA”** – Post Conviction Risk Assessment.

## **MANDATORY REQUIREMENTS**

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

- A. Defendant/Person under supervision Reimbursement and Co-payment
- B. Deliverables
- C. Notifying USPO/USPSO of Defendant/Person under supervision Behavior
- D. Staff Requirements and Restrictions
- E. Facility Requirements
- F. Local Services (if applicable)

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

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

a. **Storage of Urinalysis Supplies**

The vendor shall:

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

(2) Prevent defendant/person under supervision access to the secure storage areas.

b. **Secure Collection Area**

The vendor shall:

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

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

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

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

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

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

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

d. **General Urine Specimen Collection Procedures**

(1) The vendor shall ensure defendants/persons under

supervision:

- (a) Remove jackets, coats and large pocket items before entering the collection area.
- (b) Leave purse or other carried items outside the collection area, or in the control of the specimen collector.
- (c) Rinse their hands in cold water and thoroughly dry them prior to voiding to remove any adulterant from under the fingernails or on the skin.
- (d) Roll up long-sleeved shirts or blouses so the collector can examine defendant's/person under supervision's arms to detect tampering devices or adulterants.

(2) The vendor shall ensure that the collectors:

- (a) Verify the identity of the defendant/person under supervision by means of a state driver's license, state identification or other acceptable form of photo identification.
- (b) Collect specimens from only one donor at a time. Both the donor and the collector shall keep the specimen bottle/container in view at all times prior to it being sealed and labeled.
- (c) Complete a Chain of Custody or NIDT Collection Form (provided by the USPO/USPSO) before a defendant or person under supervision voids following the chain of custody procedures, and then unless the vendor is using an NIDT that yielded a negative result, peel the Barcode label from the Chain of Custody form and place it on the bottle.
- (d) Collect a minimum of 30 milliliters of urine to allow the laboratory to conduct the initial presumptive screen and confirmation tests. A specimen with less than 10 milliliters of urine is not acceptable for testing and shall not be submitted as the laboratory will not test it due to insufficient quantity.
- (e) Not flush urinals until the collection is completed and the defendant/person under supervision has left the urinal area (a coloring agent is not necessary).
- (f) Observe and document any indication (unusual color, odor) of specimen dilution and/or adulteration, or any unusual collection events or discrepancies.
- (g) Screw the top on the bottle or ensure the

defendant/person under supervision tightly screws the top on the bottle, and that the top is secure to the bottle and is not leaking.

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

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

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

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

e. **Observed Urine Specimen Collection Procedures**

The vendor shall:

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

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

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

f. **Unobserved Urine Specimen Collection Procedures**

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

ensure that collectors:

- (1) Take unobserved specimens **only** when the defendant/person under supervision and the collector are not of the same gender or it is virtually impossible to collect an observed specimen. If circumstances necessitate the collection of unobserved specimens, the vendor shall contact the USPO/USPSO for approval.
- (2) Clearly document on the Chain of Custody Form or NIDT Collection Form any unobserved collection.
- (3) When using NIDTs for unobserved collection of a specimen, ensure that an adulteration test is performed that at a minimum includes temperature, pH and specific gravity tests. Adulteration test panels are performed on all specimens sent to the national laboratory for testing.
- (4) Use a temperature strip to measure urine specimen temperatures which should range between 90 and 100 degrees Fahrenheit. The time from voiding to temperature measurement is critical and in no case shall exceed 4 minutes.
- (5) Obtain a second specimen from defendants/person under supervision whose urine specimen temperature is outside the range in (4) above.
- (6) Place a blue or green colored toilet bowl cleaner or coloring agent in the commode to deter dilution of the specimen with commode water.
- (7) Pour the coloring agent into the bowl when using commodes without holding tanks (e.g., commercial commodes).
- (8) Follow all general collection procedures in subsection d above.
- (9) Secure any source of water in the area where the collection occurs, by either shutting off the water or securing its access with tamper evident tape.
- (10) Remove and/or secure any agents that could be used in an attempt to adulterate the specimen, such as soaps, cleaners and deodorizers.

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

The vendor shall ensure that:

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

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

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

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

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

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

h. **“No Test” Policy**

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

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

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

(3) The specimen bar code label is present.

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



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

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

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

**i. Random Urine Specimen Collection Procedures**

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

(1) Urine Collection

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

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

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

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

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

(1) Urinalysis Testing Log

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

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

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

**k. National Contract Urinalysis Laboratories**

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

**l. Onsite Screening Urinalysis Laboratory**

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

**Substance Use Services**

**2. Case Management Services (Substance Use) (2000)**

Case Management Services (Substance Use) is defined as a method of coordinating the care and services of drug and/or alcohol dependent people within the Re-entry Program setting. This service can be utilized as a way of linking a Re-entry Program to the clinicians and service providers involved with the defendant/person under supervision's care. This service is only available when used in conjunction with individual or group counseling (Project Codes 2010, 2020, 2021, 2022, 2030, 2040, 2080, 2090, 6015, 6026, 6027, 6036).

The vendor shall provide:

- a. **Case Management Services (Substance Use) (2000)** to defendants and/or

person under supervision which may include but is not limited to providing assistance in the following areas:

- (1) Facilitate service linkage in the community and coordinate integrated services from multiple providers (where applicable);
- (2) Attend Re-entry Program proceedings as requested;
- (3) Provide verbal and written reports on the defendant/person under supervision's progress as required by the Court; and
- (4) See additional requirements under the local needs section.

3. **Substance Use Intake Assessment Report (2011)**

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

The vendor shall provide:

- (a) A comprehensive diagnostic interview for each defendant/person under supervision, to include a structured diagnostic instrument such as the Substance Abuse Subtle Screening Inventory (SASSI), Addiction Severity Index (ASI), or Structured Clinical Interview for DSM.
- (b) A typed report to the USPO/USPSO **within 10 calendar days** of the vendor's first face-to-face contact with the defendant/person under supervision. At a minimum, the assessment report shall address the following:
  - (1) Basic identifying information and sources of the information for the report;
  - (2) Diagnostic impression;
  - (3) A biopsychosocial profile of symptoms that are related to substance use disorders, and mental disorders, if applicable;
  - (4) The target treatment problem which will be the primary or central focus of the initial treatment plan;
  - (5) The severity of the defendant's/person under supervision's substance use disorder (mild, moderate, severe); and

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

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

#### 4. **Substance Use Counseling**

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

The vendor shall provide:

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

- (1) **Treatment Readiness Group (2090)** to two (2) or more defendants/persons under supervision. This clinical service shall prepare defendants/persons under supervision for success in substance use treatment through the use of motivational interviewing and cognitive-behavioral skill building.
- (2) **Individual Counseling (2010)** to one (1) defendant/person under supervision;
- (3) **Group Counseling (2020)** to two (2) or more defendants/persons under supervision but no more than twelve (12);
- (4) **Family Counseling (2030)** to a defendant/person under supervision and one (1) or more family members. The vendor may meet with family members without the defendant/person under supervision present with USPO/USPSO approval

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

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

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

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

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

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

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

(6) Ensure that counselors notify the USPO/USPSO within 24 hours if the defendant/person under supervision fails to report for treatment, conduct violating a condition of supervision occurs, or third-party risk issues are identified. If the assigned USPO/USPSO is not available, the counselor shall notify a supervisor or the duty officer.

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

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

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

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

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

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

5. **Intensive Outpatient Counseling (2080)**

This intervention is for defendants/persons under supervision who require more structure than is provided in either individual or group counseling, but less structure than is offered in residential treatment.

The vendor shall provide:

a. **Intensive Outpatient Counseling (2080)** to one (1) or more defendant(s)/person(s) under supervision who are demonstrating more complex symptoms requiring more intense, structured outpatient interventions, while allowing the defendant(s)/person(s) under supervision to live at home and work while receiving treatment. The vendor shall utilize cognitive behavioral interventions. The format shall include:

(1) This service must be used in conjunction with one (1) hour a month of individual counseling which is ordered separately under code 2010; and

(2) Group counseling sessions at least three (3) days per week for a minimum length of three (3) hours per session; and

(3) Review and evaluate the need for continued

intensive outpatient treatment every 90 days and communicate with the USPO/USPSO to discuss the reasons for continued treatment. Subsequent to this review intensive outpatient treatment shall be continued only upon the approval of the USPO/USPSO; and

(4) Change the frequency of sessions only with USPO/USPSO approval on an amended Program Plan (Probation Form 45).

b. The vendor shall:

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

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

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

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

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

(5) Ensure that a typed discharge summary is submitted to the USPO/USPSO **within 15 calendar days after** treatment is terminated. The summary shall outline the reason for concluding contract services, (i.e., the defendant/person under supervision responded to treatment and treatment is no longer needed, or the defendant/person under supervision failed to respond to treatment). Additionally, the discharge summary shall include recommendations for community-based aftercare that the

defendant/person under supervision can readily access. In all cases, the discharge status (i.e., successful discharge, unsuccessful discharge, interruption of treatment, etc.) shall be clearly stated.

(6) Ensure that counselors notify the USPO/USPSO within 24 hours if the defendant/person under supervision fails to report for treatment, conduct violating a condition of supervision occurs, or third-party risk issues are identified. If the assigned USPO/USPSO is not available, the counselor shall notify a supervisor or the duty officer.

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

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

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

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

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

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

## 6. **Integrated Treatment Services for Co-Occurring Disorders**

Defendants/persons under supervision with co-occurring disorders shall receive substance use and mental health services in an integrated fashion. When receiving integrated treatment services defendants/persons under supervision shall be treated by the same clinician and/or team in the same location.

The vendor shall provide:



- a. One or more of the following (or any combination thereof):
  - (1) **Integrated Treatment Services for Co-Occurring Disorders/Individual Counseling (6015)** to one (1) defendant/person under supervision. This treatment shall conform to the standards set forth in 2010 and 6010, but shall be completed in an integrated fashion.

The vendor shall ensure that:

- b. Practitioners providing integrated treatment services for co-occurring disorders must be a licensed/certified psychiatrist, psychologist, masters or doctoral level practitioner who meets the standards of practice established by his/her state's regulatory board and are trained in working toward the recovery of clients with co-occurring disorders;
- c. Practitioners use integrated treatment approaches deemed successful with individuals with co-occurring psychiatric and substance use disorders;
- d. Practitioners develop a treatment plan which includes: (1) short and long-term goals the defendants/persons under supervision will be attempting to achieve; (2) measurable objectives which relate to the achievement of the corresponding goals and objectives; (3) type and frequency of services to be received; (4) specific criteria for treatment completion and the anticipated time-frame; and (5) documentation of treatment plan review, at least every 90 days, to include the following: defendant's/person under supervision's input, continued need for treatment, and information on family and any significant other involvement (i.e., community support programs, etc.)

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

- e. Practitioners notify the USPO/USPSO within 24 hours if the defendant/person under supervision fails to report for treatment, conduct violating a condition of supervision occurs, or third-party risk issues are identified. Factors which increase general risk of violence shall be communicated to the USPO/USPSO assigned to the case. If the assigned USPO/USPSO is not available, practitioners shall notify a supervisor or the duty officer;
- f. Emergency services (e.g., after hour staff phone numbers, local hotlines) and/or procedures are in place when counselors are unavailable;

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

h. Only face-to-face contacts with the defendant/person under supervision (or family) are billed and that emergency telephone calls are factored into the basic unit price.

7. **Physical Examination and Laboratory Studies**

Physical Examinations and Laboratory Studies may be an adjunct to Mental Health, Substance Use, or Co-Occurring Treatment, and shall be billed under PCs 4010 and 4020 below.

The vendor shall provide:

- a. **Laboratory Studies and Report (4020)** including blood and urine testing at actual price when deemed medically necessary.
- b. A typed report to the USPO/USPSO within 15 calendar days after completing the **Physical Examination (PC 4010)** and **Laboratory Studies (PC 4020)**.

8. **Psychological/Psychiatric Evaluation Testing and Report**

The vendor shall provide:

- a. **Psychological Evaluation and Report (5010)**- which includes all available information from defendant/person under supervision self-reports. This evaluation and report shall provide and/or clarify diagnostic impressions, assist in differential diagnosis, and/or assist in treatment planning. As part of the evaluation, the evaluator shall render an opinion based on the results of available psychological testing. The evaluation and report shall be conducted and prepared by a licensed/certified psychologist (PhD or Psy.D, or other advanced doctoral degree)

who meets the standards of practice established by his/her state's regulatory board.

- b. **Psychological Testing and Report (5020)**- consisting of a diagnostic interview and a battery of neuropsychological and/or personality tests (i.e., objective personality tests, projective personality tests, trauma symptoms personality) to assess personality and/or thought or neurological disorders and to assist with a diagnostic impression and treatment recommendations. Since the number of tests administered may vary, the price of the complete report including the battery of tests will be expressed as a not-to-exceed (NTE) amount, while any combination of individual tests shall be billed at a lesser amount. The testing and report are conducted and prepared by a licensed/certified psychologist (PhD or Psy.D, or other advanced doctoral degree) who meets the standards of practice established by his/her state's regulatory board.
  
- c. **Psychiatric Evaluation and Report (5030)**- consisting of a medical evaluation and report conducted and prepared by a licensed medical doctor/physician, a psychiatrist who specializes in disorders of the mind, or other qualified practitioner who is board certified or board-eligible, and meets the standards of practice (i.e., academic training, residency, etc.) established by his/her state's regulatory board. The purpose for this type of evaluation is to establish a psychiatric diagnosis, to determine the need for psychotropic medications and/or to develop an initial treatment plan with particular consideration of any immediate interventions that may be needed to ensure the defendant's/person under supervision's safety to that of the community.

**NOTE: Physical examinations and laboratory tests associated with a psychiatric evaluation and report shall be provided under project codes 4010 and 4020, respectively.**

- d. A typed report to the USPO/USPSO within 15 calendar days after completion of any of the listed mental health services (**5010, 5020, and 5030**). At a minimum, the report should include the following:
  - (1) **For Psychological Evaluation and Report (5010) and/or Psychological Testing and Report (5020)**
    - (a) Vendor's/Evaluator's contact information, reason for referral, sources of information for the report (to include

current counselors) and/or procedures/tests administered during the evaluation;

(b) The dates of each test administered, the date of the diagnostic interview and the date the report was prepared;

(c) A list and brief description (i.e., type/purpose of evaluation tools) of all tests (5020) administered (i.e., MMPI, Rorschach, WAIS-R, DIS, SCI);

(d) Background information (i.e., prior psychological assessments, prior treatment efforts, defendant's/person under supervision's conceptualization of his/her problem, family history of mental illness, history of substance use, medication use, social history). **NOTE:** The background information shall not be a synopsis and/or overview of presentence or pretrial services reports or any other institutional progress reports provided by the USPO/USPSO to the vendor for background information, but shall include information from those reports;

(e) History of present illness (Compliant);

(f) Behavioral observations;

(g) Cognitive functioning (i.e., range of intellectual functioning), if necessary;

(h) Social-Emotional functioning (i.e., implications of the defendant's/person under supervision's cognitive strengths/weaknesses, ability to appreciate judgment and empathic ability);

(i) Mental status examination (including appearance, general behavior, expression of mood and affect, speech and language, suicidal/homicidal thoughts (including current level of dangerousness to self/others);

(j) Social history (i.e., psychosocial/developmental history, occupational and family history). **NOTE:** The social history shall not be a synopsis and/or overview of presentence and/or pretrial services reports, or other institutional progress report provided by the USPO/USPSO to the vendor for background information, but shall include information from those reports;

(k) Diagnostic impression according to the most current edition of the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (i.e., DSM) with separate notations for important psychosocial and contextual factors and disability. If a defendant/person under supervision does not meet DSM criteria that shall be noted in the evaluation;

(l) Recommendations (should include whether further psychological or psychiatric treatment is required; if so, what specific issues require treatment, required modality of

treatment, frequency, intensity, and treatment goals).

(2) **For Psychiatric Evaluations and Report (5030):**

(a) Reason for the evaluation (i.e., main complaint, general psychiatric evaluation, or clinical consultation), and sources of information for the report (to include current counselors);

(b) History of present illness (i.e., history of current symptoms, available details on previous treatments);

(c) Past psychiatric history (i.e., history of all past episodes of mental illness and treatment, previous established diagnoses, medication usage and duration);

(d) General medical history;

(e) History of substance use (i.e., if available, include information on quantity, frequency, route of administration, patterns of licit and illicit psychoactive substances);

(f) Social history (i.e., psychosocial/developmental history, occupational and family history). NOTE: The social history shall not be a synopsis and/or overview of presentence and/or pretrial services reports or other institutional progress reports provided by the USPO/USPSO to the vendor for background information, but shall include information from those reports;

(g) Physical examination (if required);

(h) Mental status examination (including appearance, general behavior, expression of mood and affect, speech and language, suicidal/homicidal thoughts, and current level of dangerousness to self/others);

(i) Functional assessment;

(j) Description and evaluation of all testing components;

(k) Diagnostic impression according to the most current edition of the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (i.e., DSM) with separate notations for important psychosocial and contextual factors and disability. If a defendant/person under supervision does not meet DSM criteria that shall be noted in the evaluation;

(l) Recommendations shall include whether further psychological/psychiatric treatment is required; whether or not medications are required, if so, type, dosage, and route of administration. If treatment is not indicated, this should be clearly

stated. If treatment is indicated, all interventions recommended shall be detailed (i.e., individual, group).

- e. The vendor shall contact the USPO/USPSO **within 24 hours** if the defendant/person under supervision fails to report for the evaluation and shall follow up with a written notification.

## 9. **Mental Health Intake Assessment and Report**

The vendor shall provide:

- a. **Mental Health Intake Assessment and Report (5011)**- performed by a masters or doctoral level clinician who is licensed or certified and meets the standards of practice established by his/her state regulatory board. The assessment could also be conducted by a non-licensed masters level clinician under the direct supervision of a licensed professional in accordance with state licensing standards.

The vendor shall provide:

(1) At least one comprehensive clinical/diagnostic interview utilizing a structured interview tool such as the Structured Clinical Interview for DSM.

(2) A typed report shall be provided to the USPO/USPSO within 15 calendar days after the vendor's first personal contact and must include more than simply a synopsis or overview of presentence and/or pretrial services reports or institutional progress reports provided by the USPO/USPSO to the vendor for background information. The written report shall, at minimum, include the following:

(a) Basic identifying information and sources of information for the report (to include current counselors);

(b) A mental status examination including physical appearance, orientation, mood/affect, intellectual functioning, suicidal or homicidal ideation, social judgment and insight, psychiatric symptoms, current level of dangerousness to self/others, etc., and possible indicators supporting the need for further testing and/or treatment;

(c) Summary of the defendant's/person under supervision's mental health as it relates to supervision;

(d) Any identifying background information, outpatient/inpatient mental health history, family/medical history,

substance use history, current social situation (i.e., source of income, employment, environment), DSM diagnosis (if applicable) and treatment recommendations (if applicable);

(e) Recommendations for further assessments if the assessment clearly identifies the need for treatment, need for additional assessments or testing (including assessment to determine need for psychotropic medications or a further substance use evaluation).

(3) The vendor shall contact the USPO/USPSO **within 24 hours** if the defendant/person under supervision fails to report for the evaluation and follow up with a written notification.

**Case Management Services (Mental Health) (6000)** is defined as a method of coordinating the care of severely mentally ill people in the community. Case management services serve as a way of linking clients to essential services including but not limited to securing financial benefits, health and mental health care. This service is only available when used in conjunction with some form of mental health counseling (Project Codes 6010, 6015, 6020, 6021, 6026, 6027, 6028, 6030, 6036, and 6080).

The vendor shall provide:

a. **Case Management Services (Mental Health) (6000)** to defendants/ person under supervision which may include but is not limited to providing assistance in finding services in the following areas:

(1) Intensive community-based services to maximize the defendant/person under supervision's access to services and ability to function in the community;

(2) Facilitating service linkage in the community and coordinating integrated services from multiple providers (where applicable);

(3) Supportive/problem-solving individual counseling;

(4) Direct service support including assistance with obtaining transportation, housing, financial support, coordinating team meetings, filing application for services (including Social Security and other local assistance programs), escort to appointments, medication compliance, and daily living skill remediation;

(5) Skill-teaching to families, and

(6) Crisis intervention.

The vendor shall ensure that:

b. Case Managers meet the standards of practice established by his/her state's professional regulatory board (where applicable) and meet the **minimum** qualifications (must have 1 or 2 and 3):

- (1) Bachelor's degree in a behavioral health field (psychology, social work, counseling, etc.) and one year experience in behavioral health field or appropriate internship; **or**
- (2) High School Diploma or GED and five (5) years' experience in behavioral health setting; and
- (3) Work under the direct supervision of, and in conjunction with licensed/certified psychiatrist, psychologist, or masters or doctoral level practitioner who meets the standards of practice established by his/her state's professional regulatory board.

c. Only face-to-face contacts with the defendant/person under supervision are billed and emergency telephone calls are included in the basic unit price.

#### 10. **Mental Health Counseling**

Counseling is a clinical interaction between a defendant/person under supervision and a psychiatrist, psychologist, or masters or doctoral level practitioner who is licensed or certified by his/her state's regulatory board. The interactions shall be deliberate and based on clinical modalities, which have demonstrated evidence to stabilize mental health symptoms.

The vendor shall provide:

a. All the following services, which may be ordered on the Form 45 individually or in any combination:

(1) **Individual Counseling (6010)** to one (1) defendant/person under supervision.

(2) **Group Counseling (6020)** to two (2) or more defendants/person under supervision but no more than twelve (12).

This intervention must also focus on the stabilization of mental health symptoms.

(3) **Family Counseling (6030)** to a defendant/person under supervision and one or more family members. The vendor may meet with family members



without the defendant/person under supervision present with USPO/USPSO written approval.

The vender shall ensure that:

- (a) **Mental Health Counseling, i.e., 6010, 6020, 6021, 6028, and 6030** are provided by a licensed/certified psychiatrist, psychologist, or masters or doctoral level practitioner who meets the standards of practice to perform psychotherapy/counseling services as established by his/her state's regulatory board.
- (b) Practitioners prepare treatment plans that include: (1) short and long-term measurable goals and objectives the defendant(s)/person(s) under supervision will be attempting to achieve; (2) type and frequency of services to be received; (3) specific criteria for treatment completion and the anticipated time-frame; (4) documentation of treatment plan review, at least every 90 days, to include the following: defendant's/person under supervision's input, continued need for treatment, and information on family and significant other involvement (i.e., community support programs, etc.). **NOTE:** Initially and after every update, or at least every 90 days, the treatment plan should be attached to the monthly treatment report provided to the USPO/USPSO.
- (c) Emergency services (e.g., after hour phone numbers, local hotlines) shall be available for defendants/persons under supervision when counselors are unavailable. Emergency telephone calls shall be included in the basic unit prices.
- (d) Only face-to-face contacts between practitioner and defendant/person under supervision (or family) are invoiced.
- (e) A typed discharge summary is submitted to the USPO/USPSO **within 15 calendar days after** treatment is terminated. The summary shall outline the reason for concluding contract services, (i.e., whether the defendant/person under supervision responded to treatment and treatment is no longer needed, or whether the defendant/person under supervision failed to

respond to treatment). Additionally, the discharge summary shall include recommendations for community-based aftercare the defendant/person under supervision can readily access. In all cases, the discharge status (i.e., successful discharge, unsuccessful discharge, interruption of treatment, etc.) shall be clearly stated.

- (f) Counselors shall notify the USPO/USPSO within 24 hours if the defendant/person under supervision fails to report for treatment, conduct violating a condition of supervision occurs, or third-party risk issues are identified. If the assigned USPO/USPSO is not available, the counselor shall notify a supervisor or the duty officer.

## 11. **Psychotropic Medication**

Psychotropic medication is defined as a class of drugs that are prescribed for persons whose symptoms are viewed as having a psychological base. This class of drugs is typically prescribed to stabilize or improve mood, mental status, or behavior. If medically appropriate, generic medications shall be prescribed. The vendor shall seek medication pricing from a minimum of three (3) sources on an ongoing basis to occur no less than quarterly. The vendor shall utilize the source with the lowest cost to the Judiciary.

The vendor shall provide:

- a. **Psychotropic Medication (6040)** in either oral or injectable form subsequent to a prescription from a licensed psychiatrist, medical doctor/physician, or other qualified practitioner with current prescriptive authority, who meets the standards of practice established by his/her state's regulatory board . This service is only available when used in conjunction with code 6050 or 6051.

The vendor shall provide:

- b. **Administration of Psychotropic Medication (6050)** - the service of dispensing oral medication and monitoring its ingestion and/or administration of intramuscular injections. **The vendor shall provide necessary physical examinations and laboratory tests associated with psychotropic medications under codes 4010 and 4020, respectively.**

c. **Psychotropic Medication Monitoring (6051)**

The vendor shall:

- (1) Prescribe and evaluate the efficacy of psychotropic medications (incorporating feedback from the treatment provider and/or the USPO/USPSO), and the need for laboratory testing, order the laboratory tests as indicated, and monitor the laboratory test results making changes to the treatment regimen as indicated;
- (2) Report the name of the authorized practitioner who provided the medication monitoring, date, service code, and comments (i.e., adjustment, responsiveness, need for change in medication, etc.) on the Monthly Treatment Report (Prob 46).

The vendor shall ensure that:

d. **Medication Monitoring (6051)** is provided by:

- (1) A licensed psychiatrist, medical doctor/physician, or other qualified practitioner with current prescriptive authority, who is board certified or board-eligible by the American Board of Psychiatry or the American Osteopathic Board of Neurology and Psychiatry, and/or meets the standards of practice (i.e., academic training, residency, etc.) established by his/her state's regulatory board), or
- (2) Other qualified practitioner (i.e., Licensed/Certified Nurse Practitioner/Specialist) with current prescriptive authority who meets the standards of practice established by his/her state's regulatory board.

12. **Defendant/Person under supervision Reimbursement and Co-Payment**

The vendor shall:

- a. Collect any co-payment authorized on the Program Plan (Probation Form 45) and deduct any collected co-payment from the next invoice to be submitted to the judiciary;
- b. Provide bills and receipts for co-payments to defendants/persons under supervision. The vendor shall keep an individualized record of co-payment collection, make it available for the USPO/USPSO review, and have systems in place to both follow-up on collection of outstanding amounts and to resolve any discrepancies in the amount owed;

- c. Document within the Monthly Treatment Report and the Sign-In/Sign-Out Daily Log any co-payment received or whether the expected co-payment was not provided, as well as the amount of any outstanding balance;
- d. Inform the USPO/USPSO within 10 calendar days of a defendant's/person under supervision's failure to make a total of three consecutive scheduled co-payments;
- e. Reimburse the Judiciary as directed in Section G.

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

### 13. Deliverables

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

##### (1) File Maintenance

The vendor shall:

- (a) Maintain a secure filing system of information on all defendants/persons under supervision to whom the vendor provides services under this contract/agreement. If information is maintained electronically, the vendor shall make a hard copy of all files available for review immediately upon request of the USPO/USPSO or designee.
- (b) Segregate defendant/person under supervision files from other vendor records. This will facilitate monitoring and promote defendant/person under supervision confidentiality.
- (c) Keep a separate file for each defendant/person under supervision.
- (d) Create a separate file when a defendant on pretrial services supervision is sentenced to probation supervision, but continued in treatment with the vendor. The vendor may copy any information relevant from the pretrial services file and transfer it into the probation file, except for information covered under the Pretrial Services Confidentiality Regulations. The vendor and its subcontractors are authorized to access criminal history information available in pretrial services or probation records that have been provided by the USPO/USPSO. This information is provided solely for the purpose of providing services under this contract. Any

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

- (e) Identify any records that disclose the identity of a defendant/person under supervision as **CONFIDENTIAL**.
- (f) Keep all defendant/person under supervision records for three years after the final payment is received for Judiciary inspection and review, **except** for litigation or settlement of claims arising out of the performance of this agreement, which records shall be maintained until final disposition of such appeals, litigation, or claims.
- (g) At the expiration of the performance period of this agreement the vendor shall provide the USPO/USPSO or designee a copy of all defendant/person under supervision records that have not been previously furnished, including copies of chronological notes.

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

b. **Disclosure**

The vendor shall:

- (1) Protect **CONFIDENTIAL** records from disclosure except in accordance with item number b. (2), (3), (4),(5), (6), and (7) below.
- (2) Obtain defendant's/person under supervision's authorization to disclose confidential health information to the USPO/USPSO. If the vendor is unable to obtain this disclosure, the vendor shall notify the USPO/USPSO immediately.
- (3) Disclose defendant/person under supervision records upon request of the USPO/USPSO or designee to the USPO/USPSO or designee.
- (4) Make its staff available to the USPO/USPSO to discuss treatment of a defendant/person under supervision.
- (5) Disclose defendant/person under supervision records only in accordance with 42 C.F.R. Part 2, and 45 C.F.R. § 160.201 to 205 and Part 164 (even if the vendor is not otherwise subject to 45 C.F.R. § 16.201 to 205, and Part 164). The vendor shall disclose records only after advising the USPO/USPSO of the request and any exceptions to the disclosure of, or

an individual's right of access to, treatment or protected health information that might apply.

- (6) Not disclose "pretrial services information" concerning pretrial services clients. "Pretrial services information," as defined by the "Pretrial Services Confidentiality Regulations," is "any information, whether recorded or not, that is obtained or developed by a pretrial services officer (or a probation officer performing pretrial services duties) in the course of performing pretrial services." Pretrial Services Confidentiality Regulations, §2.A. Generally, any information developed by an officer performing pretrial services that is shared with the vendor will be confidential pretrial services information. Only a judicial officer or a Chief USPO/USPSO may authorize disclosure of pretrial services information to a third party pursuant to the Pretrial Services Confidentiality Regulations. Any doubts about whether a potential disclosure concerns pretrial services information must be resolved by consultation with the USPO/USPSO.
- (7) The vendor and its subcontractors are authorized to access criminal history information available in pretrial services or probation records that have been provided by the USPO/USPSO. This information is provided solely for the purpose of providing services under this contract. Any unauthorized re-disclosure of this information may result in termination of this contract and the imposition of civil penalties.
- (8) Ensure that all persons having access to or custody of defendant/person under supervision records follow the disclosure and confidentiality requirements of this agreement and federal law.
- (9) Notify the USPO/USPSO immediately upon receipt of legal process requiring disclosure of defendant/person under supervision records.

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

c. **File Content**

The vendor's file on each defendant/person under supervision shall contain the following records:

- (1) **Chronological Notes** that:
  - (a) Record all contacts (e.g., face-to-face, telephone) with the defendant/person under supervision including collateral contacts with

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

- (b) Are in accordance with the professional standards of the individual disciplines and with the respective state law on health care records.
  - (c) Document the goals of treatment, the methods used, the defendant's/person under supervision's observed progress, or lack thereof, toward reaching the goals in the treatment records. Specific achievements, failed assignments, rule violations and consequences given should be recorded.
  - (d) Accurately reflect the defendant's/person under supervision's treatment progress, sessions attended, and changes in treatment.
  - (e) Are current and available for review by the USPO/USPSO or designee and by the Probation and Pretrial Services Office (PPSO) at the Administrative Office.
  - (f) Chronological notes shall be legible, and be dated and signed by the practitioner.
- (2) **Program Plan** (Probation Form 45) that:
- (a) Identifies vendor services to be provided to the defendant/person under supervision and billed to the Judiciary under the terms of agreement, and any co-payments due by the defendant.
  - (b) USPO/USPSO prepares during or immediately after the case staffing conference. The program plan authorizes the vendor to provide services (e.g., **Intake Assessment and Report (2011)**) to the defendant/person under supervision.
  - (c) USPO/USPSO shall amend the Program Plan (Probation Form 45) when changing the services, the vendor shall perform, their frequency, or other administrative changes (e.g., co-payment amounts) and upon termination of services.
- (3) **Amended Program Plan (Probation Form 45)** (if applicable) that USPO/USPSO prepares:
- (a) During or immediately following the case staffing conference, or any other changed circumstance if service delivery changes from existing

Program Plan (Probation Form 45).

- (b) To obtain additional services for a defendant/person under supervision during the agreement or to change the frequency of a defendant/person under supervision's urine collection.
  - (c) To document any other changes in co-payments, frequency of treatment, etc.
  - (d) To terminate services.
- (4) **Monthly Treatment Report (Probation Form 46)** that:
- (a) Is submitted along with the monthly invoice and the Daily log for the month for which the vendor is invoicing, except for clients who are receiving urinalysis services only (PC 1010, 1011).
  - (b) Summarizes defendant/person under supervision's activities during the month, lists attendance dates, and accompanies the monthly invoice.
  - (c) Documents defendant/person under supervision progress (e.g., adjustment, responsiveness, significant problems, employment).
  - (d) Reflects changes in the Program Plan (Probation Form 45).
  - (e) Records urine collection and test results, if applicable.
  - (f) Shall be typed if requested by the USPO/USPSO.
- (5) **Authorization to Release Confidential Information** (Probation Forms 11B, 11E, or 11I, and PSA Forms 6B, or 6D) that:
- (a) The defendant/person under supervision and USPO/USPSO sign prior to the defendant's/person under supervision's first appointment with the treatment provider.
  - (b) The vendor shall obtain the defendant's/person under supervision's signature before releasing any information regarding the defendant/person under supervision or the defendant's/person under supervision's treatment and progress to the USPO/USPSO.
- (6) **Daily Travel Log** (Probation Form 17) (if applicable) that:



- (a) Vendor shall submit Probation Form 17 with the monthly invoice for **Vendor's Local Travel** by vendor or staff.
  - (1) By **Vehicle (1401)** (at the rate in the Judiciary Travel Regulations), or
  - (2) By **Common Carrier (1402)** (at the rate in the Judiciary Travel Regulations)

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

- (a) Along with the monthly invoice, is submitted for the month for which the vendor is invoicing.
- (b) USPO/USPSO or designee uses to certify the monthly invoice.
- (c) USPO/USPSO shall review for approval if vendor Daily Log form differs from the USPO/USPSO sample form.
- (d) Defendant/person under supervision shall sign-in upon arrival and sign-out when leaving the vendor's facility.
- (e) Documents any defendant/person under supervision co-payment, and
- (f) Vendor shall ensure that a defendant/person under supervision signing or initialing an entry in the Daily Log cannot see the names or signatures of other defendants/person under supervision.

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

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

- (a) Along with the monthly invoice, is submitted for the month for which the vendor is invoicing.
- (b) Shall record all collected urinalysis specimens and indicate:
  - (1) Defendant or person under supervision's name and PACTS number
  - (2) Collection Date
  - (3) Specimen (bar code) number
  - (4) Collector's initials
  - (5) Test results and date received (if applicable)
  - (6) Drugs or medication taken, and

- (7) Special test requested
- (8) Co-pay collected (if applicable)
- (c) Shall record any unusual occurrences in the collection process, and in the specific gravity and temperature readings (if applicable).
- (d) The vendor shall submit for USPO/USPSO approval if vendor Daily Urinalysis Log form differs from the sample form provided in attachment J.9.
- (e) The vendor shall ensure that a defendant/person under supervision signing or initialing an entry Urinalysis Log cannot see the names or signatures of other defendants/person under supervision.

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

d. **Case Staffing Conference**

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

- (1) Participate in a 3-way meeting with the USPO/USPSO, defendant/person under supervision and vendor for an initial case staffing.
- (2) Meet with the USPO/USPSO face-to-face or via a telephone conference at least every 30 days to discuss the defendant's/person under supervision's progress in treatment.
- (3) Consult and meet as requested by the USPO/USPSO.

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

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

The vendor shall:

- (1) Provide a report on the defendant's/person under supervision's treatment progress upon USPO/USPSO's request. Reports shall include specific/measurable goals and objectives with target completion dates that are periodically reviewed.

- (2) Provide a written recommendation in the report to whether or not a defendant's/person under supervision's treatment shall be continued or terminated.
- (3) If the vendor recommends treatment termination, the vendor shall provide a reason for this recommendation in the written report (i.e., whether the defendant/person under supervision responded to treatment and no longer needs aftercare, or whether the defender/person under supervision failed to respond to treatment)

f. **Vendor Testimony**

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

- (1) Appear or testify in legal proceedings convened by the federal court or Parole Commission only upon order of the federal court with jurisdiction, and
  - (i) a request by the United States Probation and/or Pretrial Services Offices, United States Attorney's Offices, or United States Parole Commission, or
  - (ii) in response to a subpoena.
- (2) Provide testimony including but not limited to a defendant's/person under supervision's: attendance record; drug test results; general adjustment to program rules; type and dosage of medication; response to treatment; test results; and treatment programs.
- (3) Receive reimbursement for subpoenaed testimony through the Department of Justice based on its witness fee and expense schedule.
- (4) Receive necessary consent/release forms required under federal, state or local law from the Judiciary.
- (5) Not create, prepare, offer, or provide any opinions or reports, whether written or verbal that are not required by this statement of work and the treatment program unless such action is approved in writing by the Chief US Probation Officer or Chief US Pretrial Services Officer.

g. **Emergency Contact Procedures**

The vendor shall establish and post emergency (24 hours/ 7 days a week) contact procedures (i.e., crisis intervention, schedule changes, local hotlines, and/or

situations requiring immediate attention), for times when counselors are not available.

14. **Notifying USPO/USPSO of Defendant/Person under supervision Behavior**

The vendor shall:

- a. Notify the USPO/USPSO within 24 hours or as specified in writing by the Contracting Officer of defendant/person under supervision behavior including but not limited to:
  - (1) Positive drug or alcohol test results.
  - (2) Attempts to adulterate a urine specimen and/or compromise any drug detection methodology to determine illicit drug usage.
  - (3) Failure to produce a urine specimen for testing (i.e., stall; withholding a specimen or failure to produce a specimen of sufficient quantity for testing).
  - (4) Failure to appear as directed for urine collection, evaluation, counseling session or alcohol test (i.e., no show).
  - (5) Failure to follow vendor staff direction.
  - (6) Apparent failure to comply with conditions of supervision.
  - (7) Any behavior that might increase the risk of the defendant/person under supervision to the community.

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

15. **Staff Requirements and Restrictions**

The vendor shall ensure that:

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

- b. After award, persons charged with or under investigation for a criminal offense shall not perform services under this agreement nor have access to defendant/person under supervision files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.
- c. After award, persons convicted of any sexual offense (including but not limited to, child pornography offenses, child exploitation, sexual abuse, rape or sexual assault) or required under federal, state, or local law to register on the Sexual Offender registry shall not perform services under this agreement or contract nor shall they have access to defendant/person under supervision files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.
- d. After award, persons with any restrictions on their licenses, certifications or practice (or those who voluntarily agree to such a restriction) based on negotiations or proceedings with any licensing authority, shall not perform services under this agreement or contract nor shall they have access to defendant/person under supervision files unless approved in writing by the Contracting Officer after consultation with PPSO and PMD.
- e. The vendors and its employees shall:
  - (1) Avoid compromising relationships with defendants/person under supervision and probation or pretrial services staff, and
  - (2) Not employ, contract with, or pay any defendant/person under supervision or defendant's/person under supervision's firm or business to do any work for the vendor either at the vendor's facilities or personally for any of the vendor's employees during the period of this agreement.
  - (3) Report any such improprieties or the appearance thereof immediately to the USPO/USPSO or designee.
  - (4) Report to the USPO/USPSO any investigations, pending charges, arrests and/or convictions related to a criminal offense, any restrictions on staff licenses or certifications, whether imposed or voluntary, involving any staff performing services under this agreement within 48 hours of obtaining knowledge.
- f. The vendor shall notify the USPO/USPSO in writing of any staff changes and provide documentation of any required licensing, certification, experience and education requirements, or changes thereof. The vendor shall submit an Offeror's Staff Qualifications form (Section L - Attachment C) for each new staff member added under the agreement.

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

16. **Facility Requirements:**

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

17. 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.

18. **Local Services**

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

URINE COLLECTION

\* 1010

The vendor shall operate a code-a-phone system for random urine collections and schedule urine collections from 10:00 a.m. to 8:30 p.m., Monday through Friday, and 12:00 p.m. to 5:00 p.m., on Saturday, Sunday, and holidays.

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

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 9:00 p.m.).

The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish speaking offenders/defendants receive treatment services. Bilingual treatment services may be provided directly by the vendors staff or through a subcontractor.

## CASE MANAGEMENT SERVICES (SUBSTANCE ABUSE)

\* 2000

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The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish speaking offenders/defendants receive treatment services. Bilingual treatment services may be provided directly by the vendors staff or through a subcontractor.

The Northern District of Texas is seeking this local need in response to the unique treatment barriers and needs in our district. We would like to use telemedicine when appropriate to achieve these ends. The use of telemedicine is authorized only after vendor and the USPO/USPSO staff the individual clients case, determine he or she is appropriate for treatment via telemedicine, and it is approved by the districts contracting officer or designee. The use of telemedicine is for the benefit of the Judiciary and not the convenience of the vendor. The use of telemedicine is not in lieu of the vendors ability to provide services in-person when appropriate (see note below).

The vendor is authorized to provide this service via telemedicine, which includes providing health care delivery, 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 telemedicine. The vendor shall also obtain consent of the client before the delivery of telemedicine services and shall include documentation of the same in the individuals treatment record.

To verify that services were performed, the vendor shall complete the sign-in log with the following information:

The clients name.

Date of the session.

The time the session began and concluded.

Confirmation of the means in which the session was conducted (i.e. teleconference, video conference, internet).

The assigned officer will follow up with the client to ensure that the session was completed.

For de-escalation, if an emotionally charged topic was discussed or the client appears emotionally agitated, the provider shall follow up with additional contact later in the day to ensure that the client has successfully de-escalated. The provider shall also remind the client to reach out to his or her social support system at any time.

NOTE: This requirement is not in lieu of the provisions set forth in the Request for Proposals which require the vendor (and any proposed subcontractor) to maintain an acceptable facility

located within the defined catchment area.

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To ensure confidentiality for each session, the provider shall require that each client verify that he or she is the only person on that line and that no person who is not part of that treatment group is listening. Each participant will also enter into a confidentiality agreement before being allowed to participate in treatment by telephone.

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## INTAKE

\* 2011

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The Northern District of Texas is seeking this local need in response to the unique treatment barriers and needs in our district. We would like to use telemedicine when appropriate to achieve these ends. The use of telemedicine is authorized only after vendor and the USPO/USPSO staff

the individual clients case, determine he or she is appropriate for treatment via telemedicine, and it is approved by the districts contracting officer or designee. The use of telemedicine is for the benefit of the Judiciary and not the convenience of the vendor. The use of telemedicine is not in lieu of the vendors ability to provide services in-person when appropriate (see note below).

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## SUBSTANCE ABUSE COUNSELING

\* 2010

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## INTEGRATED TREATMENT FOR CO-OCCURRING DISORDERS

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## PHYSICAL EXAMINATION

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## PSYCHOLOGICAL/PSYCHIATRIC WORK-UP, EVALUATION, AND REPORT

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\* 5030

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The vendor shall provide treatment staff fluent in the Spanish language to ensure that Spanish speaking offenders/defendants receive treatment services. Bilingual treatment services may be provided directly by the vendors staff or through a subcontractor.

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#### CASE MANAGEMENT SERVICES (MENTAL HEALTH)

\* 6000

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## MENTAL HEALTH COUNSELING

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**SECTION D. PACKAGING AND MARKING**

NOT APPLICABLE

**SECTION E - INSPECTION AND ACCEPTANCE**

**E.1 Vendors Performance (Mandatory Requirement)**

The vendor and/or subcontractor shall:

- (a) Maintain a physical facility that meets all applicable federal, state and local regulations (e.g., building codes).
- (b) Not endanger the health and safety of employees, clients and the community.
- (c) Provide physical facilities that preserve both the integrity of the confidential relationship and the personal dignity of the client.

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

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

<http://www.uscourts.gov/procurement.aspx>

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

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

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

**SECTION F - DELIVERIES OR PERFORMANCE**

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

- a. In an effort to protect the community by providing outpatient treatment, the vendor shall have the capability to immediately place Federal clients in outpatient or urine surveillance without regard to any placement backlog or waiting lists.
- b. Recognizing the problems of limited bed space, vendors shall place referrals for residential placements in the first available bed space.
- c. The vendor shall not unilaterally refuse services to any defendant or offender referred by the Government, except where the defendant or offender poses an apparent danger to the vendor's staff or other clients. The vendor shall not refuse service without approval of the Government.
- d. Termination of clients from treatment, based upon a violation of the vendor's program rules and regulations shall not be made without the approval of the Government. When necessary, the vendor may take appropriate and immediate action to protect staff and clients.
- e. The contractor shall not tell defendants or offenders to misrepresent or withhold information regarding the treatment provider or the treatment services received in response to questions posed by the USPO/USPSO or other government or law enforcement agencies authorized to make such inquiries.

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

**SECTION G - AGREEMENT ADMINISTRATION DATA****G.1 Contact Point for Assistance**

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

**G.2 Fiscal Records (Mandatory Requirement)**

The vendor shall:

- a. Maintain its fiscal records according to generally accepted accounting principles.
- b. Keep and identify all financial records, that disclose the identity of any defendant/offender as **CONFIDENTIAL**.
- c. Keep all defendant/offender records associated with the agreement for three (3) years after the final payment date under the agreement, for Government inspection and review, except that the vendor shall keep defendant/offender records relating to litigation or settlement of claims arising out of the performance of this agreement, until final disposition of such appeals, litigation, or claims.

**G.3. Invoices (Mandatory Requirement)**

The vendor shall:

- a. Submit an original copy of the invoice to the address listed in block 7 of the **Solicitation/Offer/Acceptance** in SECTION A, p.1 of the RFP. Additionally, the **Monthly Treatment Report, Daily Log, Urinalysis Log and Daily Travel Log** (if applicable) shall be submitted to the USPO/USPSO.
- b. Submit invoices monthly to arrive no later than the tenth (10th) day of the month for services provided during the preceding month.
- c. Use the Administrative Office invoice (Parts A and B), or a probation office local invoice form, approved by the Administrative Office, indicating:
  - (1) Individual defendant/offender names and identifying numbers, and
  - (2) Charges for each service, identified by its project code, as described in **SECTION C - STATEMENT OF WORK**, of this document.

**Note:** The Administrative Office encourages computer generated billing and will accept a



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

- d. Submit with the invoice a certification by an authorized official of the vendor that the invoice:
  - (1) Is correct and accurate to the best of his/her knowledge, and
  - (2) Includes only charges for services actually provided to defendant(s)/offender(s).
- e. The vendor shall submit separate invoices for services provided to pretrial services defendants and Bureau of Prisons inmates to the appropriate pretrial services or Bureau of Prisons office.
- f. The vendor may include the "No-Show" factor in the unit price charged for the following services. The vendor shall not include a charge for a "No-Show" as a separate item.

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

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

- g. The vendor shall charge for a session longer or shorter than the prescribed unit time (when the unit price is based on a prescribed unit of time) by adjusting the charge up or down in fifteen minute increments. If circumstances necessitate adjustment of the charge based on the example below in section (i), the vendor shall contact the Government for approval. Sessions lasting less than 16 minutes shall be treated as a "no show" for the purposes of billing.
- h. The vendor shall include on the monthly invoice the item number and the fractional part of the session for which the vendor is billing the Government.
- i. **Example:**

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

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

- j. The vendor shall include the cost of written reports and conferences with the USPO/USPSO in the prices for defendant/offender services unless the Program Plan authorizes them as part of a specific service (e.g., Intake Assessment and Report (2011), Psychological Evaluation and Report (5010)).
- k. The vendor shall include the cost of telephone contacts with defendants/offenders in the unit price for the services and shall not bill separately for these calls.

**G.4 Reimbursements or Copayments (Mandatory Requirement)**

- a. The vendor shall not request or accept payment either directly or indirectly from the defendant/offender for services under this agreement unless the USPO/USPSO authorizes in writing partial or total payment by the defendant/offender for prescheduled individual services customarily provided by a physician or professional staff member.
  - (1) The USPO/USPSO shall evaluate the defendant/offender's financial status (e.g., employment) before authorizing defendant/offender payments to the vendor and shall notify the defendant/offender and vendor of the authorized defendant/offender payments in the program plan.
- b. The vendor shall not submit invoices to the Government for services under this agreement where the vendor already has submitted invoices, or received payment for the same services from other sources.
- c. If the vendor has received any payments from insurance programs or other sources (e.g., state or local public assistance programs) for services for which the vendor has received payment from the Government under this agreement, the vendor shall reimburse the Government for these services.

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

- (2) According to 18 USC 3672, the vendor may be required to reimburse the Director of the Administrative Office of the U. S. Courts in lieu of deducting payments from subsequent invoices.
- (3) The vendor shall not accept reimbursement for services in an amount that exceeds the amount authorized in the contract/agreement with the Government.

**SECTION H - SPECIAL AGREEMENT REQUIREMENTS****H.1 Clause 7-25, Indemnification (AUG 2004)**

- (a) The contractor assumes full responsibility for and shall indemnify the judiciary against any and all losses or damage of whatsoever kind and nature to any and all judiciary property, including any equipment, products, accessories, or parts furnished, while in its custody and care for storage, repairs, or service to be performed under the terms of this contract, resulting in whole or in part from the negligent acts or omissions of the contractor, any subcontractor, or any employee, agent or representative of the contractor or subcontractor.
- (b) If due to the fault, negligent acts (whether of commission or omission) and/or dishonesty of the contractor or its employees, any judiciary-owned or controlled property is lost or damaged as a result of the contractor's performance of this contract, the contractor shall be responsible to the judiciary for such loss or damage, and the judiciary, at its option, may, in lieu of requiring reimbursement therefor, require the contractor to replace at its own expense, all property lost or damaged.
- (c) *Hold Harmless and Indemnification Agreement* The contractor shall save and hold harmless and indemnify the judiciary against any and all liability claims and cost of whatsoever kind and nature for injury to or death of any person or persons and for loss or damage to any contractor property or property owned by a third party occurring in connection with or in any way incident to or arising out of the occupancy, use, service, operation, or performance of work under the terms of this contract, resulting in whole or in part from the acts or omissions of the contractor, any subcontractor, or any employee, agent, or representative of the contractor or subcontractor.
- (d) The contractor shall indemnify and hold the judiciary, its employees, and others acting on its behalf harmless against any and all loss, liability, or damage arising out of the negligence, failure to act, fraud, embezzlement, or other misconduct by the contractor, its employees, subcontractors, agents, or representatives of the contractor or subcontractor.
- (e) *Judiciary's Right of Recovery* Nothing in the above paragraphs will be considered to preclude the judiciary from receiving the benefits of any insurance/bonds the contractor may carry which provides for the indemnification of any loss or destruction of, or damages to, property in the custody and care of the contractor where such loss, destruction or damage is to judiciary property. The contractor shall do nothing to prejudice the judiciary's right to recover against third parties for any loss, destruction of, or damage to, judiciary property, and upon the request of the contracting officer will, at the judiciary's expense, furnish to the judiciary all reasonable assistance and cooperation (including assistance in the prosecution of suit and the execution of instruments of assignment in favor of the judiciary) in obtaining recovery.
- (f) *Judiciary Liability* The judiciary will not be liable for any injury to the contractor's personnel or damage to the contractor's property unless such injury or damage is

due to negligence on the part of the judiciary and is recoverable under the Federal Torts Claims Act, or pursuant to other statutory authority applicable to the judiciary.

## H.2 DRUG-FREE WORKPLACE - JAN 2003

(a) Definitions. As used in this clause,

"**Controlled Substance**" means a controlled substance in schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined in regulation at 21 CFR 1308.11-1308.15.

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

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

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

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

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

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

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

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

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

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

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

- (iv) The penalties that may be imposed upon employees from drug abuse violations occurring in the workplace;
- (3) Provide all employees engaged in performance of the contract with a copy of the statement required by subparagraph (b)(1) of this clause;
- (4) Notify such employees in writing in the statement required by subparagraph (b)(1) of this clause, that as a condition of continued employment on the contract resulting from this solicitation, the employee will-
  - (i) Abide by the terms of the statement; and
  - (ii) Notify the employer in writing of the employee's conviction under a criminal drug statute for a violation occurring in the workplace no later than five (5) days after such conviction;
- (5) Notify the contracting officer within ten (10) days after receiving notice under subdivision (b)(4)(ii) of this clause, from an employee or otherwise receiving actual notice of such conviction. The notice shall include the position title of the employee;
- (6) Within 30 days after receiving notice under subparagraph (a)(4)(ii) of this clause of a conviction, take one of the following actions with respect to any employee who is convicted of a drug abuse violation occurring in the workplace:
  - (i) Taking appropriate personnel action against such employee, up to and including termination; or
  - (ii) Require such employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.
- (7) Make a good faith effort to maintain a drug-free workplace through implementation of subparagraphs (b)(1) through (b)(6) of this provision.
- (c) The Contractor, if an individual, agrees by award of the contract or acceptance of a purchase order, not to engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the performance of the contract resulting from the contract.
- (d) In addition to other remedies available to the Government, the Contractor's failure to comply with the requirements of paragraphs (b) and (c) of this clause may, render the Contractor subject to suspension of contract payments, termination of the contract for default, and suspension of debarment.

### **H.3 Government Furnished Property - (JAN 2003)**

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

The Chief Probation Officer or Chief Pretrial Services Officer may furnish Government-owned telephone answering equipment, fax machines, and/or onsite drug-detection devices called non-

instrumented drug tests to a contractor if such equipment will improve the frequency of urine collection in the district. The equipment shall be used only for a random urine collection program.

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

- (a) The contractor shall not refer to the judiciary, or to any court or other organizational entities existing thereunder (hereinafter referred to as "the judiciary"), in advertising, news releases, brochures, catalogs, television and radio advertising, letters of reference, web sites, or any other media used generally by the vendor in its commercial marketing initiatives, in such a way that it represents or implies that the judiciary prefers or endorses the products or services offered by the contractor. This provision will not be construed as limiting the contractor's ability to refer to the judiciary as one of its customers when providing past performance information as part of a proposal submission, as opposed to general public marketing.
- (b) No public release of information pertaining to this contract will be made without prior judiciary written approval, as appropriate, and then only with written approval of the contracting officer.

**I.2 Subcontracting**

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

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

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



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

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

- (a) The judiciary may extend the term of this contract by written notice to the contractor no later than 30 calendar days prior to the contract's expiration date; provided that the judiciary gives the contractor a preliminary written notice of its intent to extend at least 60 calendar days before the contract expires. The preliminary notice does not commit the judiciary to an extension.
- (b) If the judiciary exercises this option, the extended contract shall be considered to include this option clause.
- (c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 3 years.

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

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

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

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

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

Clause 1-15	Disclosure of Contractor Information to the Public	AUG 2004
Clause 3-25	Protecting the Judiciary's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment	JUN 2014
Clause 3-160	Service Contract Act of 1965, As amended	JUN 2012
Clause 3-205	Protest After Award	JAN 2003
Clause 3-210	Protests	JUN 2014
Clause 7-35	Disclosure or Use of Information	APR 2013
Clause 7-70	Judiciary Property Furnished "As Is"	APR 2013

Clause 7-85	Examination of Records	JAN 2003
Clause 7-115	Availability of Funds	JAN 2003
Clause 7-135	Payments	APR 2013
Clause 7-140	Discounts for Prompt Payment	JAN 2003
Clause 7-150	Extras	JAN 2003
Clause 7-175	Assignment of Claims	JAN 2003
Clause 7-185	Changes	APR 2013
Clause 7-215	Notification of Ownership Changes	JAN 2003
Clause 7-223	Termination for the Convenience of the Judiciary (Short Form)	AUG 2004
Clause 7-230	Termination for Default (Fixed Price -	JAN 2003
Clause 7-235	Disputes	JAN 2003

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

Clause 1-10	Gratuities or Gifts	JAN 2010
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## **SECTION J - LIST OF ATTACHMENTS**

- J.1 NOT APPLICABLE
- J.2 SAMPLE PROGRAM PLAN (PROBATION FORM 45)
- J.3 RESERVED FOR FUTURE USE
- J.4 MONTHLY TREATMENT REPORT (PROBATION FORM 46)
- J.5 AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION  
(PROBATION FORMS 11B, 11E, and 11I; and PSA FORMS 6B, and 6D)
- J.6 DAILY LOG
- J.7 DAILY TRAVEL RECORD (PROBATION FORM 17)
- J.8 INVOICE
- J.9 TESTING LOGS (URINALYSIS, SWEAT PATCH, BREATHALYZER)
- J.10 DEPARTMENT OF LABOR WAGE DETERMINATION  
(As required by the Service Contract Act, when applicable.)

**NOT APPLICABLE**

Prob. Form 45

Today's Date:

**Client Identifying Information**

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

**Photo  
Not  
Available**

**Provider Information**

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

Phone:

Fax:

**Authorized Services**

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

**Services Ordered**

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

**Instructions to Provider Regarding Client Needs and Goals of Treatment**\_\_\_\_\_  
Officer:\_\_\_\_\_  
Referral Agent:\_\_\_\_\_  
Client:

## MONTHLY TREATMENT REPORT

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

1. PROGRAM NAME:		1a. PROVIDER NAME:		2. DATE OF CURRENT TX PLAN (ATTACH REVISIONS):	
3. CLIENT NAME:		3a. PACTS NO.	4. FOR PERIOD COVERING:		
5. PHASE NO.	5a. TIME IN PHASE:	6. PRETRIAL CLIENT: <input type="checkbox"/> Yes <input type="checkbox"/> No		7. CLIENT EMPLOYED: <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Student <input type="checkbox"/> Other	

### 8. CONTACTS SINCE LAST REPORT

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

### 9. URINE TESTING RECORD

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

### 10. COMMENTS REGARDING CLIENT'S TREATMENT PROGRESS

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

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

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

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

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

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

g. Comments:

h. Overall Progress:    Acceptable    Unacceptable

SIGNATURE OF COUNSELOR	DATE
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**UNITED STATES PROBATION SYSTEM  
AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION  
DRUG ABUSE PROGRAMS**

I, \_\_\_\_\_, the undersigned,  
(Name of Client)

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

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

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

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

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

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

\_\_\_\_\_  
(Name and Address of Program)

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

\_\_\_\_\_  
(Signature of Parent or Guardian if Client is a Minor)

\_\_\_\_\_  
(Signature of Client)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Name & Title of Witness)

\_\_\_\_\_  
(Date Signed)

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

I, \_\_\_\_\_, the undersigned,  
(Name of Client)

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

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

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

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

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

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

\_\_\_\_\_  
(Name and Address of Program)

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

\_\_\_\_\_  
(Signature of Parent or Guardian if Client is a Minor)

\_\_\_\_\_  
(Signature of Client)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Name & Title of Witness)

\_\_\_\_\_  
(Date Signed)



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

I, \_\_\_\_\_, the undersigned,  
(Name of Client)

hereby authorize \_\_\_\_\_ to release confidential  
(Name of Program)

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

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

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

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

\_\_\_\_\_  
(Name and Address of Program)

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

\_\_\_\_\_  
(Signature of Parent or Guardian if Client is a Minor)

\_\_\_\_\_  
(Signature of Client)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Name & Title of Witness)

\_\_\_\_\_  
(Date Signed)

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

I, \_\_\_\_\_, the undersigned,  
(Name of Client)  
hereby authorize \_\_\_\_\_ to release confidential  
(Name of Program)  
information in its records, possession, or knowledge, of whatever nature may now exist or come to exist to the United  
States Pretrial Services or Probation Office for the \_\_\_\_\_ District of \_\_\_\_\_.  
(Name of Court) (State)

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

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

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

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

\_\_\_\_\_  
(Name and Address of Program)

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

\_\_\_\_\_  
(Signature of Parent or Guardian, if Client is a Minor)

\_\_\_\_\_  
(Signature of Client)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Name & Title of Witness)

\_\_\_\_\_  
(Date Signed)

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

I, \_\_\_\_\_, the undersigned,  
(Name of Client)

hereby authorize \_\_\_\_\_ to release confidential  
(Name of Program)

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

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

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

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

\_\_\_\_\_  
(Name and Address of Program)

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

\_\_\_\_\_  
(Signature of Parent or Guardian if Client is a Minor)

\_\_\_\_\_  
(Signature of Client)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Date Signed)

\_\_\_\_\_  
(Name & Title of Witness)

\_\_\_\_\_  
(Date Signed)



<b>U.S. PROBATION AND PRETRIAL SERVICES TRAVEL LOG</b>						<b>DISTRICT:</b>		
DATE	EXPENSE CODE	CONTACT CODES (P-Personal/C-Collateral)				PROBLEM CODES		DAILY TRAVEL RECORD
OFFICER NAME	A-Telephone B-Parking C-Other	H-Home C-Community PS-Presence PR-Prerelease for Institution PT-Pretransfer SI-Special Investigation	SS-Social Services for Institution OPO-Other Probation/Pretrial Services Officer PTS-Pretrial Services PTSD-Pretrial Services Diversion FWR-Furlough/Work Release	DA-Drug Abuse UA-Urine Collection PS- HS-Housing/Shelter O-Other	AL-Alcohol MS-Monitoring/Surveillance EM-Employment FB-Financial/Budgeting FM-Family/Marital ET-Education/Training			
DESTINATION	ODOMETER READING	MILES TRAVELED	OTHER EXPENSES	CONTACT CODE	PROBLEM CODE	CASE NUMBER/NAME OF CASE	ACTIVITY AND PERSON CONTACTED	
START								
TO								
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PER DIEM			TOTAL MILES TRAVELED		TOTAL OTHER EXPENSES	NUMBER OF MILES FROM HOME TO OFFICE	SIGNATURE OF OFFICER	
TIME STARTED	TIME RETURNED	AMT. CLAIMED	AMOUNT CLAIMED FOR MILEAGE					

Date \_\_\_\_\_

Page \_\_\_\_ of \_\_\_\_

**ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS  
TREATMENT SERVICES INVOICE**

**(PART A)**

- |  |  |
|--|--|
| 1. Judicial District _____<br>2. Vendor _____<br>a. Address: _____<br>_____<br>_____<br>b. Telephone: _____<br>_____ | 3. P.O./B.P.A.# _____<br>4. Service Delivery: From _____ To _____<br>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 LOG**  
 COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name \_\_\_\_\_ PACTS # \_\_\_\_\_ Month/Year \_\_\_\_\_

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

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

## SWEAT PATCH TESTING LOG

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

Client Name \_\_\_\_\_ PACTS # \_\_\_\_\_ Month/Year \_\_\_\_\_

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

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



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

Wage Determination No.: 2015-5145  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 05/24/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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States: Arkansas, Texas

Area: Arkansas Counties of Little River, Miller

Texas County of Bowie

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.37	
01012 - Accounting Clerk II	16.14	
01013 - Accounting Clerk III	18.05	
01020 - Administrative Assistant	26.64	
01035 - Court Reporter	19.24	
01041 - Customer Service Representative I	12.25	
01042 - Customer Service Representative II	13.77	
01043 - Customer Service Representative III	15.03	
01051 - Data Entry Operator I	12.85	
01052 - Data Entry Operator II	14.02	
01060 - Dispatcher, Motor Vehicle	18.20	
01070 - Document Preparation Clerk	13.02	
01090 - Duplicating Machine Operator	13.02	
01111 - General Clerk I	12.99	
01112 - General Clerk II	14.18	
01113 - General Clerk III	15.92	

01120 - Housing Referral Assistant	18.23
01141 - Messenger Courier	11.01
01191 - Order Clerk I	13.68
01192 - Order Clerk II	14.93
01261 - Personnel Assistant (Employment) I	16.35
01262 - Personnel Assistant (Employment) II	18.28
01263 - Personnel Assistant (Employment) III	20.38
01270 - Production Control Clerk	26.34
01290 - Rental Clerk	14.41
01300 - Scheduler, Maintenance	14.63
01311 - Secretary I	14.63
01312 - Secretary II	16.36
01313 - Secretary III	18.23
01320 - Service Order Dispatcher	16.26
01410 - Supply Technician	26.64
01420 - Survey Worker	15.28
01460 - Switchboard Operator/Receptionist	11.23
01531 - Travel Clerk I	13.01
01532 - Travel Clerk II	13.94
01533 - Travel Clerk III	14.66
01611 - Word Processor I	13.43
01612 - Word Processor II	15.15
01613 - Word Processor III	16.86
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.70
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.31
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter, Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.73
07041 - Cook I	11.31
07042 - Cook II	12.38
07070 - Dishwasher	10.01
07130 - Food Service Worker	10.35
07210 - Meat Cutter	13.82
07260 - Waiter/Waitress	9.99
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	10.10
11060 - Elevator Operator	11.51
11090 - Gardener	14.84
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	12.90
11240 - Maid or Houseman	10.05
11260 - Pruner	12.17
11270 - Tractor Operator	14.23
11330 - Trail Maintenance Worker	12.90
11360 - Window Cleaner	12.20
12000 - Health Occupations	
12010 - Ambulance Driver	22.66
12011 - Breath Alcohol Technician	21.32
12012 - Certified Occupational Therapist Assistant	24.17
12015 - Certified Physical Therapist Assistant	29.59
12020 - Dental Assistant	17.95
12025 - Dental Hygienist	37.59
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	22.66
12071 - Licensed Practical Nurse I	15.75
12072 - Licensed Practical Nurse II	17.62
12073 - Licensed Practical Nurse III	19.65
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.41
12160 - Medical Record Clerk	13.89
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	15.75
12210 - Nuclear Medicine Technologist	38.72
12221 - Nursing Assistant I	11.91
12222 - Nursing Assistant II	13.38
12223 - Nursing Assistant III	14.60
12224 - Nursing Assistant IV	16.40
12235 - Optical Dispenser	20.89
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	13.57
12305 - Radiologic Technologist	26.27
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	27.62
12313 - Registered Nurse II, Specialist	27.62
12314 - Registered Nurse III	32.92
12315 - Registered Nurse III, Anesthetist	32.92
12316 - Registered Nurse IV	39.80
12317 - Scheduler (Drug and Alcohol Testing)	26.41
12320 - Substance Abuse Treatment Counselor	20.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.32
13012 - Exhibits Specialist II	23.94
13013 - Exhibits Specialist III	29.28
13041 - Illustrator I	19.32
13042 - Illustrator II	23.94

13043 - Illustrator III		29.28
13047 - Librarian		26.51
13050 - Library Aide/Clerk		15.03
13054 - Library Information Technology Systems Administrator		23.94
13058 - Library Technician		18.89
13061 - Media Specialist I		17.27
13062 - Media Specialist II		19.32
13063 - Media Specialist III		21.55
13071 - Photographer I		17.27
13072 - Photographer II		19.32
13073 - Photographer III		23.94
13074 - Photographer IV		29.28
13075 - Photographer V		35.42
13090 - Technical Order Library Clerk		18.64
13110 - Video Teleconference Technician		17.27
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.62
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.95
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		14.95
14160 - Personal Computer Support Technician		23.14
14170 - System Support Specialist		24.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.78
15020 - Aircrew Training Devices Instructor (Rated)		33.62
15030 - Air Crew Training Devices Instructor (Pilot)		40.30
15050 - Computer Based Training Specialist / Instructor		27.78
15060 - Educational Technologist		32.66
15070 - Flight Instructor (Pilot)		40.30
15080 - Graphic Artist		24.40
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.30
15086 - Maintenance Test Pilot, Rotary Wing		40.30
15088 - Non-Maintenance Test/Co-Pilot		40.30
15090 - Technical Instructor		19.48
15095 - Technical Instructor/Course Developer		23.84
15110 - Test Proctor		15.73
15120 - Tutor		15.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.93
16030 - Counter Attendant		9.93
16040 - Dry Cleaner		11.75
16070 - Finisher, Flatwork, Machine		9.93
16090 - Presser, Hand		9.93
16110 - Presser, Machine, Drycleaning		9.93

16130 - Presser, Machine, Shirts	9.93	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.93
16190 - Sewing Machine Operator	12.45	
16220 - Tailor	13.12	
16250 - Washer, Machine	10.49	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.76
19040 - Tool And Die Maker	26.20	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	19.35	
21030 - Material Coordinator	26.34	
21040 - Material Expediter	26.34	
21050 - Material Handling Laborer	15.71	
21071 - Order Filler	12.27	
21080 - Production Line Worker (Food Processing)		19.35
21110 - Shipping Packer	18.23	
21130 - Shipping/Receiving Clerk	18.23	
21140 - Store Worker I	15.85	
21150 - Stock Clerk	19.14	
21210 - Tools And Parts Attendant	19.35	
21410 - Warehouse Specialist	19.35	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.13	
23019 - Aircraft Logs and Records Technician		19.55
23021 - Aircraft Mechanic I	22.95	
23022 - Aircraft Mechanic II	24.13	
23023 - Aircraft Mechanic III	25.35	
23040 - Aircraft Mechanic Helper	17.95	
23050 - Aircraft, Painter	21.28	
23060 - Aircraft Servicer	19.55	
23070 - Aircraft Survival Flight Equipment Technician		21.28
23080 - Aircraft Worker	20.50	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		22.95
23110 - Appliance Mechanic	21.28	
23120 - Bicycle Repairer	18.73	
23125 - Cable Splicer	22.25	
23130 - Carpenter, Maintenance	18.11	
23140 - Carpet Layer	20.50	
23160 - Electrician, Maintenance	23.88	
23181 - Electronics Technician Maintenance I		24.98
23182 - Electronics Technician Maintenance II		25.92
23183 - Electronics Technician Maintenance III		26.79
23260 - Fabric Worker	19.55	
23290 - Fire Alarm System Mechanic	21.79	
23310 - Fire Extinguisher Repairer	18.73	
23311 - Fuel Distribution System Mechanic	24.36	
23312 - Fuel Distribution System Operator	20.66	
23370 - General Maintenance Worker	17.08	
23380 - Ground Support Equipment Mechanic		22.95
23381 - Ground Support Equipment Servicer		19.55
23382 - Ground Support Equipment Worker		20.50



23391 - Gunsmith I	18.73	
23392 - Gunsmith II	20.50	
23393 - Gunsmith III	22.00	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.80
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.64
23430 - Heavy Equipment Mechanic	27.75	
23440 - Heavy Equipment Operator	19.17	
23460 - Instrument Mechanic	22.00	
23465 - Laboratory/Shelter Mechanic	21.28	
23470 - Laborer	14.80	
23510 - Locksmith	21.28	
23530 - Machinery Maintenance Mechanic		29.95
23550 - Machinist, Maintenance	20.71	
23580 - Maintenance Trades Helper	18.38	
23591 - Metrology Technician I	22.00	
23592 - Metrology Technician II	22.81	
23593 - Metrology Technician III	23.52	
23640 - Millwright	20.72	
23710 - Office Appliance Repairer	18.40	
23760 - Painter, Maintenance	22.71	
23790 - Pipefitter, Maintenance	22.64	
23810 - Plumber, Maintenance	21.90	
23820 - Pneudraulic Systems Mechanic		22.00
23850 - Rigger	22.00	
23870 - Scale Mechanic	20.50	
23890 - Sheet-Metal Worker, Maintenance		22.74
23910 - Small Engine Mechanic	19.72	
23931 - Telecommunications Mechanic I	21.05	
23932 - Telecommunications Mechanic II	21.97	
23950 - Telephone Lineman	22.00	
23960 - Welder, Combination, Maintenance		19.17
23965 - Well Driller	22.00	
23970 - Woodcraft Worker	22.00	
23980 - Woodworker	18.73	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.09	
24570 - Child Care Attendant	10.04	
24580 - Child Care Center Clerk	13.02	
24610 - Chore Aide	10.02	
24620 - Family Readiness And Support Services Coordinator		15.09
24630 - Homemaker	15.09	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.00	
25040 - Sewage Plant Operator	19.87	
25070 - Stationary Engineer	23.71	
25190 - Ventilation Equipment Tender	17.95	
25210 - Water Treatment Plant Operator	18.06	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	15.88	
27007 - Baggage Inspector	13.64	
27008 - Corrections Officer	19.33	

27010 - Court Security Officer	22.48	
27030 - Detection Dog Handler	15.25	
27040 - Detention Officer	19.33	
27070 - Firefighter	25.15	
27101 - Guard I	13.64	
27102 - Guard II	15.25	
27131 - Police Officer I	21.13	
27132 - Police Officer II	23.49	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	11.15	
28042 - Carnival Equipment Repairer	11.64	
28043 - Carnival Worker	9.54	
28210 - Gate Attendant/Gate Tender	15.14	
28310 - Lifeguard	13.74	
28350 - Park Attendant (Aide)	16.94	
28510 - Recreation Aide/Health Facility Attendant	12.60	
28515 - Recreation Specialist	20.98	
28630 - Sports Official	13.49	
28690 - Swimming Pool Operator	14.00	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	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)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	17.64	
30022 - Archeological Technician II	19.73	
30023 - Archeological Technician III	24.44	
30030 - Cartographic Technician	24.44	
30040 - Civil Engineering Technician	23.23	
30051 - Cryogenic Technician I	25.97	
30052 - Cryogenic Technician II	28.68	
30061 - Drafter/CAD Operator I	17.64	
30062 - Drafter/CAD Operator II	19.73	
30063 - Drafter/CAD Operator III	22.00	
30064 - Drafter/CAD Operator IV	27.08	
30081 - Engineering Technician I	15.07	
30082 - Engineering Technician II	19.06	
30083 - Engineering Technician III	21.32	
30084 - Engineering Technician IV	26.42	
30085 - Engineering Technician V	32.32	
30086 - Engineering Technician VI	38.24	
30090 - Environmental Technician	23.45	
30095 - Evidence Control Specialist	23.45	
30210 - Laboratory Technician	22.86	
30221 - Latent Fingerprint Technician I	25.97	
30222 - Latent Fingerprint Technician II	28.68	
30240 - Mathematical Technician	24.44	
30361 - Paralegal/Legal Assistant I	19.75	
30362 - Paralegal/Legal Assistant II	24.46	

30363 - Paralegal/Legal Assistant III		29.92
30364 - Paralegal/Legal Assistant IV		36.20
30375 - Petroleum Supply Specialist		28.68
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		28.68
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.08
30502 - Weather Forecaster II		32.94
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.00
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.27
31030 - Bus Driver		18.86
31043 - Driver Courier		14.35
31260 - Parking and Lot Attendant		12.90
31290 - Shuttle Bus Driver		14.32
31310 - Taxi Driver		12.35
31361 - Truckdriver, Light		14.97
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		19.99
31364 - Truckdriver, Tractor-Trailer		19.99
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.01
99050 - Desk Clerk		10.50
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		12.51
99260 - Marketing Analyst		26.24
99310 - Mortician		25.60
99410 - Pest Controller		21.77
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		16.16
99711 - Recycling Specialist		17.83
99730 - Refuse Collector		15.25
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		14.47
99830 - Survey Party Chief		20.12
99831 - Surveying Aide		12.33
99832 - Surveying Technician		16.90
99840 - Vending Machine Attendant		19.99
99841 - Vending Machine Repairer		22.83
99842 - Vending Machine Repairer Helper		19.99

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

(4) A combination of the aforementioned duties, the performance of which

requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### **\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

#### **\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).



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

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

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

Wage Determination No.: 2015-5211  
 Daniel W. Simms | Division of | Revision No.: 16  
 Director | Wage Determinations | Date Of Last Revision: 05/13/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Callahan, Jones, Taylor

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.01	
01012 - Accounting Clerk II	16.39	
01013 - Accounting Clerk III	18.34	
01020 - Administrative Assistant	23.69	
01035 - Court Reporter	16.93	
01041 - Customer Service Representative I	12.55	
01042 - Customer Service Representative II	14.12	
01043 - Customer Service Representative III	15.41	
01051 - Data Entry Operator I	13.08	
01052 - Data Entry Operator II	14.27	
01060 - Dispatcher, Motor Vehicle	19.35	
01070 - Document Preparation Clerk	13.16	
01090 - Duplicating Machine Operator	13.16	
01111 - General Clerk I	12.91	
01112 - General Clerk II	16.25	
01113 - General Clerk III	16.70	
01120 - Housing Referral Assistant	19.21	
01141 - Messenger Courier	10.73	

01191 - Order Clerk I	14.12
01192 - Order Clerk II	15.59
01261 - Personnel Assistant (Employment) I	16.65
01262 - Personnel Assistant (Employment) II	18.62
01263 - Personnel Assistant (Employment) III	20.75
01270 - Production Control Clerk	23.63
01290 - Rental Clerk	13.61
01300 - Scheduler, Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	17.29
01410 - Supply Technician	23.69
01420 - Survey Worker	16.47
01460 - Switchboard Operator/Receptionist	12.93
01531 - Travel Clerk I	12.30
01532 - Travel Clerk II	13.33
01533 - Travel Clerk III	14.44
01611 - Word Processor I	13.16
01612 - Word Processor II	14.78
01613 - Word Processor III	16.53
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.73
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	21.22
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	14.19
05400 - Transmission Repair Specialist	21.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.01
07041 - Cook I	12.03
07042 - Cook II	13.95
07070 - Dishwasher	10.13
07130 - Food Service Worker	10.63
07210 - Meat Cutter	16.43
07260 - Waiter/Waitress	9.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.27

11060 - Elevator Operator	11.65
11090 - Gardener	15.97
11122 - Housekeeping Aide	11.94
11150 - Janitor	11.94
11210 - Laborer, Grounds Maintenance	12.14
11240 - Maid or Houseman	10.56
11260 - Pruner	10.84
11270 - Tractor Operator	14.74
11330 - Trail Maintenance Worker	12.14
11360 - Window Cleaner	13.37
12000 - Health Occupations	
12010 - Ambulance Driver	15.26
12011 - Breath Alcohol Technician	19.03
12012 - Certified Occupational Therapist Assistant	26.11
12015 - Certified Physical Therapist Assistant	29.92
12020 - Dental Assistant	17.35
12025 - Dental Hygienist	38.25
12030 - EKG Technician	28.84
12035 - Electroneurodiagnostic Technologist	28.84
12040 - Emergency Medical Technician	15.26
12071 - Licensed Practical Nurse I	17.02
12072 - Licensed Practical Nurse II	19.03
12073 - Licensed Practical Nurse III	21.21
12100 - Medical Assistant	15.33
12130 - Medical Laboratory Technician	18.92
12160 - Medical Record Clerk	17.70
12190 - Medical Record Technician	19.79
12195 - Medical Transcriptionist	18.35
12210 - Nuclear Medicine Technologist	41.82
12221 - Nursing Assistant I	11.98
12222 - Nursing Assistant II	13.46
12223 - Nursing Assistant III	14.69
12224 - Nursing Assistant IV	16.50
12235 - Optical Dispenser	18.24
12236 - Optical Technician	17.02
12250 - Pharmacy Technician	16.89
12280 - Phlebotomist	17.02
12305 - Radiologic Technologist	30.85
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	23.57
12320 - Substance Abuse Treatment Counselor	22.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.78
13012 - Exhibits Specialist II	22.02
13013 - Exhibits Specialist III	26.94
13041 - Illustrator I	17.78
13042 - Illustrator II	22.02
13043 - Illustrator III	26.94
13047 - Librarian	24.39

13050 - Library Aide/Clerk		13.75
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		14.76
13061 - Media Specialist I		15.89
13062 - Media Specialist II		17.78
13063 - Media Specialist III		19.82
13071 - Photographer I		15.89
13072 - Photographer II		17.78
13073 - Photographer III		22.02
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13090 - Technical Order Library Clerk		17.61
13110 - Video Teleconference Technician		15.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		19.48
14044 - Computer Operator IV		21.63
14045 - Computer Operator V		23.96
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.38
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		24.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.94
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		43.42
15050 - Computer Based Training Specialist / Instructor		29.94
15060 - Educational Technologist		31.99
15070 - Flight Instructor (Pilot)		43.42
15080 - Graphic Artist		23.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.42
15086 - Maintenance Test Pilot, Rotary Wing		43.42
15088 - Non-Maintenance Test/Co-Pilot		43.42
15090 - Technical Instructor		19.96
15095 - Technical Instructor/Course Developer		24.43
15110 - Test Proctor		17.77
15120 - Tutor		17.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		10.91
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	11.45	
16220 - Tailor	11.89	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.34
19040 - Tool And Die Maker	27.01	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.21	
21030 - Material Coordinator	23.63	
21040 - Material Expediter	23.63	
21050 - Material Handling Laborer	13.16	
21071 - Order Filler	12.54	
21080 - Production Line Worker (Food Processing)		16.21
21110 - Shipping Packer	16.82	
21130 - Shipping/Receiving Clerk	16.82	
21140 - Store Worker I	10.94	
21150 - Stock Clerk	15.18	
21210 - Tools And Parts Attendant	16.21	
21410 - Warehouse Specialist	16.21	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.64	
23019 - Aircraft Logs and Records Technician		22.61
23021 - Aircraft Mechanic I	27.87	
23022 - Aircraft Mechanic II	29.64	
23023 - Aircraft Mechanic III	31.34	
23040 - Aircraft Mechanic Helper	19.38	
23050 - Aircraft, Painter	26.07	
23060 - Aircraft Servicer	22.61	
23070 - Aircraft Survival Flight Equipment Technician		26.07
23080 - Aircraft Worker	24.28	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.87
23110 - Appliance Mechanic	21.34	
23120 - Bicycle Repairer	17.18	
23125 - Cable Splicer	30.29	
23130 - Carpenter, Maintenance	17.15	
23140 - Carpet Layer	19.93	
23160 - Electrician, Maintenance	23.48	
23181 - Electronics Technician Maintenance I	22.73	
23182 - Electronics Technician Maintenance II	24.33	
23183 - Electronics Technician Maintenance III	26.02	
23260 - Fabric Worker	18.50	
23290 - Fire Alarm System Mechanic	22.81	
23310 - Fire Extinguisher Repairer	17.18	
23311 - Fuel Distribution System Mechanic	22.09	
23312 - Fuel Distribution System Operator	16.64	
23370 - General Maintenance Worker	15.84	
23380 - Ground Support Equipment Mechanic	27.87	
23381 - Ground Support Equipment Servicer	22.61	
23382 - Ground Support Equipment Worker	24.28	
23391 - Gunsmith I	17.18	
23392 - Gunsmith II	19.93	

23393 - Gunsmith III	22.81	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.54
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		22.90
23430 - Heavy Equipment Mechanic	23.28	
23440 - Heavy Equipment Operator	19.24	
23460 - Instrument Mechanic	22.81	
23465 - Laboratory/Shelter Mechanic	21.34	
23470 - Laborer	13.16	
23510 - Locksmith	21.34	
23530 - Machinery Maintenance Mechanic		22.80
23550 - Machinist, Maintenance	22.25	
23580 - Maintenance Trades Helper	15.27	
23591 - Metrology Technician I	22.81	
23592 - Metrology Technician II	24.26	
23593 - Metrology Technician III	25.65	
23640 - Millwright	22.81	
23710 - Office Appliance Repairer	21.34	
23760 - Painter, Maintenance	19.02	
23790 - Pipefitter, Maintenance	23.04	
23810 - Plumber, Maintenance	21.55	
23820 - Pneudraulic Systems Mechanic		22.81
23850 - Rigger	22.81	
23870 - Scale Mechanic	19.93	
23890 - Sheet-Metal Worker, Maintenance		22.22
23910 - Small Engine Mechanic	19.93	
23931 - Telecommunications Mechanic I	23.13	
23932 - Telecommunications Mechanic II	24.60	
23950 - Telephone Lineman	25.80	
23960 - Welder, Combination, Maintenance		21.31
23965 - Well Driller	22.81	
23970 - Woodcraft Worker	22.81	
23980 - Woodworker	17.18	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.63	
24570 - Child Care Attendant	9.51	
24580 - Child Care Center Clerk	12.97	
24610 - Chore Aide	9.52	
24620 - Family Readiness And Support Services Coordinator		15.63
24630 - Homemaker	15.93	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.81	
25040 - Sewage Plant Operator	17.68	
25070 - Stationary Engineer	22.81	
25190 - Ventilation Equipment Tender	15.87	
25210 - Water Treatment Plant Operator	17.68	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.82	
27007 - Baggage Inspector	13.20	
27008 - Corrections Officer	20.57	
27010 - Court Security Officer	19.83	
27030 - Detection Dog Handler	15.74	

27040 - Detention Officer	20.57	
27070 - Firefighter	20.57	
27101 - Guard I	13.20	
27102 - Guard II	15.74	
27131 - Police Officer I	28.79	
27132 - Police Officer II	31.99	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.95	
28042 - Carnival Equipment Repairer	15.10	
28043 - Carnival Worker	10.26	
28210 - Gate Attendant/Gate Tender	13.53	
28310 - Lifeguard	12.05	
28350 - Park Attendant (Aide)	15.13	
28510 - Recreation Aide/Health Facility Attendant		11.04
28515 - Recreation Specialist	18.75	
28630 - Sports Official	12.05	
28690 - Swimming Pool Operator	17.52	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	26.09	
29020 - Hatch Tender	26.09	
29030 - Line Handler	26.09	
29041 - Stevedore I	24.23	
29042 - Stevedore II	27.93	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		40.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		27.78
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		30.59
30021 - Archeological Technician I	18.31	
30022 - Archeological Technician II	20.49	
30023 - Archeological Technician III	25.38	
30030 - Cartographic Technician	25.38	
30040 - Civil Engineering Technician	25.38	
30051 - Cryogenic Technician I	28.11	
30052 - Cryogenic Technician II	31.05	
30061 - Drafter/CAD Operator I	18.31	
30062 - Drafter/CAD Operator II	20.49	
30063 - Drafter/CAD Operator III	22.84	
30064 - Drafter/CAD Operator IV	28.11	
30081 - Engineering Technician I	15.17	
30082 - Engineering Technician II	17.03	
30083 - Engineering Technician III	19.05	
30084 - Engineering Technician IV	23.59	
30085 - Engineering Technician V	28.87	
30086 - Engineering Technician VI	34.92	
30090 - Environmental Technician	25.38	
30095 - Evidence Control Specialist	25.38	
30210 - Laboratory Technician	22.84	
30221 - Latent Fingerprint Technician I	28.11	
30222 - Latent Fingerprint Technician II	31.05	
30240 - Mathematical Technician	25.38	
30361 - Paralegal/Legal Assistant I	18.79	
30362 - Paralegal/Legal Assistant II	23.28	
30363 - Paralegal/Legal Assistant III	28.48	
30364 - Paralegal/Legal Assistant IV	34.46	



30375 - Petroleum Supply Specialist		31.05
30390 - Photo-Optics Technician		24.84
30395 - Radiation Control Technician		31.05
30461 - Technical Writer I		25.38
30462 - Technical Writer II		31.05
30463 - Technical Writer III		37.56
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		28.11
30502 - Weather Forecaster II		34.19
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.84
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.38
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		16.21
31030 - Bus Driver		20.93
31043 - Driver Courier		16.43
31260 - Parking and Lot Attendant		14.48
31290 - Shuttle Bus Driver		16.18
31310 - Taxi Driver		13.28
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.24
31363 - Truckdriver, Heavy		22.70
31364 - Truckdriver, Tractor-Trailer		22.70
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.36
99050 - Desk Clerk		12.60
99095 - Embalmer		27.00
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		15.16
99252 - Laboratory Animal Caretaker II		16.41
99260 - Marketing Analyst		24.11
99310 - Mortician		27.00
99410 - Pest Controller		18.44
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		18.94
99711 - Recycling Specialist		23.00
99730 - Refuse Collector		16.91
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		12.24
99830 - Survey Party Chief		17.69
99831 - Surveying Aide		12.32
99832 - Surveying Technician		16.90
99840 - Vending Machine Attendant		16.65
99841 - Vending Machine Repairer		20.91
99842 - Vending Machine Repairer Helper		16.65

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5213  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 05/18/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	13.72	
01012 - Accounting Clerk II	15.41	
01013 - Accounting Clerk III	17.23	
01020 - Administrative Assistant	25.51	
01035 - Court Reporter	17.77	
01041 - Customer Service Representative I	12.17	
01042 - Customer Service Representative II	13.68	
01043 - Customer Service Representative III	14.93	
01051 - Data Entry Operator I	15.56	
01052 - Data Entry Operator II	16.97	
01060 - Dispatcher, Motor Vehicle	18.03	
01070 - Document Preparation Clerk	14.52	
01090 - Duplicating Machine Operator	14.52	
01111 - General Clerk I	13.63	
01112 - General Clerk II	16.25	
01113 - General Clerk III	16.70	
01120 - Housing Referral Assistant	19.47	
01141 - Messenger Courier	12.86	



01191 - Order Clerk I	14.53	
01192 - Order Clerk II	16.54	
01261 - Personnel Assistant (Employment) I		16.03
01262 - Personnel Assistant (Employment) II		17.94
01263 - Personnel Assistant (Employment) III		20.00
01270 - Production Control Clerk	21.48	
01290 - Rental Clerk	14.19	
01300 - Scheduler, Maintenance	15.62	
01311 - Secretary I	15.62	
01312 - Secretary II	17.77	
01313 - Secretary III	19.47	
01320 - Service Order Dispatcher	16.09	
01410 - Supply Technician	25.51	
01420 - Survey Worker	16.97	
01460 - Switchboard Operator/Receptionist		13.31
01531 - Travel Clerk I	11.88	
01532 - Travel Clerk II	13.02	
01533 - Travel Clerk III	14.24	
01611 - Word Processor I	13.91	
01612 - Word Processor II	15.62	
01613 - Word Processor III	17.77	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.28
05010 - Automotive Electrician	21.64	
05040 - Automotive Glass Installer	20.22	
05070 - Automotive Worker	20.22	
05110 - Mobile Equipment Servicer	17.43	
05130 - Motor Equipment Metal Mechanic	23.14	
05160 - Motor Equipment Metal Worker	20.22	
05190 - Motor Vehicle Mechanic	23.14	
05220 - Motor Vehicle Mechanic Helper	16.10	
05250 - Motor Vehicle Upholstery Worker	18.77	
05280 - Motor Vehicle Wrecker	20.22	
05310 - Painter, Automotive	21.64	
05340 - Radiator Repair Specialist	20.22	
05370 - Tire Repairer	15.61	
05400 - Transmission Repair Specialist	23.14	
07000 - Food Preparation And Service Occupations		
07010 - Baker	11.50	
07041 - Cook I	11.91	
07042 - Cook II	13.81	
07070 - Dishwasher	10.39	
07130 - Food Service Worker	11.14	
07210 - Meat Cutter	14.07	
07260 - Waiter/Waitress	9.21	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	21.09	
09040 - Furniture Handler	12.91	
09080 - Furniture Refinisher	21.09	
09090 - Furniture Refinisher Helper	15.69	
09110 - Furniture Repairer, Minor	18.29	
09130 - Upholsterer	21.09	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	10.91	

11060 - Elevator Operator	12.80
11090 - Gardener	17.70
11122 - Housekeeping Aide	12.80
11150 - Janitor	12.80
11210 - Laborer, Grounds Maintenance	13.46
11240 - Maid or Houseman	9.98
11260 - Pruner	12.02
11270 - Tractor Operator	16.35
11330 - Trail Maintenance Worker	13.46
11360 - Window Cleaner	14.33
12000 - Health Occupations	
12010 - Ambulance Driver	18.32
12011 - Breath Alcohol Technician	20.30
12012 - Certified Occupational Therapist Assistant	30.36
12015 - Certified Physical Therapist Assistant	31.03
12020 - Dental Assistant	16.12
12025 - Dental Hygienist	39.47
12030 - EKG Technician	29.60
12035 - Electroneurodiagnostic Technologist	29.60
12040 - Emergency Medical Technician	18.32
12071 - Licensed Practical Nurse I	18.15
12072 - Licensed Practical Nurse II	20.30
12073 - Licensed Practical Nurse III	22.64
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	20.07
12160 - Medical Record Clerk	16.74
12190 - Medical Record Technician	19.75
12195 - Medical Transcriptionist	20.19
12210 - Nuclear Medicine Technologist	43.29
12221 - Nursing Assistant I	11.75
12222 - Nursing Assistant II	13.21
12223 - Nursing Assistant III	14.41
12224 - Nursing Assistant IV	16.17
12235 - Optical Dispenser	16.94
12236 - Optical Technician	17.47
12250 - Pharmacy Technician	17.92
12280 - Phlebotomist	15.97
12305 - Radiologic Technologist	28.50
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	25.12
12320 - Substance Abuse Treatment Counselor	26.81
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	14.31	
13054 - Library Information Technology Systems Administrator		29.56
13058 - Library Technician	14.76	
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		18.29
13110 - Video Teleconference Technician		21.33
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.57	
14042 - Computer Operator II	17.42	
14043 - Computer Operator III	19.48	
14044 - Computer Operator IV	21.63	
14045 - Computer Operator V	23.96	
14071 - Computer Programmer I	(see 1)	25.49
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.57
14160 - Personal Computer Support Technician		21.63
14170 - System Support Specialist		25.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.15
15020 - Aircrew Training Devices Instructor (Rated)		35.26
15030 - Air Crew Training Devices Instructor (Pilot)		42.26
15050 - Computer Based Training Specialist / Instructor		29.15
15060 - Educational Technologist	34.35	
15070 - Flight Instructor (Pilot)	42.26	
15080 - Graphic Artist	20.36	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.26
15086 - Maintenance Test Pilot, Rotary Wing		42.26
15088 - Non-Maintenance Test/Co-Pilot		42.26
15090 - Technical Instructor	19.98	
15095 - Technical Instructor/Course Developer		24.45
15110 - Test Proctor	17.77	
15120 - Tutor	17.77	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.84	
16030 - Counter Attendant	10.84	
16040 - Dry Cleaner	12.39	
16070 - Finisher, Flatwork, Machine		10.84
16090 - Presser, Hand	10.84	
16110 - Presser, Machine, Drycleaning		10.84
16130 - Presser, Machine, Shirts	10.84	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.84

16190 - Sewing Machine Operator	12.90	
16220 - Tailor	13.42	
16250 - Washer, Machine	11.35	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.73
19040 - Tool And Die Maker	27.51	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.44	
21030 - Material Coordinator	21.48	
21040 - Material Expediter	21.48	
21050 - Material Handling Laborer	15.51	
21071 - Order Filler	13.18	
21080 - Production Line Worker (Food Processing)		17.44
21110 - Shipping Packer	15.28	
21130 - Shipping/Receiving Clerk	15.28	
21140 - Store Worker I	10.94	
21150 - Stock Clerk	15.18	
21210 - Tools And Parts Attendant	17.44	
21410 - Warehouse Specialist	17.44	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	33.44	
23019 - Aircraft Logs and Records Technician	24.92	
23021 - Aircraft Mechanic I	31.56	
23022 - Aircraft Mechanic II	33.44	
23023 - Aircraft Mechanic III	35.31	
23040 - Aircraft Mechanic Helper	22.24	
23050 - Aircraft, Painter	28.72	
23060 - Aircraft Servicer	24.92	
23070 - Aircraft Survival Flight Equipment Technician		28.72
23080 - Aircraft Worker	26.71	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.56
23110 - Appliance Mechanic	21.73	
23120 - Bicycle Repairer	17.50	
23125 - Cable Splicer	25.40	
23130 - Carpenter, Maintenance	21.49	
23140 - Carpet Layer	20.29	
23160 - Electrician, Maintenance	27.94	
23181 - Electronics Technician Maintenance I	24.85	
23182 - Electronics Technician Maintenance II	26.61	
23183 - Electronics Technician Maintenance III	28.45	
23260 - Fabric Worker	18.85	
23290 - Fire Alarm System Mechanic	20.95	
23310 - Fire Extinguisher Repairer	17.50	
23311 - Fuel Distribution System Mechanic	25.48	
23312 - Fuel Distribution System Operator	20.04	
23370 - General Maintenance Worker	20.32	
23380 - Ground Support Equipment Mechanic	31.56	
23381 - Ground Support Equipment Servicer	24.92	
23382 - Ground Support Equipment Worker	26.71	
23391 - Gunsmith I	17.50	
23392 - Gunsmith II	20.29	

23393 - Gunsmith III	23.23	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.99
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.51
23430 - Heavy Equipment Mechanic	23.44	
23440 - Heavy Equipment Operator	19.24	
23460 - Instrument Mechanic	23.23	
23465 - Laboratory/Shelter Mechanic	21.73	
23470 - Laborer	15.51	
23510 - Locksmith	20.53	
23530 - Machinery Maintenance Mechanic		23.32
23550 - Machinist, Maintenance	24.10	
23580 - Maintenance Trades Helper	15.67	
23591 - Metrology Technician I	23.23	
23592 - Metrology Technician II	24.71	
23593 - Metrology Technician III	26.12	
23640 - Millwright	23.23	
23710 - Office Appliance Repairer	18.66	
23760 - Painter, Maintenance	17.45	
23790 - Pipefitter, Maintenance	22.76	
23810 - Plumber, Maintenance	21.29	
23820 - Pneudraulic Systems Mechanic		23.23
23850 - Rigger	23.23	
23870 - Scale Mechanic	20.29	
23890 - Sheet-Metal Worker, Maintenance		28.17
23910 - Small Engine Mechanic	19.16	
23931 - Telecommunications Mechanic I	29.06	
23932 - Telecommunications Mechanic II	30.91	
23950 - Telephone Lineman	23.45	
23960 - Welder, Combination, Maintenance		21.94
23965 - Well Driller	23.23	
23970 - Woodcraft Worker	23.23	
23980 - Woodworker	17.50	
24000 - Personal Needs Occupations		
24550 - Case Manager	17.23	
24570 - Child Care Attendant	9.84	
24580 - Child Care Center Clerk	12.97	
24610 - Chore Aide	10.18	
24620 - Family Readiness And Support Services Coordinator		17.23
24630 - Homemaker	17.23	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.23	
25040 - Sewage Plant Operator	17.40	
25070 - Stationary Engineer	23.23	
25190 - Ventilation Equipment Tender	15.95	
25210 - Water Treatment Plant Operator	17.40	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.71	
27007 - Baggage Inspector	16.74	
27008 - Corrections Officer	21.86	
27010 - Court Security Officer	26.13	
27030 - Detection Dog Handler	20.94	

27040 - Detention Officer	21.86	
27070 - Firefighter	31.80	
27101 - Guard I	16.74	
27102 - Guard II	20.94	
27131 - Police Officer I	30.93	
27132 - Police Officer II	34.38	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.58	
28042 - Carnival Equipment Repairer	13.63	
28043 - Carnival Worker	9.25	
28210 - Gate Attendant/Gate Tender	16.26	
28310 - Lifeguard	12.15	
28350 - Park Attendant (Aide)	18.19	
28510 - Recreation Aide/Health Facility Attendant	13.28	
28515 - Recreation Specialist	20.23	
28630 - Sports Official	14.49	
28690 - Swimming Pool Operator	15.80	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	24.91	
29020 - Hatch Tender	24.91	
29030 - Line Handler	24.91	
29041 - Stevedore I	23.13	
29042 - Stevedore II	26.66	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	16.44	
30022 - Archeological Technician II	18.22	
30023 - Archeological Technician III	22.79	
30030 - Cartographic Technician	22.79	
30040 - Civil Engineering Technician	21.39	
30051 - Cryogenic Technician I	25.24	
30052 - Cryogenic Technician II	27.87	
30061 - Drafter/CAD Operator I	16.44	
30062 - Drafter/CAD Operator II	18.22	
30063 - Drafter/CAD Operator III	20.71	
30064 - Drafter/CAD Operator IV	25.24	
30081 - Engineering Technician I	15.39	
30082 - Engineering Technician II	17.29	
30083 - Engineering Technician III	19.34	
30084 - Engineering Technician IV	23.95	
30085 - Engineering Technician V	29.30	
30086 - Engineering Technician VI	35.45	
30090 - Environmental Technician	22.79	
30095 - Evidence Control Specialist	22.79	
30210 - Laboratory Technician	21.38	
30221 - Latent Fingerprint Technician I	25.24	
30222 - Latent Fingerprint Technician II	27.87	
30240 - Mathematical Technician	22.79	
30361 - Paralegal/Legal Assistant I	19.09	
30362 - Paralegal/Legal Assistant II	23.64	
30363 - Paralegal/Legal Assistant III	28.92	
30364 - Paralegal/Legal Assistant IV	34.99	

30375 - Petroleum Supply Specialist	27.87	
30390 - Photo-Optics Technician	22.58	
30395 - Radiation Control Technician	27.87	
30461 - Technical Writer I	23.80	
30462 - Technical Writer II	29.10	
30463 - Technical Writer III	35.21	
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	25.24	
30502 - Weather Forecaster II	30.70	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.71
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	22.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	13.21	
31030 - Bus Driver	18.76	
31043 - Driver Courier	13.76	
31260 - Parking and Lot Attendant	11.38	
31290 - Shuttle Bus Driver	14.73	
31310 - Taxi Driver	14.73	
31361 - Truckdriver, Light	14.90	
31362 - Truckdriver, Medium	16.14	
31363 - Truckdriver, Heavy	22.57	
31364 - Truckdriver, Tractor-Trailer	22.57	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	10.74	
99050 - Desk Clerk	11.45	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I		12.53
99252 - Laboratory Animal Caretaker II		13.56
99260 - Marketing Analyst	30.09	
99310 - Mortician	25.60	
99410 - Pest Controller	19.42	
99510 - Photofinishing Worker	13.45	
99710 - Recycling Laborer	20.25	
99711 - Recycling Specialist	24.59	
99730 - Refuse Collector	18.08	
99810 - Sales Clerk	11.55	
99820 - School Crossing Guard	12.24	
99830 - Survey Party Chief	19.10	
99831 - Surveying Aide	13.30	
99832 - Surveying Technician	18.24	
99840 - Vending Machine Attendant	16.65	
99841 - Vending Machine Repairer	20.91	
99842 - Vending Machine Repairer Helper	16.65	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5215  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/24/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Bastrop, Caldwell, Hays, Travis, Williamson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.20	
01012 - Accounting Clerk II	18.18	
01013 - Accounting Clerk III	20.35	
01020 - Administrative Assistant	28.62	
01035 - Court Reporter	34.88	
01041 - Customer Service Representative I	14.22	
01042 - Customer Service Representative II	15.98	
01043 - Customer Service Representative III	17.45	
01051 - Data Entry Operator I	14.49	
01052 - Data Entry Operator II	15.81	
01060 - Dispatcher, Motor Vehicle	19.87	
01070 - Document Preparation Clerk	17.92	
01090 - Duplicating Machine Operator	17.92	
01111 - General Clerk I	15.18	
01112 - General Clerk II	16.57	
01113 - General Clerk III	18.61	
01120 - Housing Referral Assistant	22.35	
01141 - Messenger Courier	13.45	

01191 - Order Clerk I	16.70
01192 - Order Clerk II	18.23
01261 - Personnel Assistant (Employment) I	17.39
01262 - Personnel Assistant (Employment) II	19.45
01263 - Personnel Assistant (Employment) III	21.68
01270 - Production Control Clerk	22.61
01290 - Rental Clerk	14.88
01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	17.76
01410 - Supply Technician	28.62
01420 - Survey Worker	17.17
01460 - Switchboard Operator/Receptionist	14.47
01531 - Travel Clerk I	16.32
01532 - Travel Clerk II	17.62
01533 - Travel Clerk III	18.68
01611 - Word Processor I	15.42
01612 - Word Processor II	17.31
01613 - Word Processor III	19.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.86
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	13.43
05400 - Transmission Repair Specialist	24.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.60
07041 - Cook I	13.72
07042 - Cook II	15.75
07070 - Dishwasher	11.55
07130 - Food Service Worker	13.29
07210 - Meat Cutter	17.17
07260 - Waiter/Waitress	10.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.26
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.78
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.85
09130 - Upholsterer	17.75
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.25

11060 - Elevator Operator	13.48
11090 - Gardener	19.36
11122 - Housekeeping Aide	14.03
11150 - Janitor	14.03
11210 - Laborer, Grounds Maintenance	15.12
11240 - Maid or Houseman	11.04
11260 - Pruner	13.69
11270 - Tractor Operator	17.94
11330 - Trail Maintenance Worker	15.12
11360 - Window Cleaner	15.49
12000 - Health Occupations	
12010 - Ambulance Driver	22.96
12011 - Breath Alcohol Technician	21.34
12012 - Certified Occupational Therapist Assistant	36.22
12015 - Certified Physical Therapist Assistant	32.87
12020 - Dental Assistant	20.13
12025 - Dental Hygienist	41.16
12030 - EKG Technician	31.32
12035 - Electroneurodiagnostic Technologist	31.32
12040 - Emergency Medical Technician	22.96
12071 - Licensed Practical Nurse I	19.09
12072 - Licensed Practical Nurse II	21.34
12073 - Licensed Practical Nurse III	23.79
12100 - Medical Assistant	17.13
12130 - Medical Laboratory Technician	23.45
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	19.09
12210 - Nuclear Medicine Technologist	38.60
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.26
12223 - Nursing Assistant III	14.47
12224 - Nursing Assistant IV	16.25
12235 - Optical Dispenser	18.42
12236 - Optical Technician	17.40
12250 - Pharmacy Technician	17.68
12280 - Phlebotomist	18.23
12305 - Radiologic Technologist	29.36
12311 - Registered Nurse I	23.58
12312 - Registered Nurse II	28.85
12313 - Registered Nurse II, Specialist	28.85
12314 - Registered Nurse III	34.91
12315 - Registered Nurse III, Anesthetist	34.91
12316 - Registered Nurse IV	41.83
12317 - Scheduler (Drug and Alcohol Testing)	28.44
12320 - Substance Abuse Treatment Counselor	23.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.80
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	30.01
13041 - Illustrator I	21.51
13042 - Illustrator II	27.57
13043 - Illustrator III	30.36
13047 - Librarian	30.96



13050 - Library Aide/Clerk	14.43	
13054 - Library Information Technology Systems Administrator		27.95
13058 - Library Technician	18.57	
13061 - Media Specialist I	20.17	
13062 - Media Specialist II	22.57	
13063 - Media Specialist III	25.15	
13071 - Photographer I	16.60	
13072 - Photographer II	18.57	
13073 - Photographer III	23.01	
13074 - Photographer IV	28.15	
13075 - Photographer V	34.06	
13090 - Technical Order Library Clerk		18.13
13110 - Video Teleconference Technician		21.33
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.74	
14042 - Computer Operator II	19.84	
14043 - Computer Operator III	22.11	
14044 - Computer Operator IV	24.58	
14045 - Computer Operator V	27.22	
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		17.74
14160 - Personal Computer Support Technician		24.58
14170 - System Support Specialist	29.15	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist	33.26	
15070 - Flight Instructor (Pilot)	44.67	
15080 - Graphic Artist	26.05	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.07
15086 - Maintenance Test Pilot, Rotary Wing		41.07
15088 - Non-Maintenance Test/Co-Pilot		41.07
15090 - Technical Instructor	23.08	
15095 - Technical Instructor/Course Developer		28.22
15110 - Test Proctor	18.63	
15120 - Tutor	18.63	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.51	
16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	11.62	
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts	9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.36	
16220 - Tailor	13.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.33
19040 - Tool And Die Maker	28.23	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.69	
21030 - Material Coordinator	22.37	
21040 - Material Expediter	22.37	
21050 - Material Handling Laborer	14.18	
21071 - Order Filler	14.44	
21080 - Production Line Worker (Food Processing)		15.69
21110 - Shipping Packer	16.78	
21130 - Shipping/Receiving Clerk	16.78	
21140 - Store Worker I	12.39	
21150 - Stock Clerk	16.59	
21210 - Tools And Parts Attendant	15.69	
21410 - Warehouse Specialist	15.69	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	34.95	
23019 - Aircraft Logs and Records Technician	27.46	
23021 - Aircraft Mechanic I	33.08	
23022 - Aircraft Mechanic II	34.95	
23023 - Aircraft Mechanic III	36.95	
23040 - Aircraft Mechanic Helper	23.75	
23050 - Aircraft, Painter	31.29	
23060 - Aircraft Servicer	27.46	
23070 - Aircraft Survival Flight Equipment Technician		31.29
23080 - Aircraft Worker	29.46	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		33.08
23110 - Appliance Mechanic	21.74	
23120 - Bicycle Repairer	17.11	
23125 - Cable Splicer	32.13	
23130 - Carpenter, Maintenance	19.25	
23140 - Carpet Layer	21.51	
23160 - Electrician, Maintenance	25.06	
23181 - Electronics Technician Maintenance I	25.47	
23182 - Electronics Technician Maintenance II	27.06	
23183 - Electronics Technician Maintenance III	28.62	
23260 - Fabric Worker	20.05	
23290 - Fire Alarm System Mechanic	24.43	
23310 - Fire Extinguisher Repairer	18.73	
23311 - Fuel Distribution System Mechanic	22.54	
23312 - Fuel Distribution System Operator	17.47	
23370 - General Maintenance Worker	17.64	
23380 - Ground Support Equipment Mechanic	33.08	
23381 - Ground Support Equipment Servicer	27.46	
23382 - Ground Support Equipment Worker	29.46	
23391 - Gunsmith I	18.73	
23392 - Gunsmith II	21.51	

23393 - Gunsmith III	24.16	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		22.69
23430 - Heavy Equipment Mechanic		23.93
23440 - Heavy Equipment Operator		20.72
23460 - Instrument Mechanic	30.58	
23465 - Laboratory/Shelter Mechanic		22.85
23470 - Laborer	14.18	
23510 - Locksmith	21.01	
23530 - Machinery Maintenance Mechanic		26.03
23550 - Machinist, Maintenance	23.15	
23580 - Maintenance Trades Helper		14.45
23591 - Metrology Technician I	30.58	
23592 - Metrology Technician II	32.30	
23593 - Metrology Technician III	34.14	
23640 - Millwright	24.09	
23710 - Office Appliance Repairer		18.64
23760 - Painter, Maintenance	17.89	
23790 - Pipefitter, Maintenance	25.69	
23810 - Plumber, Maintenance	24.29	
23820 - Pneudraulic Systems Mechanic		24.16
23850 - Rigger	24.16	
23870 - Scale Mechanic	21.51	
23890 - Sheet-Metal Worker, Maintenance		24.92
23910 - Small Engine Mechanic	18.93	
23931 - Telecommunications Mechanic I	26.50	
23932 - Telecommunications Mechanic II	28.00	
23950 - Telephone Lineman	25.07	
23960 - Welder, Combination, Maintenance		20.87
23965 - Well Driller	22.81	
23970 - Woodcraft Worker	24.16	
23980 - Woodworker	18.73	
24000 - Personal Needs Occupations		
24550 - Case Manager	18.72	
24570 - Child Care Attendant	11.91	
24580 - Child Care Center Clerk	14.84	
24610 - Chore Aide	10.62	
24620 - Family Readiness And Support Services Coordinator		18.72
24630 - Homemaker	18.72	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.16	
25040 - Sewage Plant Operator	21.56	
25070 - Stationary Engineer	24.16	
25190 - Ventilation Equipment Tender	17.20	
25210 - Water Treatment Plant Operator	21.56	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	20.69	
27007 - Baggage Inspector	15.26	
27008 - Corrections Officer	22.50	
27010 - Court Security Officer	27.39	
27030 - Detection Dog Handler	17.06	

27040 - Detention Officer	22.50	
27070 - Firefighter	31.93	
27101 - Guard I	15.26	
27102 - Guard II	17.06	
27131 - Police Officer I	32.24	
27132 - Police Officer II	35.83	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.02	
28042 - Carnival Equipment Repairer	14.06	
28043 - Carnival Worker	9.94	
28210 - Gate Attendant/Gate Tender	17.23	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	19.27	
28510 - Recreation Aide/Health Facility Attendant	14.06	
28515 - Recreation Specialist	23.87	
28630 - Sports Official	15.34	
28690 - Swimming Pool Operator	16.14	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	25.16	
29020 - Hatch Tender	25.16	
29030 - Line Handler	25.16	
29041 - Stevedore I	23.63	
29042 - Stevedore II	26.73	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.05	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.31	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.17	
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	27.23	
30051 - Cryogenic Technician I	28.80	
30052 - Cryogenic Technician II	29.90	
30061 - Drafter/CAD Operator I	18.92	
30062 - Drafter/CAD Operator II	21.16	
30063 - Drafter/CAD Operator III	23.60	
30064 - Drafter/CAD Operator IV	28.80	
30081 - Engineering Technician I	14.93	
30082 - Engineering Technician II	16.78	
30083 - Engineering Technician III	18.76	
30084 - Engineering Technician IV	23.24	
30085 - Engineering Technician V	28.43	
30086 - Engineering Technician VI	34.40	
30090 - Environmental Technician	22.39	
30095 - Evidence Control Specialist	24.45	
30210 - Laboratory Technician	23.25	
30221 - Latent Fingerprint Technician I	23.74	
30222 - Latent Fingerprint Technician II	26.22	
30240 - Mathematical Technician	31.71	
30361 - Paralegal/Legal Assistant I	20.07	
30362 - Paralegal/Legal Assistant II	27.87	
30363 - Paralegal/Legal Assistant III	30.42	
30364 - Paralegal/Legal Assistant IV	36.80	

30375 - Petroleum Supply Specialist		29.90
30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		29.90
30461 - Technical Writer I		24.09
30462 - Technical Writer II		29.46
30463 - Technical Writer III		35.65
30491 - Unexploded Ordnance (UXO) Technician I		26.09
30492 - Unexploded Ordnance (UXO) Technician II		31.57
30493 - Unexploded Ordnance (UXO) Technician III		37.84
30494 - Unexploded (UXO) Safety Escort		26.09
30495 - Unexploded (UXO) Sweep Personnel		26.09
30501 - Weather Forecaster I		27.08
30502 - Weather Forecaster II		32.94
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.60
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.57
31020 - Bus Aide		14.52
31030 - Bus Driver		19.91
31043 - Driver Courier		20.23
31260 - Parking and Lot Attendant		12.11
31290 - Shuttle Bus Driver		19.26
31310 - Taxi Driver		14.59
31361 - Truckdriver, Light		21.85
31362 - Truckdriver, Medium		23.39
31363 - Truckdriver, Heavy		20.62
31364 - Truckdriver, Tractor-Trailer		20.62
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.39
99030 - Cashier		12.02
99050 - Desk Clerk		12.89
99095 - Embalmer		28.37
99130 - Flight Follower		26.09
99251 - Laboratory Animal Caretaker I		13.46
99252 - Laboratory Animal Caretaker II		14.53
99260 - Marketing Analyst		37.41
99310 - Mortician		28.37
99410 - Pest Controller		18.61
99510 - Photofinishing Worker		14.92
99710 - Recycling Laborer		20.86
99711 - Recycling Specialist		24.75
99730 - Refuse Collector		18.89
99810 - Sales Clerk		12.50
99820 - School Crossing Guard		11.06
99830 - Survey Party Chief		22.76
99831 - Surveying Aide		15.64
99832 - Surveying Technician		20.02
99840 - Vending Machine Attendant		11.69
99841 - Vending Machine Repairer		14.17
99842 - Vending Machine Repairer Helper		11.69

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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



following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5217  
 Daniel W. Simms | Division of | Revision No.: 16  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Hardin, Jefferson, Orange

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.05	
01012 - Accounting Clerk II	16.89	
01013 - Accounting Clerk III	24.22	
01020 - Administrative Assistant	24.00	
01035 - Court Reporter	27.82	
01041 - Customer Service Representative I	12.71	
01042 - Customer Service Representative II	13.87	
01043 - Customer Service Representative III	15.58	
01051 - Data Entry Operator I	15.93	
01052 - Data Entry Operator II	17.38	
01060 - Dispatcher, Motor Vehicle	19.43	
01070 - Document Preparation Clerk	14.39	
01090 - Duplicating Machine Operator	14.39	
01111 - General Clerk I	13.14	
01112 - General Clerk II	14.34	
01113 - General Clerk III	16.11	
01120 - Housing Referral Assistant	20.14	
01141 - Messenger Courier	12.24	

01191 - Order Clerk I	14.93
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.64
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	28.31
01290 - Rental Clerk	15.07
01300 - Scheduler, Maintenance	16.16
01311 - Secretary I	16.16
01312 - Secretary II	18.07
01313 - Secretary III	20.14
01320 - Service Order Dispatcher	16.68
01410 - Supply Technician	24.00
01420 - Survey Worker	15.29
01460 - Switchboard Operator/Receptionist	12.96
01531 - Travel Clerk I	15.16
01532 - Travel Clerk II	16.33
01533 - Travel Clerk III	17.51
01611 - Word Processor I	14.39
01612 - Word Processor II	16.16
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.80
07042 - Cook II	12.63
07070 - Dishwasher	10.34
07130 - Food Service Worker	11.27
07210 - Meat Cutter	14.45
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.08
09040 - Furniture Handler	13.48
09080 - Furniture Refinisher	23.08
09090 - Furniture Refinisher Helper	16.69
09110 - Furniture Repairer, Minor	19.94
09130 - Upholsterer	23.08
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.67

11060 - Elevator Operator	11.67
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.16
11150 - Janitor	12.16
11210 - Laborer, Grounds Maintenance	12.39
11240 - Maid or Houseman	10.01
11260 - Pruner	11.00
11270 - Tractor Operator	15.34
11330 - Trail Maintenance Worker	12.39
11360 - Window Cleaner	13.69
12000 - Health Occupations	
12010 - Ambulance Driver	19.42
12011 - Breath Alcohol Technician	18.89
12012 - Certified Occupational Therapist Assistant	31.53
12015 - Certified Physical Therapist Assistant	36.02
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	34.51
12030 - EKG Technician	29.12
12035 - Electroneurodiagnostic Technologist	29.12
12040 - Emergency Medical Technician	19.42
12071 - Licensed Practical Nurse I	16.90
12072 - Licensed Practical Nurse II	18.89
12073 - Licensed Practical Nurse III	21.06
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	24.76
12160 - Medical Record Clerk	15.92
12190 - Medical Record Technician	17.80
12195 - Medical Transcriptionist	19.31
12210 - Nuclear Medicine Technologist	41.52
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.23
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	15.35
12236 - Optical Technician	16.90
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	16.83
12305 - Radiologic Technologist	25.80
12311 - Registered Nurse I	22.99
12312 - Registered Nurse II	28.12
12313 - Registered Nurse II, Specialist	28.12
12314 - Registered Nurse III	34.03
12315 - Registered Nurse III, Anesthetist	34.03
12316 - Registered Nurse IV	40.78
12317 - Scheduler (Drug and Alcohol Testing)	23.41
12320 - Substance Abuse Treatment Counselor	20.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	25.19
13013 - Exhibits Specialist III	30.82
13041 - Illustrator I	20.41
13042 - Illustrator II	25.19
13043 - Illustrator III	30.82
13047 - Librarian	27.90

13050 - Library Aide/Clerk	11.04	
13054 - Library Information Technology Systems Administrator		25.19
13058 - Library Technician	14.44	
13061 - Media Specialist I	18.19	
13062 - Media Specialist II	20.34	
13063 - Media Specialist III	22.67	
13071 - Photographer I	18.19	
13072 - Photographer II	20.34	
13073 - Photographer III	25.19	
13074 - Photographer IV	30.82	
13075 - Photographer V	37.29	
13090 - Technical Order Library Clerk		15.26
13110 - Video Teleconference Technician		18.19
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.03	
14042 - Computer Operator II	19.88	
14043 - Computer Operator III	24.72	
14044 - Computer Operator IV	27.48	
14045 - Computer Operator V	30.43	
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.03
14160 - Personal Computer Support Technician		27.48
14170 - System Support Specialist	32.02	
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	32.76	
15070 - Flight Instructor (Pilot)	48.38	
15080 - Graphic Artist	19.41	
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	10.88	
16030 - Counter Attendant	10.88	
16040 - Dry Cleaner	13.96	
16070 - Finisher, Flatwork, Machine		10.88
16090 - Presser, Hand	10.88	
16110 - Presser, Machine, Drycleaning		10.88
16130 - Presser, Machine, Shirts	10.88	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.88

16190 - Sewing Machine Operator	14.76	
16220 - Tailor	15.89	
16250 - Washer, Machine	11.92	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.20
19040 - Tool And Die Maker	31.22	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.83	
21030 - Material Coordinator	28.31	
21040 - Material Expediter	28.31	
21050 - Material Handling Laborer	14.73	
21071 - Order Filler	14.03	
21080 - Production Line Worker (Food Processing)		16.83
21110 - Shipping Packer	16.12	
21130 - Shipping/Receiving Clerk	16.12	
21140 - Store Worker I	12.70	
21150 - Stock Clerk	18.30	
21210 - Tools And Parts Attendant	16.83	
21410 - Warehouse Specialist	16.83	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	28.74	
23019 - Aircraft Logs and Records Technician		22.63
23021 - Aircraft Mechanic I	27.55	
23022 - Aircraft Mechanic II	28.74	
23023 - Aircraft Mechanic III	29.96	
23040 - Aircraft Mechanic Helper	18.94	
23050 - Aircraft, Painter	26.20	
23060 - Aircraft Servicer	22.63	
23070 - Aircraft Survival Flight Equipment Technician		26.20
23080 - Aircraft Worker	24.36	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.55
23110 - Appliance Mechanic	26.20	
23120 - Bicycle Repairer	20.83	
23125 - Cable Splicer	34.56	
23130 - Carpenter, Maintenance	24.99	
23140 - Carpet Layer	24.36	
23160 - Electrician, Maintenance	28.26	
23181 - Electronics Technician Maintenance I		32.83
23182 - Electronics Technician Maintenance II		35.30
23183 - Electronics Technician Maintenance III		37.14
23260 - Fabric Worker	22.63	
23290 - Fire Alarm System Mechanic	24.40	
23310 - Fire Extinguisher Repairer	20.83	
23311 - Fuel Distribution System Mechanic	32.47	
23312 - Fuel Distribution System Operator	24.58	
23370 - General Maintenance Worker	18.53	
23380 - Ground Support Equipment Mechanic		27.55
23381 - Ground Support Equipment Servicer		22.63
23382 - Ground Support Equipment Worker		24.36
23391 - Gunsmith I	20.83	
23392 - Gunsmith II	24.36	



23393 - Gunsmith III	27.55	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.87
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.12
23430 - Heavy Equipment Mechanic	26.53	
23440 - Heavy Equipment Operator	25.29	
23460 - Instrument Mechanic	27.55	
23465 - Laboratory/Shelter Mechanic	26.20	
23470 - Laborer	14.73	
23510 - Locksmith	26.20	
23530 - Machinery Maintenance Mechanic		31.99
23550 - Machinist, Maintenance	26.58	
23580 - Maintenance Trades Helper	16.35	
23591 - Metrology Technician I	27.55	
23592 - Metrology Technician II	28.74	
23593 - Metrology Technician III	29.96	
23640 - Millwright	29.28	
23710 - Office Appliance Repairer	19.25	
23760 - Painter, Maintenance	19.45	
23790 - Pipefitter, Maintenance	30.20	
23810 - Plumber, Maintenance	28.71	
23820 - Pneudraulic Systems Mechanic		27.55
23850 - Rigger	30.48	
23870 - Scale Mechanic	24.36	
23890 - Sheet-Metal Worker, Maintenance		27.80
23910 - Small Engine Mechanic	19.59	
23931 - Telecommunications Mechanic I		32.90
23932 - Telecommunications Mechanic II		34.33
23950 - Telephone Lineman	31.00	
23960 - Welder, Combination, Maintenance		26.26
23965 - Well Driller	26.89	
23970 - Woodcraft Worker	27.55	
23980 - Woodworker	20.83	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.94	
24570 - Child Care Attendant	10.35	
24580 - Child Care Center Clerk	12.93	
24610 - Chore Aide	9.14	
24620 - Family Readiness And Support Services Coordinator		15.94
24630 - Homemaker	15.94	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	27.14	
25040 - Sewage Plant Operator	22.84	
25070 - Stationary Engineer	27.14	
25190 - Ventilation Equipment Tender	18.70	
25210 - Water Treatment Plant Operator	22.84	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	21.05	
27007 - Baggage Inspector	12.94	
27008 - Corrections Officer	25.55	
27010 - Court Security Officer	29.08	
27030 - Detection Dog Handler	14.48	

27040 - Detention Officer	25.55	
27070 - Firefighter	29.15	
27101 - Guard I	12.94	
27102 - Guard II	14.48	
27131 - Police Officer I	30.19	
27132 - Police Officer II	33.55	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.80	
28042 - Carnival Equipment Repairer	14.07	
28043 - Carnival Worker	9.18	
28210 - Gate Attendant/Gate Tender	15.40	
28310 - Lifeguard	13.71	
28350 - Park Attendant (Aide)	17.85	
28510 - Recreation Aide/Health Facility Attendant	13.43	
28515 - Recreation Specialist	21.33	
28630 - Sports Official	15.14	
28690 - Swimming Pool Operator	16.46	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	30.74	
29020 - Hatch Tender	30.74	
29030 - Line Handler	30.74	
29041 - Stevedore I	28.56	
29042 - Stevedore II	33.05	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	20.65	
30022 - Archeological Technician II	23.11	
30023 - Archeological Technician III	28.62	
30030 - Cartographic Technician	28.62	
30040 - Civil Engineering Technician	24.06	
30051 - Cryogenic Technician I	31.70	
30052 - Cryogenic Technician II	35.01	
30061 - Drafter/CAD Operator I	20.65	
30062 - Drafter/CAD Operator II	23.11	
30063 - Drafter/CAD Operator III	25.76	
30064 - Drafter/CAD Operator IV	31.70	
30081 - Engineering Technician I	16.06	
30082 - Engineering Technician II	18.03	
30083 - Engineering Technician III	20.60	
30084 - Engineering Technician IV	25.52	
30085 - Engineering Technician V	30.94	
30086 - Engineering Technician VI	36.98	
30090 - Environmental Technician	28.16	
30095 - Evidence Control Specialist	28.62	
30210 - Laboratory Technician	35.78	
30221 - Latent Fingerprint Technician I	31.70	
30222 - Latent Fingerprint Technician II	35.01	
30240 - Mathematical Technician	28.62	
30361 - Paralegal/Legal Assistant I	20.40	
30362 - Paralegal/Legal Assistant II	25.27	
30363 - Paralegal/Legal Assistant III	30.91	
30364 - Paralegal/Legal Assistant IV	37.40	

30375 - Petroleum Supply Specialist		35.01
30390 - Photo-Optics Technician		28.62
30395 - Radiation Control Technician		35.01
30461 - Technical Writer I		28.62
30462 - Technical Writer II		35.01
30463 - Technical Writer III		42.36
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		31.70
30502 - Weather Forecaster II		38.56
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.76
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	28.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.71
31030 - Bus Driver		18.80
31043 - Driver Courier		13.29
31260 - Parking and Lot Attendant		11.20
31290 - Shuttle Bus Driver		14.03
31310 - Taxi Driver		12.47
31361 - Truckdriver, Light		14.62
31362 - Truckdriver, Medium		15.89
31363 - Truckdriver, Heavy		20.70
31364 - Truckdriver, Tractor-Trailer		20.70
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		11.32
99050 - Desk Clerk		10.62
99095 - Embalmer		27.04
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		19.59
99252 - Laboratory Animal Caretaker II		21.55
99260 - Marketing Analyst		30.07
99310 - Mortician		27.04
99410 - Pest Controller		17.63
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		21.03
99711 - Recycling Specialist		26.03
99730 - Refuse Collector		18.68
99810 - Sales Clerk		11.98
99820 - School Crossing Guard		12.13
99830 - Survey Party Chief		26.05
99831 - Surveying Aide		14.82
99832 - Surveying Technician		19.44
99840 - Vending Machine Attendant		17.92
99841 - Vending Machine Repairer		23.06
99842 - Vending Machine Repairer Helper		17.92

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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



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

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

Wage Determination No.: 2015-5219  
 Daniel W. Simms | Division of | Revision No.: 14  
 Director | Wage Determinations | Date Of Last Revision: 04/07/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Cameron

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	13.59	
01012 - Accounting Clerk II	15.27	
01013 - Accounting Clerk III	17.07	
01020 - Administrative Assistant	22.67	
01035 - Court Reporter	15.81	
01041 - Customer Service Representative I	10.71	
01042 - Customer Service Representative II	11.69	
01043 - Customer Service Representative III	13.13	
01051 - Data Entry Operator I	12.56	
01052 - Data Entry Operator II	13.71	
01060 - Dispatcher, Motor Vehicle	16.17	
01070 - Document Preparation Clerk	12.59	
01090 - Duplicating Machine Operator	12.59	
01111 - General Clerk I	11.71	
01112 - General Clerk II	12.78	
01113 - General Clerk III	14.35	
01120 - Housing Referral Assistant	17.62	
01141 - Messenger Courier	12.85	

01191 - Order Clerk I	12.91
01192 - Order Clerk II	14.10
01261 - Personnel Assistant (Employment) I	15.02
01262 - Personnel Assistant (Employment) II	16.80
01263 - Personnel Assistant (Employment) III	18.72
01270 - Production Control Clerk	17.43
01290 - Rental Clerk	12.52
01300 - Scheduler, Maintenance	14.14
01311 - Secretary I	14.14
01312 - Secretary II	15.81
01313 - Secretary III	17.62
01320 - Service Order Dispatcher	14.45
01410 - Supply Technician	22.67
01420 - Survey Worker	17.16
01460 - Switchboard Operator/Receptionist	10.74
01531 - Travel Clerk I	12.25
01532 - Travel Clerk II	13.47
01533 - Travel Clerk III	14.43
01611 - Word Processor I	12.59
01612 - Word Processor II	14.14
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.70
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	11.66
07041 - Cook I	11.08
07042 - Cook II	12.39
07070 - Dishwasher	9.17
07130 - Food Service Worker	10.81
07210 - Meat Cutter	13.30
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.96
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	15.96
09090 - Furniture Refinisher Helper	12.36
09110 - Furniture Repairer, Minor	14.26
09130 - Upholsterer	15.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.88

11060 - Elevator Operator	11.28
11090 - Gardener	13.41
11122 - Housekeeping Aide	11.28
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	10.58
11240 - Maid or Houseman	9.54
11260 - Pruner	9.49
11270 - Tractor Operator	12.56
11330 - Trail Maintenance Worker	10.58
11360 - Window Cleaner	12.65
12000 - Health Occupations	
12010 - Ambulance Driver	16.50
12011 - Breath Alcohol Technician	19.75
12012 - Certified Occupational Therapist Assistant	34.13
12015 - Certified Physical Therapist Assistant	33.01
12020 - Dental Assistant	16.08
12025 - Dental Hygienist	31.59
12030 - EKG Technician	29.81
12035 - Electroneurodiagnostic Technologist	29.81
12040 - Emergency Medical Technician	16.50
12071 - Licensed Practical Nurse I	17.65
12072 - Licensed Practical Nurse II	19.75
12073 - Licensed Practical Nurse III	22.01
12100 - Medical Assistant	13.37
12130 - Medical Laboratory Technician	18.41
12160 - Medical Record Clerk	14.83
12190 - Medical Record Technician	16.58
12195 - Medical Transcriptionist	17.65
12210 - Nuclear Medicine Technologist	43.39
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	12.84
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)	24.46
12320 - Substance Abuse Treatment Counselor	23.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.36
13012 - Exhibits Specialist II	26.46
13013 - Exhibits Specialist III	32.36
13041 - Illustrator I	21.36
13042 - Illustrator II	26.46
13043 - Illustrator III	32.36
13047 - Librarian	29.30

13050 - Library Aide/Clerk		18.30	
13054 - Library Information Technology Systems Administrator			26.46
13058 - Library Technician		13.22	
13061 - Media Specialist I		19.10	
13062 - Media Specialist II		21.36	
13063 - Media Specialist III		23.80	
13071 - Photographer I		19.10	
13072 - Photographer II		21.36	
13073 - Photographer III		26.46	
13074 - Photographer IV		32.36	
13075 - Photographer V		39.16	
13090 - Technical Order Library Clerk			15.49
13110 - Video Teleconference Technician			19.10
14000 - Information Technology Occupations			
14041 - Computer Operator I		14.98	
14042 - Computer Operator II		16.76	
14043 - Computer Operator III		18.73	
14044 - Computer Operator IV		20.90	
14045 - Computer Operator V		23.21	
14071 - Computer Programmer I	(see 1)	19.35	
14072 - Computer Programmer II	(see 1)	23.97	
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)		
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator			14.98
14160 - Personal Computer Support Technician			20.90
14170 - System Support Specialist		25.62	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			28.44
15020 - Aircrew Training Devices Instructor (Rated)			34.42
15030 - Air Crew Training Devices Instructor (Pilot)			41.25
15050 - Computer Based Training Specialist / Instructor			28.44
15060 - Educational Technologist		30.36	
15070 - Flight Instructor (Pilot)		41.25	
15080 - Graphic Artist		17.26	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			41.25
15086 - Maintenance Test Pilot, Rotary Wing			41.25
15088 - Non-Maintenance Test/Co-Pilot			41.25
15090 - Technical Instructor		19.60	
15095 - Technical Instructor/Course Developer			23.62
15110 - Test Proctor		14.71	
15120 - Tutor		14.71	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		9.51	
16030 - Counter Attendant		9.51	
16040 - Dry Cleaner		11.17	
16070 - Finisher, Flatwork, Machine			9.51
16090 - Presser, Hand		9.51	
16110 - Presser, Machine, Drycleaning			9.51
16130 - Presser, Machine, Shirts		9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry			9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor	12.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.63
19040 - Tool And Die Maker	20.86	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	13.36	
21030 - Material Coordinator	17.43	
21040 - Material Expediter	17.43	
21050 - Material Handling Laborer	11.21	
21071 - Order Filler	11.77	
21080 - Production Line Worker (Food Processing)		13.36
21110 - Shipping Packer	12.38	
21130 - Shipping/Receiving Clerk	12.38	
21140 - Store Worker I	15.36	
21150 - Stock Clerk	21.03	
21210 - Tools And Parts Attendant	13.36	
21410 - Warehouse Specialist	13.36	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	21.03	
23019 - Aircraft Logs and Records Technician	17.35	
23021 - Aircraft Mechanic I	20.17	
23022 - Aircraft Mechanic II	21.03	
23023 - Aircraft Mechanic III	21.91	
23040 - Aircraft Mechanic Helper	15.36	
23050 - Aircraft, Painter	19.29	
23060 - Aircraft Servicer	17.35	
23070 - Aircraft Survival Flight Equipment Technician		19.29
23080 - Aircraft Worker	18.34	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		18.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		20.17
23110 - Appliance Mechanic	18.86	
23120 - Bicycle Repairer	16.65	
23125 - Cable Splicer	29.01	
23130 - Carpenter, Maintenance	17.26	
23140 - Carpet Layer	18.85	
23160 - Electrician, Maintenance	18.88	
23181 - Electronics Technician Maintenance I	21.39	
23182 - Electronics Technician Maintenance II	22.50	
23183 - Electronics Technician Maintenance III	23.52	
23260 - Fabric Worker	17.83	
23290 - Fire Alarm System Mechanic	20.72	
23310 - Fire Extinguisher Repairer	16.85	
23311 - Fuel Distribution System Mechanic	19.22	
23312 - Fuel Distribution System Operator	15.62	
23370 - General Maintenance Worker	11.89	
23380 - Ground Support Equipment Mechanic	20.17	
23381 - Ground Support Equipment Servicer	17.35	
23382 - Ground Support Equipment Worker	18.34	
23391 - Gunsmith I	16.85	
23392 - Gunsmith II	18.85	

23393 - Gunsmith III	20.72	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		15.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		16.58
23430 - Heavy Equipment Mechanic	21.57	
23440 - Heavy Equipment Operator	14.39	
23460 - Instrument Mechanic	20.72	
23465 - Laboratory/Shelter Mechanic	19.83	
23470 - Laborer	11.21	
23510 - Locksmith	19.83	
23530 - Machinery Maintenance Mechanic		18.87
23550 - Machinist, Maintenance	16.73	
23580 - Maintenance Trades Helper	11.26	
23591 - Metrology Technician I	20.72	
23592 - Metrology Technician II	21.61	
23593 - Metrology Technician III	22.51	
23640 - Millwright	20.72	
23710 - Office Appliance Repairer	19.83	
23760 - Painter, Maintenance	16.24	
23790 - Pipefitter, Maintenance	17.06	
23810 - Plumber, Maintenance	16.32	
23820 - Pneudraulic Systems Mechanic		20.72
23850 - Rigger	20.72	
23870 - Scale Mechanic	18.85	
23890 - Sheet-Metal Worker, Maintenance		16.50
23910 - Small Engine Mechanic	17.93	
23931 - Telecommunications Mechanic I	26.40	
23932 - Telecommunications Mechanic II	27.72	
23950 - Telephone Lineman	24.41	
23960 - Welder, Combination, Maintenance		16.68
23965 - Well Driller	20.72	
23970 - Woodcraft Worker	20.72	
23980 - Woodworker	16.85	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.04	
24570 - Child Care Attendant	9.36	
24580 - Child Care Center Clerk	11.67	
24610 - Chore Aide	10.72	
24620 - Family Readiness And Support Services Coordinator		15.04
24630 - Homemaker	15.04	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	20.72	
25040 - Sewage Plant Operator	16.82	
25070 - Stationary Engineer	20.72	
25190 - Ventilation Equipment Tender	15.01	
25210 - Water Treatment Plant Operator	16.82	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	14.67	
27007 - Baggage Inspector	11.84	
27008 - Corrections Officer	16.43	
27010 - Court Security Officer	21.00	
27030 - Detection Dog Handler	14.63	

27040 - Detention Officer	16.43	
27070 - Firefighter	23.40	
27101 - Guard I	11.84	
27102 - Guard II	14.63	
27131 - Police Officer I	22.19	
27132 - Police Officer II	24.66	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.08	
28042 - Carnival Equipment Repairer	12.90	
28043 - Carnival Worker	9.27	
28210 - Gate Attendant/Gate Tender	13.03	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.57	
28510 - Recreation Aide/Health Facility Attendant	10.63	
28515 - Recreation Specialist	18.05	
28630 - Sports Official	11.60	
28690 - Swimming Pool Operator	14.43	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	20.23	
29020 - Hatch Tender	20.23	
29030 - Line Handler	20.23	
29041 - Stevedore I	19.65	
29042 - Stevedore II	22.09	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	16.18	
30022 - Archeological Technician II	18.11	
30023 - Archeological Technician III	22.43	
30030 - Cartographic Technician	22.43	
30040 - Civil Engineering Technician	18.89	
30051 - Cryogenic Technician I	24.84	
30052 - Cryogenic Technician II	27.44	
30061 - Drafter/CAD Operator I	16.18	
30062 - Drafter/CAD Operator II	18.11	
30063 - Drafter/CAD Operator III	20.18	
30064 - Drafter/CAD Operator IV	24.84	
30081 - Engineering Technician I	15.69	
30082 - Engineering Technician II	17.63	
30083 - Engineering Technician III	19.71	
30084 - Engineering Technician IV	24.42	
30085 - Engineering Technician V	29.87	
30086 - Engineering Technician VI	36.15	
30090 - Environmental Technician	22.43	
30095 - Evidence Control Specialist	22.43	
30210 - Laboratory Technician	22.20	
30221 - Latent Fingerprint Technician I	24.84	
30222 - Latent Fingerprint Technician II	27.44	
30240 - Mathematical Technician	22.43	
30361 - Paralegal/Legal Assistant I	19.21	
30362 - Paralegal/Legal Assistant II	23.80	
30363 - Paralegal/Legal Assistant III	29.11	
30364 - Paralegal/Legal Assistant IV	35.23	



30375 - Petroleum Supply Specialist		27.44
30390 - Photo-Optics Technician		20.80
30395 - Radiation Control Technician		27.44
30461 - Technical Writer I		22.43
30462 - Technical Writer II		27.44
30463 - Technical Writer III		33.19
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		24.84
30502 - Weather Forecaster II		30.21
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.18
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	22.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		11.76
31030 - Bus Driver		15.99
31043 - Driver Courier		12.74
31260 - Parking and Lot Attendant		10.78
31290 - Shuttle Bus Driver		12.38
31310 - Taxi Driver		11.45
31361 - Truckdriver, Light		13.62
31362 - Truckdriver, Medium		14.43
31363 - Truckdriver, Heavy		21.99
31364 - Truckdriver, Tractor-Trailer		21.99
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.48
99050 - Desk Clerk		10.22
99095 - Embalmer		27.16
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		22.75
99252 - Laboratory Animal Caretaker II		24.29
99260 - Marketing Analyst		28.01
99310 - Mortician		27.16
99410 - Pest Controller		14.66
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		19.17
99711 - Recycling Specialist		22.75
99730 - Refuse Collector		17.48
99810 - Sales Clerk		10.73
99820 - School Crossing Guard		17.10
99830 - Survey Party Chief		18.99
99831 - Surveying Aide		12.91
99832 - Surveying Technician		15.88
99840 - Vending Machine Attendant		14.25
99841 - Vending Machine Repairer		16.16
99842 - Vending Machine Repairer Helper		14.25

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5221  
Daniel W. Simms | Division of | Revision No.: 16  
Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Burluson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.85	
01012 - Accounting Clerk II	16.67	
01013 - Accounting Clerk III	18.65	
01020 - Administrative Assistant	25.50	
01035 - Court Reporter	19.69	
01041 - Customer Service Representative I	12.08	
01042 - Customer Service Representative II	13.58	
01043 - Customer Service Representative III	14.82	
01051 - Data Entry Operator I	13.14	
01052 - Data Entry Operator II	14.59	
01060 - Dispatcher, Motor Vehicle	18.58	
01070 - Document Preparation Clerk	15.62	
01090 - Duplicating Machine Operator	15.62	
01111 - General Clerk I	13.44	
01112 - General Clerk II	14.67	
01113 - General Clerk III	16.47	
01120 - Housing Referral Assistant	22.35	
01141 - Messenger Courier	14.80	



01191 - Order Clerk I	15.56
01192 - Order Clerk II	16.97
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	21.37
01290 - Rental Clerk	14.07
01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	15.57
01410 - Supply Technician	25.50
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	13.32
01531 - Travel Clerk I	12.54
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.27
01611 - Word Processor I	14.91
01612 - Word Processor II	16.75
01613 - Word Processor III	18.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	21.79
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	17.55
05130 - Motor Equipment Metal Mechanic	23.21
05160 - Motor Equipment Metal Worker	20.38
05190 - Motor Vehicle Mechanic	23.21
05220 - Motor Vehicle Mechanic Helper	16.14
05250 - Motor Vehicle Upholstery Worker	18.95
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter, Automotive	21.79
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	14.36
05400 - Transmission Repair Specialist	23.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	12.96
07042 - Cook II	15.05
07070 - Dishwasher	10.57
07130 - Food Service Worker	12.31
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.48
09040 - Furniture Handler	11.50
09080 - Furniture Refinisher	18.48
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	16.38
09130 - Upholsterer	18.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.62

11060 - Elevator Operator	12.23
11090 - Gardener	19.20
11122 - Housekeeping Aide	12.23
11150 - Janitor	12.23
11210 - Laborer, Grounds Maintenance	14.51
11240 - Maid or Houseman	11.19
11260 - Pruner	12.85
11270 - Tractor Operator	17.64
11330 - Trail Maintenance Worker	14.51
11360 - Window Cleaner	13.81
12000 - Health Occupations	
12010 - Ambulance Driver	20.09
12011 - Breath Alcohol Technician	20.91
12012 - Certified Occupational Therapist Assistant	28.69
12015 - Certified Physical Therapist Assistant	30.64
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	41.16
12030 - EKG Technician	31.69
12035 - Electroneurodiagnostic Technologist	31.69
12040 - Emergency Medical Technician	20.09
12071 - Licensed Practical Nurse I	18.70
12072 - Licensed Practical Nurse II	20.91
12073 - Licensed Practical Nurse III	23.31
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	24.19
12160 - Medical Record Clerk	16.34
12190 - Medical Record Technician	17.59
12195 - Medical Transcriptionist	18.04
12210 - Nuclear Medicine Technologist	45.96
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.23
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	19.32
12236 - Optical Technician	18.70
12250 - Pharmacy Technician	17.45
12280 - Phlebotomist	16.17
12305 - Radiologic Technologist	26.60
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II, Specialist	28.49
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III, Anesthetist	34.47
12316 - Registered Nurse IV	41.31
12317 - Scheduler (Drug and Alcohol Testing)	25.91
12320 - Substance Abuse Treatment Counselor	25.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	28.43
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	28.43
13047 - Librarian	25.74

13050 - Library Aide/Clerk	13.01	
13054 - Library Information Technology Systems Administrator		23.24
13058 - Library Technician	16.88	
13061 - Media Specialist I	16.77	
13062 - Media Specialist II	18.76	
13063 - Media Specialist III	20.91	
13071 - Photographer I	16.77	
13072 - Photographer II	18.76	
13073 - Photographer III	23.24	
13074 - Photographer IV	28.43	
13075 - Photographer V	34.39	
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I	18.25	
14042 - Computer Operator II	20.42	
14043 - Computer Operator III	23.22	
14044 - Computer Operator IV	25.80	
14045 - Computer Operator V	28.57	
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		18.25
14160 - Personal Computer Support Technician		25.80
14170 - System Support Specialist		28.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)	44.67	
15080 - Graphic Artist	22.46	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.25
15086 - Maintenance Test Pilot, Rotary Wing		42.25
15088 - Non-Maintenance Test/Co-Pilot		42.25
15090 - Technical Instructor	26.44	
15095 - Technical Instructor/Course Developer		32.34
15110 - Test Proctor	21.34	
15120 - Tutor	21.60	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.51	
16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	11.62	
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts	9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.36	
16220 - Tailor	13.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.93
19040 - Tool And Die Maker	26.59	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.44	
21030 - Material Coordinator	21.37	
21040 - Material Expediter	21.37	
21050 - Material Handling Laborer	13.12	
21071 - Order Filler	13.33	
21080 - Production Line Worker (Food Processing)		17.44
21110 - Shipping Packer	15.92	
21130 - Shipping/Receiving Clerk	15.92	
21140 - Store Worker I	10.87	
21150 - Stock Clerk	15.26	
21210 - Tools And Parts Attendant	17.44	
21410 - Warehouse Specialist	17.44	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.56	
23019 - Aircraft Logs and Records Technician		19.05
23021 - Aircraft Mechanic I	22.95	
23022 - Aircraft Mechanic II	24.56	
23023 - Aircraft Mechanic III	25.66	
23040 - Aircraft Mechanic Helper	16.50	
23050 - Aircraft, Painter	21.70	
23060 - Aircraft Servicer	19.05	
23070 - Aircraft Survival Flight Equipment Technician		21.70
23080 - Aircraft Worker	20.44	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		22.95
23110 - Appliance Mechanic	20.93	
23120 - Bicycle Repairer	16.86	
23125 - Cable Splicer	28.93	
23130 - Carpenter, Maintenance	20.21	
23140 - Carpet Layer	19.58	
23160 - Electrician, Maintenance	24.90	
23181 - Electronics Technician Maintenance I	21.65	
23182 - Electronics Technician Maintenance II	23.14	
23183 - Electronics Technician Maintenance III	24.66	
23260 - Fabric Worker	18.21	
23290 - Fire Alarm System Mechanic	22.30	
23310 - Fire Extinguisher Repairer	16.86	
23311 - Fuel Distribution System Mechanic	24.41	
23312 - Fuel Distribution System Operator	18.46	
23370 - General Maintenance Worker	17.09	
23380 - Ground Support Equipment Mechanic	22.95	
23381 - Ground Support Equipment Servicer	19.06	
23382 - Ground Support Equipment Worker	20.44	
23391 - Gunsmith I	16.86	
23392 - Gunsmith II	19.58	

23393 - Gunsmith III	22.30	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.11
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.51
23430 - Heavy Equipment Mechanic		24.15
23440 - Heavy Equipment Operator		18.79
23460 - Instrument Mechanic	23.20	
23465 - Laboratory/Shelter Mechanic		20.93
23470 - Laborer	13.12	
23510 - Locksmith	20.93	
23530 - Machinery Maintenance Mechanic		24.94
23550 - Machinist, Maintenance	22.02	
23580 - Maintenance Trades Helper		13.96
23591 - Metrology Technician I	23.20	
23592 - Metrology Technician II	24.65	
23593 - Metrology Technician III	26.16	
23640 - Millwright	22.30	
23710 - Office Appliance Repairer		17.77
23760 - Painter, Maintenance	18.38	
23790 - Pipefitter, Maintenance	23.74	
23810 - Plumber, Maintenance	22.44	
23820 - Pneudraulic Systems Mechanic		22.30
23850 - Rigger	22.30	
23870 - Scale Mechanic	19.58	
23890 - Sheet-Metal Worker, Maintenance		24.71
23910 - Small Engine Mechanic	19.58	
23931 - Telecommunications Mechanic I	25.66	
23932 - Telecommunications Mechanic II	27.27	
23950 - Telephone Lineman	25.07	
23960 - Welder, Combination, Maintenance		21.85
23965 - Well Driller	22.30	
23970 - Woodcraft Worker	22.30	
23980 - Woodworker	16.86	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.68	
24570 - Child Care Attendant	9.71	
24580 - Child Care Center Clerk	12.11	
24610 - Chore Aide	10.43	
24620 - Family Readiness And Support Services Coordinator		16.68
24630 - Homemaker	16.71	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.73	
25040 - Sewage Plant Operator	18.72	
25070 - Stationary Engineer	23.73	
25190 - Ventilation Equipment Tender	16.50	
25210 - Water Treatment Plant Operator	18.72	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.53	
27007 - Baggage Inspector	12.13	
27008 - Corrections Officer	21.87	
27010 - Court Security Officer	23.54	
27030 - Detection Dog Handler	16.19	

27040 - Detention Officer	21.87	
27070 - Firefighter	25.88	
27101 - Guard I	12.13	
27102 - Guard II	16.19	
27131 - Police Officer I	28.05	
27132 - Police Officer II	31.18	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	15.08	
28042 - Carnival Equipment Repairer	16.29	
28043 - Carnival Worker	11.10	
28210 - Gate Attendant/Gate Tender	12.73	
28310 - Lifeguard	11.01	
28350 - Park Attendant (Aide)	14.24	
28510 - Recreation Aide/Health Facility Attendant	10.26	
28515 - Recreation Specialist	16.20	
28630 - Sports Official	11.34	
28690 - Swimming Pool Operator	21.25	
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)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	20.39	
30022 - Archeological Technician II	22.81	
30023 - Archeological Technician III	28.27	
30030 - Cartographic Technician	28.27	
30040 - Civil Engineering Technician	25.78	
30051 - Cryogenic Technician I	25.14	
30052 - Cryogenic Technician II	27.77	
30061 - Drafter/CAD Operator I	18.92	
30062 - Drafter/CAD Operator II	21.16	
30063 - Drafter/CAD Operator III	23.60	
30064 - Drafter/CAD Operator IV	28.80	
30081 - Engineering Technician I	15.84	
30082 - Engineering Technician II	17.79	
30083 - Engineering Technician III	19.90	
30084 - Engineering Technician IV	24.65	
30085 - Engineering Technician V	30.15	
30086 - Engineering Technician VI	36.49	
30090 - Environmental Technician	22.39	
30095 - Evidence Control Specialist	22.69	
30210 - Laboratory Technician	21.89	
30221 - Latent Fingerprint Technician I	25.14	
30222 - Latent Fingerprint Technician II	27.77	
30240 - Mathematical Technician	26.21	
30361 - Paralegal/Legal Assistant I	20.07	
30362 - Paralegal/Legal Assistant II	24.87	
30363 - Paralegal/Legal Assistant III	30.42	
30364 - Paralegal/Legal Assistant IV	36.80	

30375 - Petroleum Supply Specialist		27.77
30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		27.77
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.09
30502 - Weather Forecaster II		31.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.60
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.20
31030 - Bus Driver		17.37
31043 - Driver Courier		13.89
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.09
31310 - Taxi Driver		13.26
31361 - Truckdriver, Light		15.09
31362 - Truckdriver, Medium		16.31
31363 - Truckdriver, Heavy		18.67
31364 - Truckdriver, Tractor-Trailer		18.67
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		11.53
99050 - Desk Clerk		10.95
99095 - Embalmer		27.05
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		13.68
99252 - Laboratory Animal Caretaker II		15.17
99260 - Marketing Analyst		26.49
99310 - Mortician		27.05
99410 - Pest Controller		18.78
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		20.04
99711 - Recycling Specialist		24.37
99730 - Refuse Collector		17.75
99810 - Sales Clerk		11.50
99820 - School Crossing Guard		12.18
99830 - Survey Party Chief		23.41
99831 - Surveying Aide		16.08
99832 - Surveying Technician		20.59
99840 - Vending Machine Attendant		16.72
99841 - Vending Machine Repairer		21.12
99842 - Vending Machine Repairer Helper		16.72

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5223  
 Daniel W. Simms Division of | Revision No.: 16  
 Director Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Brazos, Robertson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.67
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.39
01035 - Court Reporter		18.73
01041 - Customer Service Representative I		12.08
01042 - Customer Service Representative II		13.58
01043 - Customer Service Representative III		14.82
01051 - Data Entry Operator I		13.14
01052 - Data Entry Operator II		14.33
01060 - Dispatcher, Motor Vehicle		17.20
01070 - Document Preparation Clerk		15.62
01090 - Duplicating Machine Operator		15.62
01111 - General Clerk I		13.44
01112 - General Clerk II		14.67
01113 - General Clerk III		16.47
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		14.48

01191 - Order Clerk I	15.56
01192 - Order Clerk II	16.97
01261 - Personnel Assistant (Employment) I	15.95
01262 - Personnel Assistant (Employment) II	17.84
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	20.63
01290 - Rental Clerk	12.58
01300 - Scheduler, Maintenance	16.75
01311 - Secretary I	16.75
01312 - Secretary II	18.73
01313 - Secretary III	20.88
01320 - Service Order Dispatcher	15.38
01410 - Supply Technician	25.39
01420 - Survey Worker	15.43
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	12.54
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.27
01611 - Word Processor I	14.91
01612 - Word Processor II	16.75
01613 - Word Processor III	18.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.99
05010 - Automotive Electrician	21.79
05040 - Automotive Glass Installer	20.38
05070 - Automotive Worker	20.38
05110 - Mobile Equipment Servicer	17.55
05130 - Motor Equipment Metal Mechanic	23.21
05160 - Motor Equipment Metal Worker	20.38
05190 - Motor Vehicle Mechanic	23.21
05220 - Motor Vehicle Mechanic Helper	16.14
05250 - Motor Vehicle Upholstery Worker	18.95
05280 - Motor Vehicle Wrecker	20.38
05310 - Painter, Automotive	21.79
05340 - Radiator Repair Specialist	20.38
05370 - Tire Repairer	14.36
05400 - Transmission Repair Specialist	23.21
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.93
07041 - Cook I	12.96
07042 - Cook II	15.05
07070 - Dishwasher	10.57
07130 - Food Service Worker	12.11
07210 - Meat Cutter	12.73
07260 - Waiter/Waitress	8.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.82
09040 - Furniture Handler	11.50
09080 - Furniture Refinisher	18.82
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	16.38
09130 - Upholsterer	18.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.62

11060 - Elevator Operator	12.23
11090 - Gardener	19.20
11122 - Housekeeping Aide	12.23
11150 - Janitor	12.23
11210 - Laborer, Grounds Maintenance	14.51
11240 - Maid or Houseman	11.19
11260 - Pruner	12.85
11270 - Tractor Operator	17.64
11330 - Trail Maintenance Worker	14.51
11360 - Window Cleaner	13.81
12000 - Health Occupations	
12010 - Ambulance Driver	19.72
12011 - Breath Alcohol Technician	20.91
12012 - Certified Occupational Therapist Assistant	28.69
12015 - Certified Physical Therapist Assistant	30.64
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	37.08
12030 - EKG Technician	31.69
12035 - Electroneurodiagnostic Technologist	31.69
12040 - Emergency Medical Technician	19.72
12071 - Licensed Practical Nurse I	18.70
12072 - Licensed Practical Nurse II	20.91
12073 - Licensed Practical Nurse III	23.31
12100 - Medical Assistant	14.77
12130 - Medical Laboratory Technician	22.54
12160 - Medical Record Clerk	16.28
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	18.04
12210 - Nuclear Medicine Technologist	45.96
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.23
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	17.97
12236 - Optical Technician	18.70
12250 - Pharmacy Technician	17.45
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	25.75
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.18
12313 - Registered Nurse II, Specialist	28.18
12314 - Registered Nurse III	34.10
12315 - Registered Nurse III, Anesthetist	34.10
12316 - Registered Nurse IV	40.86
12317 - Scheduler (Drug and Alcohol Testing)	25.91
12320 - Substance Abuse Treatment Counselor	25.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.51
13012 - Exhibits Specialist II	22.93
13013 - Exhibits Specialist III	28.04
13041 - Illustrator I	18.51
13042 - Illustrator II	22.93
13043 - Illustrator III	28.04
13047 - Librarian	25.39



13050 - Library Aide/Clerk		13.00
13054 - Library Information Technology Systems Administrator		22.93
13058 - Library Technician		15.74
13061 - Media Specialist I		16.55
13062 - Media Specialist II		18.51
13063 - Media Specialist III		20.63
13071 - Photographer I		16.55
13072 - Photographer II		18.51
13073 - Photographer III		22.93
13074 - Photographer IV		28.04
13075 - Photographer V		33.94
13090 - Technical Order Library Clerk		16.33
13110 - Video Teleconference Technician		20.44
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.66
14042 - Computer Operator II		20.41
14043 - Computer Operator III		23.58
14044 - Computer Operator IV		26.21
14045 - Computer Operator V		29.03
14071 - Computer Programmer I	(see 1)	21.35
14072 - Computer Programmer II	(see 1)	26.45
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		17.66
14160 - Personal Computer Support Technician		26.21
14170 - System Support Specialist		28.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.14
15020 - Aircrew Training Devices Instructor (Rated)		35.26
15030 - Air Crew Training Devices Instructor (Pilot)		42.25
15050 - Computer Based Training Specialist / Instructor		29.14
15060 - Educational Technologist		29.21
15070 - Flight Instructor (Pilot)		42.25
15080 - Graphic Artist		22.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.25
15086 - Maintenance Test Pilot, Rotary Wing		42.25
15088 - Non-Maintenance Test/Co-Pilot		42.25
15090 - Technical Instructor		25.11
15095 - Technical Instructor/Course Developer		30.40
15110 - Test Proctor		21.31
15120 - Tutor		21.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.62
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.36	
16220 - Tailor	13.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.93
19040 - Tool And Die Maker	26.59	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.44	
21030 - Material Coordinator	20.63	
21040 - Material Expediter	20.63	
21050 - Material Handling Laborer	13.12	
21071 - Order Filler	13.33	
21080 - Production Line Worker (Food Processing)		17.44
21110 - Shipping Packer	15.92	
21130 - Shipping/Receiving Clerk	15.92	
21140 - Store Worker I	10.68	
21150 - Stock Clerk	15.26	
21210 - Tools And Parts Attendant	17.44	
21410 - Warehouse Specialist	17.44	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	23.70	
23019 - Aircraft Logs and Records Technician		18.21
23021 - Aircraft Mechanic I	22.30	
23022 - Aircraft Mechanic II	23.70	
23023 - Aircraft Mechanic III	25.14	
23040 - Aircraft Mechanic Helper	15.50	
23050 - Aircraft, Painter	20.93	
23060 - Aircraft Servicer	18.21	
23070 - Aircraft Survival Flight Equipment Technician		20.93
23080 - Aircraft Worker	19.58	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		19.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		22.30
23110 - Appliance Mechanic	20.93	
23120 - Bicycle Repairer	16.86	
23125 - Cable Splicer	28.93	
23130 - Carpenter, Maintenance	19.60	
23140 - Carpet Layer	19.58	
23160 - Electrician, Maintenance	24.66	
23181 - Electronics Technician Maintenance I	21.65	
23182 - Electronics Technician Maintenance II	23.14	
23183 - Electronics Technician Maintenance III	24.66	
23260 - Fabric Worker	18.21	
23290 - Fire Alarm System Mechanic	22.30	
23310 - Fire Extinguisher Repairer	16.86	
23311 - Fuel Distribution System Mechanic	24.41	
23312 - Fuel Distribution System Operator	18.46	
23370 - General Maintenance Worker	17.09	
23380 - Ground Support Equipment Mechanic	22.30	
23381 - Ground Support Equipment Servicer	18.21	
23382 - Ground Support Equipment Worker	19.58	
23391 - Gunsmith I	16.86	
23392 - Gunsmith II	19.58	

23393 - Gunsmith III	22.30	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.10
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.49
23430 - Heavy Equipment Mechanic		24.15
23440 - Heavy Equipment Operator		18.79
23460 - Instrument Mechanic	23.20	
23465 - Laboratory/Shelter Mechanic		20.93
23470 - Laborer	13.12	
23510 - Locksmith	20.93	
23530 - Machinery Maintenance Mechanic		24.94
23550 - Machinist, Maintenance	21.60	
23580 - Maintenance Trades Helper		13.96
23591 - Metrology Technician I	23.20	
23592 - Metrology Technician II	24.65	
23593 - Metrology Technician III	26.16	
23640 - Millwright	22.30	
23710 - Office Appliance Repairer		15.95
23760 - Painter, Maintenance	18.38	
23790 - Pipefitter, Maintenance	23.13	
23810 - Plumber, Maintenance	21.71	
23820 - Pneudraulic Systems Mechanic		22.30
23850 - Rigger	22.30	
23870 - Scale Mechanic	19.58	
23890 - Sheet-Metal Worker, Maintenance		24.09
23910 - Small Engine Mechanic	19.58	
23931 - Telecommunications Mechanic I	26.38	
23932 - Telecommunications Mechanic II	32.26	
23950 - Telephone Lineman	23.56	
23960 - Welder, Combination, Maintenance		21.85
23965 - Well Driller	20.87	
23970 - Woodcraft Worker	22.30	
23980 - Woodworker	16.86	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.68	
24570 - Child Care Attendant	9.49	
24580 - Child Care Center Clerk	11.84	
24610 - Chore Aide	10.43	
24620 - Family Readiness And Support Services Coordinator		16.68
24630 - Homemaker	16.68	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.87	
25040 - Sewage Plant Operator	18.72	
25070 - Stationary Engineer	22.87	
25190 - Ventilation Equipment Tender	15.57	
25210 - Water Treatment Plant Operator	18.72	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.53	
27007 - Baggage Inspector	12.13	
27008 - Corrections Officer	21.87	
27010 - Court Security Officer	23.54	
27030 - Detection Dog Handler	14.19	

27040 - Detention Officer	21.87	
27070 - Firefighter	25.88	
27101 - Guard I	12.13	
27102 - Guard II	14.19	
27131 - Police Officer I	28.05	
27132 - Police Officer II	31.18	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	15.27	
28042 - Carnival Equipment Repairer	16.47	
28043 - Carnival Worker	11.10	
28210 - Gate Attendant/Gate Tender	12.73	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.24	
28510 - Recreation Aide/Health Facility Attendant	10.09	
28515 - Recreation Specialist	16.20	
28630 - Sports Official	11.34	
28690 - Swimming Pool Operator	20.93	
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)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	16.38	
30022 - Archeological Technician II	19.07	
30023 - Archeological Technician III	22.69	
30030 - Cartographic Technician	23.36	
30040 - Civil Engineering Technician	21.12	
30051 - Cryogenic Technician I	25.14	
30052 - Cryogenic Technician II	27.77	
30061 - Drafter/CAD Operator I	16.38	
30062 - Drafter/CAD Operator II	19.07	
30063 - Drafter/CAD Operator III	20.51	
30064 - Drafter/CAD Operator IV	25.14	
30081 - Engineering Technician I	15.84	
30082 - Engineering Technician II	18.07	
30083 - Engineering Technician III	20.24	
30084 - Engineering Technician IV	26.53	
30085 - Engineering Technician V	31.84	
30086 - Engineering Technician VI	36.70	
30090 - Environmental Technician	22.31	
30095 - Evidence Control Specialist	22.69	
30210 - Laboratory Technician	21.14	
30221 - Latent Fingerprint Technician I	25.14	
30222 - Latent Fingerprint Technician II	27.77	
30240 - Mathematical Technician	23.28	
30361 - Paralegal/Legal Assistant I	18.17	
30362 - Paralegal/Legal Assistant II	22.52	
30363 - Paralegal/Legal Assistant III	27.53	
30364 - Paralegal/Legal Assistant IV	33.32	

30375 - Petroleum Supply Specialist	27.77	
30390 - Photo-Optics Technician	24.19	
30395 - Radiation Control Technician	27.77	
30461 - Technical Writer I	22.69	
30462 - Technical Writer II	27.77	
30463 - Technical Writer III	33.59	
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	25.14	
30502 - Weather Forecaster II	30.58	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.51
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	22.69
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	12.20	
31030 - Bus Driver	17.37	
31043 - Driver Courier	13.04	
31260 - Parking and Lot Attendant	11.57	
31290 - Shuttle Bus Driver	13.59	
31310 - Taxi Driver	11.96	
31361 - Truckdriver, Light	14.18	
31362 - Truckdriver, Medium	16.31	
31363 - Truckdriver, Heavy	18.67	
31364 - Truckdriver, Tractor-Trailer	18.67	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	11.53	
99050 - Desk Clerk	10.95	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I		13.86
99252 - Laboratory Animal Caretaker II		14.05
99260 - Marketing Analyst	26.49	
99310 - Mortician	25.60	
99410 - Pest Controller	18.66	
99510 - Photofinishing Worker	13.45	
99710 - Recycling Laborer	20.04	
99711 - Recycling Specialist	24.37	
99730 - Refuse Collector	17.75	
99810 - Sales Clerk	11.16	
99820 - School Crossing Guard	12.18	
99830 - Survey Party Chief	24.09	
99831 - Surveying Aide	15.04	
99832 - Surveying Technician	20.59	
99840 - Vending Machine Attendant	16.72	
99841 - Vending Machine Repairer	21.12	
99842 - Vending Machine Repairer Helper	16.72	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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



following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5225  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Aransas, Nueces, San Patricio

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.13	
01012 - Accounting Clerk II	17.00	
01013 - Accounting Clerk III	19.01	
01020 - Administrative Assistant	24.38	
01035 - Court Reporter	18.26	
01041 - Customer Service Representative I	12.31	
01042 - Customer Service Representative II	13.84	
01043 - Customer Service Representative III	15.09	
01051 - Data Entry Operator I	13.24	
01052 - Data Entry Operator II	14.44	
01060 - Dispatcher, Motor Vehicle	19.78	
01070 - Document Preparation Clerk	14.54	
01090 - Duplicating Machine Operator	14.54	
01111 - General Clerk I	13.65	
01112 - General Clerk II	14.90	
01113 - General Clerk III	16.74	
01120 - Housing Referral Assistant	20.36	
01141 - Messenger Courier	14.18	

01191 - Order Clerk I	13.67
01192 - Order Clerk II	14.91
01261 - Personnel Assistant (Employment) I	15.99
01262 - Personnel Assistant (Employment) II	17.88
01263 - Personnel Assistant (Employment) III	19.93
01270 - Production Control Clerk	28.09
01290 - Rental Clerk	13.78
01300 - Scheduler, Maintenance	16.32
01311 - Secretary I	16.32
01312 - Secretary II	18.26
01313 - Secretary III	20.36
01320 - Service Order Dispatcher	17.68
01410 - Supply Technician	24.38
01420 - Survey Worker	16.85
01460 - Switchboard Operator/Receptionist	13.32
01531 - Travel Clerk I	12.25
01532 - Travel Clerk II	13.47
01533 - Travel Clerk III	14.43
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.88
05010 - Automotive Electrician	19.98
05040 - Automotive Glass Installer	19.00
05070 - Automotive Worker	19.00
05110 - Mobile Equipment Servicer	16.99
05130 - Motor Equipment Metal Mechanic	20.89
05160 - Motor Equipment Metal Worker	19.00
05190 - Motor Vehicle Mechanic	20.89
05220 - Motor Vehicle Mechanic Helper	15.91
05250 - Motor Vehicle Upholstery Worker	17.97
05280 - Motor Vehicle Wrecker	19.00
05310 - Painter, Automotive	19.98
05340 - Radiator Repair Specialist	19.00
05370 - Tire Repairer	16.25
05400 - Transmission Repair Specialist	20.89
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.53
07041 - Cook I	11.80
07042 - Cook II	13.20
07070 - Dishwasher	10.70
07130 - Food Service Worker	13.22
07210 - Meat Cutter	12.89
07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.00
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	19.00
09090 - Furniture Refinisher Helper	15.20
09110 - Furniture Repairer, Minor	17.08
09130 - Upholsterer	19.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.48

11060 - Elevator Operator	12.75
11090 - Gardener	17.80
11122 - Housekeeping Aide	11.86
11150 - Janitor	11.86
11210 - Laborer, Grounds Maintenance	14.05
11240 - Maid or Houseman	9.61
11260 - Pruner	12.57
11270 - Tractor Operator	16.68
11330 - Trail Maintenance Worker	14.05
11360 - Window Cleaner	13.25
12000 - Health Occupations	
12010 - Ambulance Driver	21.54
12011 - Breath Alcohol Technician	20.08
12012 - Certified Occupational Therapist Assistant	34.64
12015 - Certified Physical Therapist Assistant	32.74
12020 - Dental Assistant	18.33
12025 - Dental Hygienist	35.67
12030 - EKG Technician	30.21
12035 - Electroneurodiagnostic Technologist	30.21
12040 - Emergency Medical Technician	21.54
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.08
12073 - Licensed Practical Nurse III	22.38
12100 - Medical Assistant	14.25
12130 - Medical Laboratory Technician	20.06
12160 - Medical Record Clerk	14.43
12190 - Medical Record Technician	16.14
12195 - Medical Transcriptionist	18.66
12210 - Nuclear Medicine Technologist	35.08
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.05
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	14.65
12236 - Optical Technician	16.49
12250 - Pharmacy Technician	16.82
12280 - Phlebotomist	17.08
12305 - Radiologic Technologist	27.80
12311 - Registered Nurse I	25.83
12312 - Registered Nurse II	31.60
12313 - Registered Nurse II, Specialist	31.60
12314 - Registered Nurse III	38.23
12315 - Registered Nurse III, Anesthetist	38.23
12316 - Registered Nurse IV	45.82
12317 - Scheduler (Drug and Alcohol Testing)	24.87
12320 - Substance Abuse Treatment Counselor	21.64
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		11.23	
13054 - Library Information Technology Systems Administrator			30.26
13058 - Library Technician		14.42	
13061 - Media Specialist I		21.84	
13062 - Media Specialist II		24.42	
13063 - Media Specialist III		27.22	
13071 - Photographer I		14.30	
13072 - Photographer II		16.43	
13073 - Photographer III		19.82	
13074 - Photographer IV		24.24	
13075 - Photographer V		29.33	
13090 - Technical Order Library Clerk			15.74
13110 - Video Teleconference Technician			19.80
14000 - Information Technology Occupations			
14041 - Computer Operator I		15.42	
14042 - Computer Operator II		17.25	
14043 - Computer Operator III		19.22	
14044 - Computer Operator IV		21.36	
14045 - Computer Operator V		23.66	
14071 - Computer Programmer I	(see 1)	21.52	
14072 - Computer Programmer II	(see 1)	26.05	
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)		
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator			15.42
14160 - Personal Computer Support Technician			21.36
14170 - System Support Specialist		27.14	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			31.02
15020 - Aircrew Training Devices Instructor (Rated)			37.54
15030 - Air Crew Training Devices Instructor (Pilot)			44.99
15050 - Computer Based Training Specialist / Instructor			31.02
15060 - Educational Technologist		36.79	
15070 - Flight Instructor (Pilot)		44.99	
15080 - Graphic Artist		22.19	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			44.99
15086 - Maintenance Test Pilot, Rotary Wing			44.99
15088 - Non-Maintenance Test/Co-Pilot			44.99
15090 - Technical Instructor		21.14	
15095 - Technical Instructor/Course Developer			25.86
15110 - Test Proctor		17.07	
15120 - Tutor		17.07	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		9.51	
16030 - Counter Attendant		9.51	
16040 - Dry Cleaner		11.17	
16070 - Finisher, Flatwork, Machine			9.51
16090 - Presser, Hand		9.51	
16110 - Presser, Machine, Drycleaning			9.51
16130 - Presser, Machine, Shirts		9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry			9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor	12.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.91
19040 - Tool And Die Maker	30.66	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.12	
21030 - Material Coordinator	28.09	
21040 - Material Expediter	28.09	
21050 - Material Handling Laborer	13.93	
21071 - Order Filler	13.17	
21080 - Production Line Worker (Food Processing)		18.12
21110 - Shipping Packer	17.56	
21130 - Shipping/Receiving Clerk	17.56	
21140 - Store Worker I	15.44	
21150 - Stock Clerk	21.08	
21210 - Tools And Parts Attendant	18.12	
21410 - Warehouse Specialist	18.12	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	34.05	
23019 - Aircraft Logs and Records Technician	28.09	
23021 - Aircraft Mechanic I	32.65	
23022 - Aircraft Mechanic II	34.05	
23023 - Aircraft Mechanic III	35.47	
23040 - Aircraft Mechanic Helper	24.86	
23050 - Aircraft, Painter	31.23	
23060 - Aircraft Servicer	28.09	
23070 - Aircraft Survival Flight Equipment Technician		31.23
23080 - Aircraft Worker	29.69	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		32.65
23110 - Appliance Mechanic	25.91	
23120 - Bicycle Repairer	22.02	
23125 - Cable Splicer	32.53	
23130 - Carpenter, Maintenance	19.09	
23140 - Carpet Layer	24.64	
23160 - Electrician, Maintenance	25.44	
23181 - Electronics Technician Maintenance I	31.64	
23182 - Electronics Technician Maintenance II	33.28	
23183 - Electronics Technician Maintenance III	34.79	
23260 - Fabric Worker	23.31	
23290 - Fire Alarm System Mechanic	21.59	
23310 - Fire Extinguisher Repairer	22.02	
23311 - Fuel Distribution System Mechanic	30.48	
23312 - Fuel Distribution System Operator	24.78	
23370 - General Maintenance Worker	17.44	
23380 - Ground Support Equipment Mechanic	32.65	
23381 - Ground Support Equipment Servicer	28.09	
23382 - Ground Support Equipment Worker	29.69	
23391 - Gunsmith I	22.02	
23392 - Gunsmith II	24.64	



23393 - Gunsmith III	27.09	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.04
23430 - Heavy Equipment Mechanic		26.69
23440 - Heavy Equipment Operator		20.55
23460 - Instrument Mechanic	28.69	
23465 - Laboratory/Shelter Mechanic		25.91
23470 - Laborer	13.98	
23510 - Locksmith	25.91	
23530 - Machinery Maintenance Mechanic		27.33
23550 - Machinist, Maintenance	28.25	
23580 - Maintenance Trades Helper		14.88
23591 - Metrology Technician I	28.69	
23592 - Metrology Technician II	29.91	
23593 - Metrology Technician III	31.16	
23640 - Millwright	26.29	
23710 - Office Appliance Repairer		19.13
23760 - Painter, Maintenance	20.81	
23790 - Pipefitter, Maintenance	25.29	
23810 - Plumber, Maintenance	24.19	
23820 - Pneudraulic Systems Mechanic		27.09
23850 - Rigger	23.24	
23870 - Scale Mechanic	24.64	
23890 - Sheet-Metal Worker, Maintenance		30.60
23910 - Small Engine Mechanic	22.13	
23931 - Telecommunications Mechanic I		26.42
23932 - Telecommunications Mechanic II		27.56
23950 - Telephone Lineman	35.18	
23960 - Welder, Combination, Maintenance		24.55
23965 - Well Driller	26.08	
23970 - Woodcraft Worker	27.09	
23980 - Woodworker	22.02	
24000 - Personal Needs Occupations		
24550 - Case Manager	17.80	
24570 - Child Care Attendant	9.52	
24580 - Child Care Center Clerk	11.87	
24610 - Chore Aide	9.95	
24620 - Family Readiness And Support Services Coordinator		17.80
24630 - Homemaker	17.80	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	27.09	
25040 - Sewage Plant Operator	18.48	
25070 - Stationary Engineer	27.09	
25190 - Ventilation Equipment Tender	20.63	
25210 - Water Treatment Plant Operator	18.48	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.17	
27007 - Baggage Inspector	13.86	
27008 - Corrections Officer	23.57	
27010 - Court Security Officer	23.57	
27030 - Detection Dog Handler	15.50	

27040 - Detention Officer	23.57	
27070 - Firefighter	23.83	
27101 - Guard I	13.86	
27102 - Guard II	15.50	
27131 - Police Officer I	27.60	
27132 - Police Officer II	30.66	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.34	
28042 - Carnival Equipment Repairer	14.24	
28043 - Carnival Worker	10.10	
28210 - Gate Attendant/Gate Tender	13.54	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	15.15	
28510 - Recreation Aide/Health Facility Attendant		11.06
28515 - Recreation Specialist	18.77	
28630 - Sports Official	12.06	
28690 - Swimming Pool Operator	16.28	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	30.09	
29020 - Hatch Tender	30.09	
29030 - Line Handler	30.09	
29041 - Stevedore I	28.47	
29042 - Stevedore II	31.65	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		40.50
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		27.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		30.75
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	26.47	
30052 - Cryogenic Technician II	29.24	
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	23.90	
30210 - Laboratory Technician	31.62	
30221 - Latent Fingerprint Technician I	24.05	
30222 - Latent Fingerprint Technician II	26.53	
30240 - Mathematical Technician	25.17	
30361 - Paralegal/Legal Assistant I	18.65	
30362 - Paralegal/Legal Assistant II	23.09	
30363 - Paralegal/Legal Assistant III	28.26	
30364 - Paralegal/Legal Assistant IV	34.18	

30375 - Petroleum Supply Specialist		29.24
30390 - Photo-Optics Technician		24.33
30395 - Radiation Control Technician		29.24
30461 - Technical Writer I		25.17
30462 - Technical Writer II		30.80
30463 - Technical Writer III		37.26
30491 - Unexploded Ordnance (UXO) Technician I		25.74
30492 - Unexploded Ordnance (UXO) Technician II		31.14
30493 - Unexploded Ordnance (UXO) Technician III		37.32
30494 - Unexploded (UXO) Safety Escort		25.74
30495 - Unexploded (UXO) Sweep Personnel		25.74
30501 - Weather Forecaster I		27.89
30502 - Weather Forecaster II		33.92
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.67
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.14
31020 - Bus Aide		12.85
31030 - Bus Driver		17.23
31043 - Driver Courier		14.68
31260 - Parking and Lot Attendant		11.87
31290 - Shuttle Bus Driver		16.17
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		15.67
31362 - Truckdriver, Medium		16.58
31363 - Truckdriver, Heavy		20.24
31364 - Truckdriver, Tractor-Trailer		20.24
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.18
99030 - Cashier		11.64
99050 - Desk Clerk		10.00
99095 - Embalmer		25.74
99130 - Flight Follower		25.74
99251 - Laboratory Animal Caretaker I		11.17
99252 - Laboratory Animal Caretaker II		11.92
99260 - Marketing Analyst		32.78
99310 - Mortician		25.74
99410 - Pest Controller		16.90
99510 - Photofinishing Worker		13.52
99710 - Recycling Laborer		19.87
99711 - Recycling Specialist		23.58
99730 - Refuse Collector		17.78
99810 - Sales Clerk		11.38
99820 - School Crossing Guard		14.41
99830 - Survey Party Chief		24.83
99831 - Surveying Aide		16.69
99832 - Surveying Technician		20.54
99840 - Vending Machine Attendant		18.85
99841 - Vending Machine Repairer		22.14
99842 - Vending Machine Repairer Helper		18.85

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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



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

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

Wage Determination No.: 2015-5227  
 Daniel W. Simms | Division of | Revision No.: 13  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.60	
01012 - Accounting Clerk II	18.64	
01013 - Accounting Clerk III	20.84	
01020 - Administrative Assistant	29.11	
01035 - Court Reporter	22.59	
01041 - Customer Service Representative I	14.51	
01042 - Customer Service Representative II	15.84	
01043 - Customer Service Representative III	17.79	
01051 - Data Entry Operator I	15.34	
01052 - Data Entry Operator II	16.74	
01060 - Dispatcher, Motor Vehicle	21.36	
01070 - Document Preparation Clerk	17.28	
01090 - Duplicating Machine Operator	17.28	
01111 - General Clerk I	14.03	
01112 - General Clerk II	15.31	
01113 - General Clerk III	17.20	
01120 - Housing Referral Assistant	22.46	
01141 - Messenger Courier	14.29	

01191 - Order Clerk I	16.47
01192 - Order Clerk II	17.96
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.71
01263 - Personnel Assistant (Employment) III	21.97
01270 - Production Control Clerk	24.46
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	18.01
01311 - Secretary I	18.01
01312 - Secretary II	20.14
01313 - Secretary III	22.46
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	29.11
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	15.15
01531 - Travel Clerk I	15.62
01532 - Travel Clerk II	16.79
01533 - Travel Clerk III	18.02
01611 - Word Processor I	16.67
01612 - Word Processor II	18.71
01613 - Word Processor III	20.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.70
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.88
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	14.12
05400 - Transmission Repair Specialist	22.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.15
07041 - Cook I	13.08
07042 - Cook II	15.03
07070 - Dishwasher	10.52
07130 - Food Service Worker	11.72
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	10.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.77

11060 - Elevator Operator	12.95
11090 - Gardener	21.03
11122 - Housekeeping Aide	13.28
11150 - Janitor	13.28
11210 - Laborer, Grounds Maintenance	15.66
11240 - Maid or Houseman	11.53
11260 - Pruner	13.84
11270 - Tractor Operator	19.24
11330 - Trail Maintenance Worker	15.66
11360 - Window Cleaner	15.03
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	21.68
12012 - Certified Occupational Therapist Assistant	35.61
12015 - Certified Physical Therapist Assistant	35.12
12020 - Dental Assistant	20.87
12025 - Dental Hygienist	40.23
12030 - EKG Technician	30.40
12035 - Electroneurodiagnostic Technologist	30.40
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	19.39
12072 - Licensed Practical Nurse II	21.68
12073 - Licensed Practical Nurse III	24.17
12100 - Medical Assistant	16.98
12130 - Medical Laboratory Technician	26.50
12160 - Medical Record Clerk	18.67
12190 - Medical Record Technician	20.88
12195 - Medical Transcriptionist	19.66
12210 - Nuclear Medicine Technologist	39.84
12221 - Nursing Assistant I	12.89
12222 - Nursing Assistant II	14.48
12223 - Nursing Assistant III	15.80
12224 - Nursing Assistant IV	17.75
12235 - Optical Dispenser	19.50
12236 - Optical Technician	16.72
12250 - Pharmacy Technician	17.74
12280 - Phlebotomist	17.56
12305 - Radiologic Technologist	29.53
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	26.86
12320 - Substance Abuse Treatment Counselor	23.56
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	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		17.84
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I	20.17	
14042 - Computer Operator II	22.55	
14043 - Computer Operator III	25.16	
14044 - Computer Operator IV	29.85	
14045 - Computer Operator V	33.04	
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		20.17
14160 - Personal Computer Support Technician		29.85
14170 - System Support Specialist	42.82	
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)		47.60
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	34.30	
15070 - Flight Instructor (Pilot)	47.60	
15080 - Graphic Artist	25.79	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.60
15086 - Maintenance Test Pilot, Rotary Wing		47.60
15088 - Non-Maintenance Test/Co-Pilot		47.60
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	10.94	
16030 - Counter Attendant	10.94	
16040 - Dry Cleaner	14.05	
16070 - Finisher, Flatwork, Machine		10.94
16090 - Presser, Hand	10.94	
16110 - Presser, Machine, Drycleaning		10.94
16130 - Presser, Machine, Shirts	10.94	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.94

16190 - Sewing Machine Operator	14.90	
16220 - Tailor	16.02	
16250 - Washer, Machine	12.02	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.10
19040 - Tool And Die Maker	25.34	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.32	
21030 - Material Coordinator	24.46	
21040 - Material Expediter	24.46	
21050 - Material Handling Laborer	14.93	
21071 - Order Filler	14.57	
21080 - Production Line Worker (Food Processing)		17.32
21110 - Shipping Packer	16.39	
21130 - Shipping/Receiving Clerk	16.39	
21140 - Store Worker I	12.67	
21150 - Stock Clerk	18.37	
21210 - Tools And Parts Attendant	17.32	
21410 - Warehouse Specialist	17.32	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	39.14	
23019 - Aircraft Logs and Records Technician		31.80
23021 - Aircraft Mechanic I	37.33	
23022 - Aircraft Mechanic II	39.14	
23023 - Aircraft Mechanic III	40.96	
23040 - Aircraft Mechanic Helper	26.78	
23050 - Aircraft, Painter	35.44	
23060 - Aircraft Servicer	31.80	
23070 - Aircraft Survival Flight Equipment Technician		35.44
23080 - Aircraft Worker	33.63	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		33.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		37.33
23110 - Appliance Mechanic	19.55	
23120 - Bicycle Repairer	19.15	
23125 - Cable Splicer	27.55	
23130 - Carpenter, Maintenance	19.37	
23140 - Carpet Layer	19.04	
23160 - Electrician, Maintenance	23.75	
23181 - Electronics Technician Maintenance I	26.71	
23182 - Electronics Technician Maintenance II	28.15	
23183 - Electronics Technician Maintenance III	29.65	
23260 - Fabric Worker	26.87	
23290 - Fire Alarm System Mechanic	23.76	
23310 - Fire Extinguisher Repairer	19.15	
23311 - Fuel Distribution System Mechanic	21.32	
23312 - Fuel Distribution System Operator	16.71	
23370 - General Maintenance Worker	19.91	
23380 - Ground Support Equipment Mechanic	37.33	
23381 - Ground Support Equipment Servicer	31.80	
23382 - Ground Support Equipment Worker	33.63	
23391 - Gunsmith I	19.15	
23392 - Gunsmith II	22.00	

23393 - Gunsmith III	24.42	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.09
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.21
23430 - Heavy Equipment Mechanic		26.05
23440 - Heavy Equipment Operator		20.97
23460 - Instrument Mechanic		27.95
23465 - Laboratory/Shelter Mechanic		23.19
23470 - Laborer	14.93	
23510 - Locksmith	23.89	
23530 - Machinery Maintenance Mechanic		25.75
23550 - Machinist, Maintenance		21.29
23580 - Maintenance Trades Helper		16.50
23591 - Metrology Technician I		27.95
23592 - Metrology Technician II		29.30
23593 - Metrology Technician III		30.67
23640 - Millwright	25.87	
23710 - Office Appliance Repairer		18.66
23760 - Painter, Maintenance		17.81
23790 - Pipefitter, Maintenance		26.55
23810 - Plumber, Maintenance		25.20
23820 - Pneudraulic Systems Mechanic		24.42
23850 - Rigger	26.09	
23870 - Scale Mechanic	22.00	
23890 - Sheet-Metal Worker, Maintenance		22.12
23910 - Small Engine Mechanic		19.51
23931 - Telecommunications Mechanic I		29.53
23932 - Telecommunications Mechanic II		30.96
23950 - Telephone Lineman		23.54
23960 - Welder, Combination, Maintenance		20.38
23965 - Well Driller	21.63	
23970 - Woodcraft Worker		24.42
23980 - Woodworker		19.15
24000 - Personal Needs Occupations		
24550 - Case Manager		18.06
24570 - Child Care Attendant		11.76
24580 - Child Care Center Clerk		14.66
24610 - Chore Aide	10.04	
24620 - Family Readiness And Support Services Coordinator		18.06
24630 - Homemaker		18.06
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	27.73	
25040 - Sewage Plant Operator		21.18
25070 - Stationary Engineer		27.73
25190 - Ventilation Equipment Tender		19.37
25210 - Water Treatment Plant Operator		21.18
27000 - Protective Service Occupations		
27004 - Alarm Monitor	20.64	
27007 - Baggage Inspector		14.10
27008 - Corrections Officer		24.04
27010 - Court Security Officer		26.82
27030 - Detection Dog Handler		16.92

27040 - Detention Officer	24.04	
27070 - Firefighter	29.61	
27101 - Guard I	14.10	
27102 - Guard II	16.92	
27131 - Police Officer I	31.39	
27132 - Police Officer II	34.89	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	14.42	
28042 - Carnival Equipment Repairer	15.76	
28043 - Carnival Worker	10.37	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	11.57	
28515 - Recreation Specialist	19.34	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	21.99	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	28.45	
29020 - Hatch Tender	28.45	
29030 - Line Handler	28.45	
29041 - Stevedore I	26.91	
29042 - Stevedore II	29.99	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	24.42	
30051 - Cryogenic Technician I	26.83	
30052 - Cryogenic Technician II	29.63	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	25.52	
30095 - Evidence Control Specialist	24.23	
30210 - Laboratory Technician	25.44	
30221 - Latent Fingerprint Technician I	26.76	
30222 - Latent Fingerprint Technician II	29.57	
30240 - Mathematical Technician	33.58	
30361 - Paralegal/Legal Assistant I	19.49	
30362 - Paralegal/Legal Assistant II	24.15	
30363 - Paralegal/Legal Assistant III	29.54	
30364 - Paralegal/Legal Assistant IV	35.74	



30375 - Petroleum Supply Specialist	29.63	
30390 - Photo-Optics Technician	27.75	
30395 - Radiation Control Technician	29.63	
30461 - Technical Writer I	25.69	
30462 - Technical Writer II	31.42	
30463 - Technical Writer III	38.01	
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I	26.83	
30502 - Weather Forecaster II	32.63	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	33.39	
31020 - Bus Aide	14.95	
31030 - Bus Driver	21.81	
31043 - Driver Courier	17.15	
31260 - Parking and Lot Attendant	10.91	
31290 - Shuttle Bus Driver	18.53	
31310 - Taxi Driver	13.24	
31361 - Truckdriver, Light	18.75	
31362 - Truckdriver, Medium	20.37	
31363 - Truckdriver, Heavy	23.34	
31364 - Truckdriver, Tractor-Trailer	23.34	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	16.28	
99030 - Cashier	11.14	
99050 - Desk Clerk	11.72	
99095 - Embalmer	24.05	
99130 - Flight Follower	27.60	
99251 - Laboratory Animal Caretaker I		13.18
99252 - Laboratory Animal Caretaker II		14.42
99260 - Marketing Analyst	37.40	
99310 - Mortician	26.46	
99410 - Pest Controller	23.68	
99510 - Photofinishing Worker	14.89	
99710 - Recycling Laborer	20.02	
99711 - Recycling Specialist	24.59	
99730 - Refuse Collector	17.69	
99810 - Sales Clerk	13.65	
99820 - School Crossing Guard	11.54	
99830 - Survey Party Chief	27.65	
99831 - Surveying Aide	16.57	
99832 - Surveying Technician	21.23	
99840 - Vending Machine Attendant	15.50	
99841 - Vending Machine Repairer	19.03	
99842 - Vending Machine Repairer Helper	15.46	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5229  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 06/09/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of El Paso, Hudspeth

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.02	
01012 - Accounting Clerk II	15.75	
01013 - Accounting Clerk III	17.61	
01020 - Administrative Assistant	25.82	
01035 - Court Reporter	20.90	
01041 - Customer Service Representative I	11.64	
01042 - Customer Service Representative II	12.92	
01043 - Customer Service Representative III	14.51	
01051 - Data Entry Operator I	10.53	
01052 - Data Entry Operator II	11.62	
01060 - Dispatcher, Motor Vehicle	16.97	
01070 - Document Preparation Clerk	12.78	
01090 - Duplicating Machine Operator	12.78	
01111 - General Clerk I	12.41	
01112 - General Clerk II	13.53	
01113 - General Clerk III	15.19	
01120 - Housing Referral Assistant	18.71	
01141 - Messenger Courier	10.66	



01191 - Order Clerk I	12.82
01192 - Order Clerk II	13.99
01261 - Personnel Assistant (Employment) I	15.60
01262 - Personnel Assistant (Employment) II	17.44
01263 - Personnel Assistant (Employment) III	19.44
01270 - Production Control Clerk	17.14
01290 - Rental Clerk	13.95
01300 - Scheduler, Maintenance	15.01
01311 - Secretary I	15.01
01312 - Secretary II	16.78
01313 - Secretary III	18.71
01320 - Service Order Dispatcher	15.18
01410 - Supply Technician	25.82
01420 - Survey Worker	15.95
01460 - Switchboard Operator/Receptionist	11.06
01531 - Travel Clerk I	13.97
01532 - Travel Clerk II	15.34
01533 - Travel Clerk III	16.39
01611 - Word Processor I	15.33
01612 - Word Processor II	17.21
01613 - Word Processor III	19.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.05
05010 - Automotive Electrician	15.40
05040 - Automotive Glass Installer	14.37
05070 - Automotive Worker	14.37
05110 - Mobile Equipment Servicer	12.32
05130 - Motor Equipment Metal Mechanic	17.31
05160 - Motor Equipment Metal Worker	14.37
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	11.29
05250 - Motor Vehicle Upholstery Worker	13.34
05280 - Motor Vehicle Wrecker	14.37
05310 - Painter, Automotive	15.40
05340 - Radiator Repair Specialist	14.37
05370 - Tire Repairer	13.25
05400 - Transmission Repair Specialist	17.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	12.40
07042 - Cook II	14.81
07070 - Dishwasher	9.05
07130 - Food Service Worker	10.10
07210 - Meat Cutter	11.37
07260 - Waiter/Waitress	9.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.03
09040 - Furniture Handler	10.65
09080 - Furniture Refinisher	19.03
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	15.92
09130 - Upholsterer	19.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.31

11060 - Elevator Operator	10.66
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.66
11150 - Janitor	10.66
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	9.27
11260 - Pruner	9.23
11270 - Tractor Operator	13.26
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.96
12000 - Health Occupations	
12010 - Ambulance Driver	14.64
12011 - Breath Alcohol Technician	21.06
12012 - Certified Occupational Therapist Assistant	29.56
12015 - Certified Physical Therapist Assistant	29.54
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	30.57
12030 - EKG Technician	32.41
12035 - Electroneurodiagnostic Technologist	32.41
12040 - Emergency Medical Technician	14.64
12071 - Licensed Practical Nurse I	18.83
12072 - Licensed Practical Nurse II	21.06
12073 - Licensed Practical Nurse III	23.47
12100 - Medical Assistant	12.43
12130 - Medical Laboratory Technician	22.19
12160 - Medical Record Clerk	16.05
12190 - Medical Record Technician	17.95
12195 - Medical Transcriptionist	17.29
12210 - Nuclear Medicine Technologist	44.91
12221 - Nursing Assistant I	11.50
12222 - Nursing Assistant II	12.92
12223 - Nursing Assistant III	14.10
12224 - Nursing Assistant IV	15.84
12235 - Optical Dispenser	14.20
12236 - Optical Technician	13.62
12250 - Pharmacy Technician	16.85
12280 - Phlebotomist	15.10
12305 - Radiologic Technologist	28.29
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II, Specialist	28.64
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III, Anesthetist	34.65
12316 - Registered Nurse IV	41.55
12317 - Scheduler (Drug and Alcohol Testing)	26.09
12320 - Substance Abuse Treatment Counselor	23.23
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		14.22	
13072 - Photographer II		17.86	
13073 - Photographer III		22.12	
13074 - Photographer IV		26.90	
13075 - Photographer V		30.67	
13090 - Technical Order Library Clerk			16.14
13110 - Video Teleconference Technician			19.32
14000 - Information Technology Occupations			
14041 - Computer Operator I		15.70	
14042 - Computer Operator II		17.56	
14043 - Computer Operator III		19.57	
14044 - Computer Operator IV		21.75	
14045 - Computer Operator V		24.09	
14071 - Computer Programmer I	(see 1)	22.18	
14072 - Computer Programmer II	(see 1)	27.48	
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		15.70	
14160 - Personal Computer Support Technician			22.41
14170 - System Support Specialist		25.82	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			29.48
15020 - Aircrew Training Devices Instructor (Rated)			35.67
15030 - Air Crew Training Devices Instructor (Pilot)			42.75
15050 - Computer Based Training Specialist / Instructor			29.48
15060 - Educational Technologist		36.37	
15070 - Flight Instructor (Pilot)		42.75	
15080 - Graphic Artist		19.58	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			42.75
15086 - Maintenance Test Pilot, Rotary Wing			42.75
15088 - Non-Maintenance Test/Co-Pilot			42.75
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		9.32	
16030 - Counter Attendant		9.40	
16040 - Dry Cleaner		10.90	
16070 - Finisher, Flatwork, Machine			9.40
16090 - Presser, Hand		9.40	
16110 - Presser, Machine, Drycleaning			9.40
16130 - Presser, Machine, Shirts		9.40	
16160 - Presser, Machine, Wearing Apparel, Laundry			9.40

16190 - Sewing Machine Operator	11.54	
16220 - Tailor	12.18	
16250 - Washer, Machine	9.73	
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	12.78	
21030 - Material Coordinator	17.14	
21040 - Material Expediter	17.14	
21050 - Material Handling Laborer	11.51	
21071 - Order Filler	11.95	
21080 - Production Line Worker (Food Processing)		12.78
21110 - Shipping Packer	12.94	
21130 - Shipping/Receiving Clerk	12.94	
21140 - Store Worker I	11.01	
21150 - Stock Clerk	14.83	
21210 - Tools And Parts Attendant	12.78	
21410 - Warehouse Specialist	12.78	
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	19.82	
23120 - Bicycle Repairer	15.40	
23125 - Cable Splicer	26.47	
23130 - Carpenter, Maintenance	16.56	
23140 - Carpet Layer	18.40	
23160 - Electrician, Maintenance	18.82	
23181 - Electronics Technician Maintenance I	25.46	
23182 - Electronics Technician Maintenance II	27.44	
23183 - Electronics Technician Maintenance III	29.58	
23260 - Fabric Worker	16.90	
23290 - Fire Alarm System Mechanic	21.13	
23310 - Fire Extinguisher Repairer	15.41	
23311 - Fuel Distribution System Mechanic	19.79	
23312 - Fuel Distribution System Operator	15.20	
23370 - General Maintenance Worker	14.64	
23380 - Ground Support Equipment Mechanic	36.79	
23381 - Ground Support Equipment Servicer	29.09	
23382 - Ground Support Equipment Worker	31.67	
23391 - Gunsmith I	15.41	
23392 - Gunsmith II	18.40	

23393 - Gunsmith III	21.37	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		18.61
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		19.91
23430 - Heavy Equipment Mechanic		19.34
23440 - Heavy Equipment Operator		17.13
23460 - Instrument Mechanic	21.50	
23465 - Laboratory/Shelter Mechanic		19.82
23470 - Laborer	11.51	
23510 - Locksmith	19.79	
23530 - Machinery Maintenance Mechanic		20.77
23550 - Machinist, Maintenance	17.94	
23580 - Maintenance Trades Helper	13.41	
23591 - Metrology Technician I	21.50	
23592 - Metrology Technician II	22.87	
23593 - Metrology Technician III	24.34	
23640 - Millwright	21.40	
23710 - Office Appliance Repairer	15.62	
23760 - Painter, Maintenance	14.67	
23790 - Pipefitter, Maintenance	19.39	
23810 - Plumber, Maintenance	18.21	
23820 - Pneudraulic Systems Mechanic		21.37
23850 - Rigger	22.65	
23870 - Scale Mechanic	18.40	
23890 - Sheet-Metal Worker, Maintenance		21.33
23910 - Small Engine Mechanic	18.36	
23931 - Telecommunications Mechanic I	26.93	
23932 - Telecommunications Mechanic II	28.82	
23950 - Telephone Lineman	31.37	
23960 - Welder, Combination, Maintenance		18.95
23965 - Well Driller	20.76	
23970 - Woodcraft Worker	21.37	
23980 - Woodworker	15.41	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.34	
24570 - Child Care Attendant	8.99	
24580 - Child Care Center Clerk	11.21	
24610 - Chore Aide	8.83	
24620 - Family Readiness And Support Services Coordinator		15.34
24630 - Homemaker	15.34	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.12	
25040 - Sewage Plant Operator	17.23	
25070 - Stationary Engineer	22.12	
25190 - Ventilation Equipment Tender	14.35	
25210 - Water Treatment Plant Operator	17.23	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.22	
27007 - Baggage Inspector	11.59	
27008 - Corrections Officer	22.93	
27010 - Court Security Officer	22.93	
27030 - Detection Dog Handler	14.84	

27040 - Detention Officer	22.93	
27070 - Firefighter	22.93	
27101 - Guard I	11.59	
27102 - Guard II	14.84	
27131 - Police Officer I	28.50	
27132 - Police Officer II	31.67	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	14.22	
28042 - Carnival Equipment Repairer	15.81	
28043 - Carnival Worker	9.92	
28210 - Gate Attendant/Gate Tender	14.12	
28310 - Lifeguard	11.90	
28350 - Park Attendant (Aide)	15.79	
28510 - Recreation Aide/Health Facility Attendant	11.52	
28515 - Recreation Specialist	19.56	
28630 - Sports Official	12.57	
28690 - Swimming Pool Operator	18.87	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.01	
29020 - Hatch Tender	23.01	
29030 - Line Handler	23.01	
29041 - Stevedore I	21.45	
29042 - Stevedore II	25.27	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	18.13	
30022 - Archeological Technician II	20.27	
30023 - Archeological Technician III	25.11	
30030 - Cartographic Technician	25.12	
30040 - Civil Engineering Technician	21.08	
30051 - Cryogenic Technician I	25.87	
30052 - Cryogenic Technician II	28.57	
30061 - Drafter/CAD Operator I	16.85	
30062 - Drafter/CAD Operator II	18.49	
30063 - Drafter/CAD Operator III	21.02	
30064 - Drafter/CAD Operator IV	26.25	
30081 - Engineering Technician I	16.00	
30082 - Engineering Technician II	17.98	
30083 - Engineering Technician III	20.27	
30084 - Engineering Technician IV	24.96	
30085 - Engineering Technician V	30.46	
30086 - Engineering Technician VI	36.86	
30090 - Environmental Technician	20.89	
30095 - Evidence Control Specialist	23.35	
30210 - Laboratory Technician	23.12	
30221 - Latent Fingerprint Technician I	24.68	
30222 - Latent Fingerprint Technician II	27.26	
30240 - Mathematical Technician	27.39	
30361 - Paralegal/Legal Assistant I	18.54	
30362 - Paralegal/Legal Assistant II	22.97	
30363 - Paralegal/Legal Assistant III	28.10	
30364 - Paralegal/Legal Assistant IV	34.00	

30375 - Petroleum Supply Specialist	28.57	
30390 - Photo-Optics Technician	22.90	
30395 - Radiation Control Technician	28.57	
30461 - Technical Writer I	26.68	
30462 - Technical Writer II	32.65	
30463 - Technical Writer III	39.49	
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	25.87	
30502 - Weather Forecaster II	31.92	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.02
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.35
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	10.18	
31030 - Bus Driver	15.82	
31043 - Driver Courier	13.32	
31260 - Parking and Lot Attendant	10.00	
31290 - Shuttle Bus Driver	13.62	
31310 - Taxi Driver	13.38	
31361 - Truckdriver, Light	14.80	
31362 - Truckdriver, Medium	16.23	
31363 - Truckdriver, Heavy	21.63	
31364 - Truckdriver, Tractor-Trailer	21.63	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	10.09	
99050 - Desk Clerk	10.61	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I		14.19
99252 - Laboratory Animal Caretaker II		15.75
99260 - Marketing Analyst	32.61	
99310 - Mortician	25.60	
99410 - Pest Controller	16.10	
99510 - Photofinishing Worker	13.45	
99710 - Recycling Laborer	17.01	
99711 - Recycling Specialist	21.78	
99730 - Refuse Collector	15.19	
99810 - Sales Clerk	10.25	
99820 - School Crossing Guard	9.22	
99830 - Survey Party Chief	21.55	
99831 - Surveying Aide	14.92	
99832 - Surveying Technician	17.62	
99840 - Vending Machine Attendant	13.50	
99841 - Vending Machine Repairer	17.90	
99842 - Vending Machine Repairer Helper	13.50	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5231  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Johnson, Parker, Tarrant, Wise

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.42	
01012 - Accounting Clerk II	18.44	
01013 - Accounting Clerk III	20.62	
01020 - Administrative Assistant	29.05	
01035 - Court Reporter	25.31	
01041 - Customer Service Representative I	14.51	
01042 - Customer Service Representative II	15.84	
01043 - Customer Service Representative III	17.79	
01051 - Data Entry Operator I	15.34	
01052 - Data Entry Operator II	16.74	
01060 - Dispatcher, Motor Vehicle	21.20	
01070 - Document Preparation Clerk	17.28	
01090 - Duplicating Machine Operator	17.28	
01111 - General Clerk I	14.03	
01112 - General Clerk II	15.31	
01113 - General Clerk III	17.20	
01120 - Housing Referral Assistant	22.46	
01141 - Messenger Courier	15.56	

01191 - Order Clerk I	15.73
01192 - Order Clerk II	17.16
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.71
01263 - Personnel Assistant (Employment) III	21.97
01270 - Production Control Clerk	24.46
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	18.01
01311 - Secretary I	18.01
01312 - Secretary II	20.14
01313 - Secretary III	22.46
01320 - Service Order Dispatcher	18.82
01410 - Supply Technician	29.05
01420 - Survey Worker	17.74
01460 - Switchboard Operator/Receptionist	15.15
01531 - Travel Clerk I	15.62
01532 - Travel Clerk II	16.79
01533 - Travel Clerk III	18.02
01611 - Word Processor I	16.86
01612 - Word Processor II	18.92
01613 - Word Processor III	21.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.70
05010 - Automotive Electrician	21.81
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	17.94
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.70
05310 - Painter, Automotive	21.72
05340 - Radiator Repair Specialist	20.70
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.29
07041 - Cook I	13.08
07042 - Cook II	15.03
07070 - Dishwasher	10.52
07130 - Food Service Worker	11.72
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.91
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	13.18
09130 - Upholsterer	16.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.77

11060 - Elevator Operator	12.95
11090 - Gardener	21.03
11122 - Housekeeping Aide	13.28
11150 - Janitor	13.28
11210 - Laborer, Grounds Maintenance	15.66
11240 - Maid or Houseman	11.53
11260 - Pruner	13.84
11270 - Tractor Operator	19.24
11330 - Trail Maintenance Worker	15.66
11360 - Window Cleaner	15.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	21.68
12012 - Certified Occupational Therapist Assistant	38.09
12015 - Certified Physical Therapist Assistant	33.92
12020 - Dental Assistant	20.87
12025 - Dental Hygienist	40.23
12030 - EKG Technician	29.97
12035 - Electroneurodiagnostic Technologist	29.97
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	19.39
12072 - Licensed Practical Nurse II	21.68
12073 - Licensed Practical Nurse III	24.17
12100 - Medical Assistant	16.98
12130 - Medical Laboratory Technician	26.50
12160 - Medical Record Clerk	18.67
12190 - Medical Record Technician	20.88
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	42.21
12221 - Nursing Assistant I	12.89
12222 - Nursing Assistant II	14.48
12223 - Nursing Assistant III	15.80
12224 - Nursing Assistant IV	17.75
12235 - Optical Dispenser	19.50
12236 - Optical Technician	16.72
12250 - Pharmacy Technician	17.74
12280 - Phlebotomist	17.56
12305 - Radiologic Technologist	29.62
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	26.86
12320 - Substance Abuse Treatment Counselor	23.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.93
13012 - Exhibits Specialist II	25.93
13013 - Exhibits Specialist III	31.72
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	37.82
13047 - Librarian	31.56



13050 - Library Aide/Clerk	14.33	
13054 - Library Information Technology Systems 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	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		17.84
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I	20.10	
14042 - Computer Operator II	22.48	
14043 - Computer Operator III	25.69	
14044 - Computer Operator IV	29.85	
14045 - Computer Operator V	33.42	
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		20.10
14160 - Personal Computer Support Technician		29.85
14170 - System Support Specialist	40.81	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	32.43	
15070 - Flight Instructor (Pilot)	50.81	
15080 - Graphic Artist	25.79	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.60
15086 - Maintenance Test Pilot, Rotary Wing		47.60
15088 - Non-Maintenance Test/Co-Pilot		47.60
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	10.94	
16030 - Counter Attendant	10.94	
16040 - Dry Cleaner	14.05	
16070 - Finisher, Flatwork, Machine		10.94
16090 - Presser, Hand	10.94	
16110 - Presser, Machine, Drycleaning		10.94
16130 - Presser, Machine, Shirts	10.94	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.94

16190 - Sewing Machine Operator	14.90
16220 - Tailor	16.02
16250 - Washer, Machine	12.02
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	17.32
21030 - Material Coordinator	24.46
21040 - Material Expediter	24.46
21050 - Material Handling Laborer	14.93
21071 - Order Filler	14.57
21080 - Production Line Worker (Food Processing)	17.32
21110 - Shipping Packer	16.39
21130 - Shipping/Receiving Clerk	16.39
21140 - Store Worker I	12.67
21150 - Stock Clerk	18.37
21210 - Tools And Parts Attendant	17.32
21410 - Warehouse Specialist	17.32
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.14
23019 - Aircraft Logs and Records Technician	31.80
23021 - Aircraft Mechanic I	37.33
23022 - Aircraft Mechanic II	39.14
23023 - Aircraft Mechanic III	40.96
23040 - Aircraft Mechanic Helper	26.78
23050 - Aircraft, Painter	35.44
23060 - Aircraft Servicer	31.80
23070 - Aircraft Survival Flight Equipment Technician	35.44
23080 - Aircraft Worker	33.63
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.33
23110 - Appliance Mechanic	19.55
23120 - Bicycle Repairer	19.15
23125 - Cable Splicer	28.78
23130 - Carpenter, Maintenance	19.37
23140 - Carpet Layer	18.56
23160 - Electrician, Maintenance	23.75
23181 - Electronics Technician Maintenance I	26.71
23182 - Electronics Technician Maintenance II	28.15
23183 - Electronics Technician Maintenance III	29.65
23260 - Fabric Worker	25.58
23290 - Fire Alarm System Mechanic	23.76
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	21.21
23312 - Fuel Distribution System Operator	17.02
23370 - General Maintenance Worker	19.91
23380 - Ground Support Equipment Mechanic	37.33
23381 - Ground Support Equipment Servicer	31.80
23382 - Ground Support Equipment Worker	33.63
23391 - Gunsmith I	19.15
23392 - Gunsmith II	22.00

23393 - Gunsmith III	24.42	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.09
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.21
23430 - Heavy Equipment Mechanic		26.05
23440 - Heavy Equipment Operator		20.97
23460 - Instrument Mechanic		27.95
23465 - Laboratory/Shelter Mechanic		23.19
23470 - Laborer	14.93	
23510 - Locksmith	23.68	
23530 - Machinery Maintenance Mechanic		25.75
23550 - Machinist, Maintenance		21.29
23580 - Maintenance Trades Helper		16.50
23591 - Metrology Technician I		27.95
23592 - Metrology Technician II		29.30
23593 - Metrology Technician III		30.67
23640 - Millwright	26.43	
23710 - Office Appliance Repairer		18.66
23760 - Painter, Maintenance		17.81
23790 - Pipefitter, Maintenance		26.55
23810 - Plumber, Maintenance		25.20
23820 - Pneudraulic Systems Mechanic		24.42
23850 - Rigger	26.09	
23870 - Scale Mechanic	22.00	
23890 - Sheet-Metal Worker, Maintenance		22.12
23910 - Small Engine Mechanic		19.51
23931 - Telecommunications Mechanic I		29.53
23932 - Telecommunications Mechanic II		30.96
23950 - Telephone Lineman		30.45
23960 - Welder, Combination, Maintenance		20.38
23965 - Well Driller	20.65	
23970 - Woodcraft Worker		24.42
23980 - Woodworker		19.15
24000 - Personal Needs Occupations		
24550 - Case Manager		18.06
24570 - Child Care Attendant		11.76
24580 - Child Care Center Clerk		14.66
24610 - Chore Aide	10.04	
24620 - Family Readiness And Support Services Coordinator		18.06
24630 - Homemaker		18.06
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	30.15	
25040 - Sewage Plant Operator		21.18
25070 - Stationary Engineer		30.15
25190 - Ventilation Equipment Tender		21.29
25210 - Water Treatment Plant Operator		21.18
27000 - Protective Service Occupations		
27004 - Alarm Monitor	20.64	
27007 - Baggage Inspector		14.10
27008 - Corrections Officer		24.04
27010 - Court Security Officer		26.82
27030 - Detection Dog Handler		16.92

27040 - Detention Officer	24.04	
27070 - Firefighter	30.69	
27101 - Guard I	14.10	
27102 - Guard II	16.92	
27131 - Police Officer I	31.39	
27132 - Police Officer II	34.89	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	14.42	
28042 - Carnival Equipment Repairer	15.76	
28043 - Carnival Worker	10.37	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	11.57	
28515 - Recreation Specialist	19.34	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	18.88	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	28.80	
29020 - Hatch Tender	28.80	
29030 - Line Handler	28.80	
29041 - Stevedore I	26.91	
29042 - Stevedore II	29.99	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	24.64	
30051 - Cryogenic Technician I	28.44	
30052 - Cryogenic Technician II	31.41	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	25.52	
30095 - Evidence Control Specialist	25.68	
30210 - Laboratory Technician	25.44	
30221 - Latent Fingerprint Technician I	26.84	
30222 - Latent Fingerprint Technician II	29.64	
30240 - Mathematical Technician	33.58	
30361 - Paralegal/Legal Assistant I	20.25	
30362 - Paralegal/Legal Assistant II	25.08	
30363 - Paralegal/Legal Assistant III	30.68	
30364 - Paralegal/Legal Assistant IV	37.12	

30375 - Petroleum Supply Specialist		31.41
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		31.41
30461 - Technical Writer I		25.69
30462 - Technical Writer II		31.42
30463 - Technical Writer III		38.01
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		28.44
30502 - Weather Forecaster II		34.59
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		14.95
31030 - Bus Driver		21.81
31043 - Driver Courier		17.15
31260 - Parking and Lot Attendant		10.91
31290 - Shuttle Bus Driver		18.53
31310 - Taxi Driver		13.24
31361 - Truckdriver, Light		18.75
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		23.34
31364 - Truckdriver, Tractor-Trailer		23.34
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		11.14
99050 - Desk Clerk		11.75
99095 - Embalmer		24.25
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		13.18
99252 - Laboratory Animal Caretaker II		14.42
99260 - Marketing Analyst		37.40
99310 - Mortician		26.46
99410 - Pest Controller		23.95
99510 - Photofinishing Worker		14.64
99710 - Recycling Laborer		20.02
99711 - Recycling Specialist		24.59
99730 - Refuse Collector		17.69
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		11.54
99830 - Survey Party Chief		29.08
99831 - Surveying Aide		16.87
99832 - Surveying Technician		21.23
99840 - Vending Machine Attendant		15.15
99841 - Vending Machine Repairer		18.89
99842 - Vending Machine Repairer Helper		15.15

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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



following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5233  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.94
01012 - Accounting Clerk II		19.03
01013 - Accounting Clerk III		21.28
01020 - Administrative Assistant		31.14
01035 - Court Reporter		29.01
01041 - Customer Service Representative I		14.38
01042 - Customer Service Representative II		16.17
01043 - Customer Service Representative III		17.64
01051 - Data Entry Operator I		15.20
01052 - Data Entry Operator II		16.59
01060 - Dispatcher, Motor Vehicle		19.42
01070 - Document Preparation Clerk		16.79
01090 - Duplicating Machine Operator		16.79
01111 - General Clerk I		15.32
01112 - General Clerk II		16.72
01113 - General Clerk III		18.78
01120 - Housing Referral Assistant		23.07

01141 - Messenger Courier	14.48
01191 - Order Clerk I	18.00
01192 - Order Clerk II	19.90
01261 - Personnel Assistant (Employment) I	17.62
01262 - Personnel Assistant (Employment) II	19.72
01263 - Personnel Assistant (Employment) III	21.97
01270 - Production Control Clerk	23.68
01290 - Rental Clerk	15.65
01300 - Scheduler, Maintenance	18.51
01311 - Secretary I	18.51
01312 - Secretary II	20.70
01313 - Secretary III	23.07
01320 - Service Order Dispatcher	17.36
01410 - Supply Technician	31.14
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	14.08
01531 - Travel Clerk I	15.24
01532 - Travel Clerk II	16.46
01533 - Travel Clerk III	17.59
01611 - Word Processor I	16.54
01612 - Word Processor II	18.58
01613 - Word Processor III	20.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.82
07041 - Cook I	12.08
07042 - Cook II	14.02
07070 - Dishwasher	10.73
07130 - Food Service Worker	11.78
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	12.27
11060 - Elevator Operator	11.73
11090 - Gardener	19.17
11122 - Housekeeping Aide	11.73
11150 - Janitor	11.73
11210 - Laborer, Grounds Maintenance	14.42
11240 - Maid or Houseman	10.99
11260 - Pruner	12.87
11270 - Tractor Operator	17.59
11330 - Trail Maintenance Worker	14.42
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	17.88
12011 - Breath Alcohol Technician	21.16
12012 - Certified Occupational Therapist Assistant	36.69
12015 - Certified Physical Therapist Assistant	35.61
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	37.43
12030 - EKG Technician	26.09
12035 - Electroneurodiagnostic Technologist	26.09
12040 - Emergency Medical Technician	17.88
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	16.57
12130 - Medical Laboratory Technician	25.95
12160 - Medical Record Clerk	18.41
12190 - Medical Record Technician	20.60
12195 - Medical Transcriptionist	20.81
12210 - Nuclear Medicine Technologist	39.75
12221 - Nursing Assistant I	13.71
12222 - Nursing Assistant II	15.41
12223 - Nursing Assistant III	16.81
12224 - Nursing Assistant IV	18.88
12235 - Optical Dispenser	18.31
12236 - Optical Technician	16.82
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	17.46
12305 - Radiologic Technologist	31.62
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)	26.21
12320 - Substance Abuse Treatment Counselor	25.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.02
13012 - Exhibits Specialist II	27.28
13013 - Exhibits Specialist III	33.37
13041 - Illustrator I	23.50
13042 - Illustrator II	29.11
13043 - Illustrator III	35.61

13047 - Librarian	29.97	
13050 - Library Aide/Clerk	13.23	
13054 - Library Information Technology Systems Administrator		27.06
13058 - Library Technician	16.48	
13061 - Media Specialist I	19.54	
13062 - Media Specialist II	21.84	
13063 - Media Specialist III	24.35	
13071 - Photographer I	18.96	
13072 - Photographer II	21.20	
13073 - Photographer III	26.27	
13074 - Photographer IV	32.13	
13075 - Photographer V	38.87	
13090 - Technical Order Library Clerk		16.62
13110 - Video Teleconference Technician		21.82
14000 - Information Technology Occupations		
14041 - Computer Operator I	20.35	
14042 - Computer Operator II	22.78	
14043 - Computer Operator III	25.39	
14044 - Computer Operator IV	28.21	
14045 - Computer Operator V	31.25	
14071 - Computer Programmer I	(see 1)	27.71
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		20.35
14160 - Personal Computer Support Technician		28.21
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	34.80	
15070 - Flight Instructor (Pilot)	55.59	
15080 - Graphic Artist	26.72	
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	10.88	
16030 - Counter Attendant	10.88	
16040 - Dry Cleaner	13.96	
16070 - Finisher, Flatwork, Machine		10.88
16090 - Presser, Hand	10.88	
16110 - Presser, Machine, Drycleaning		10.88
16130 - Presser, Machine, Shirts		10.88

16160 - Presser, Machine, Wearing Apparel, Laundry	10.88
16190 - Sewing Machine Operator	14.76
16220 - Tailor	15.89
16250 - Washer, Machine	11.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.16
19040 - Tool And Die Maker	27.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.42
21030 - Material Coordinator	23.68
21040 - Material Expediter	23.68
21050 - Material Handling Laborer	14.40
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	18.42
21110 - Shipping Packer	17.42
21130 - Shipping/Receiving Clerk	17.42
21140 - Store Worker I	13.31
21150 - Stock Clerk	18.82
21210 - Tools And Parts Attendant	18.42
21410 - Warehouse Specialist	18.42
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.35
23019 - Aircraft Logs and Records Technician	27.09
23021 - Aircraft Mechanic I	32.91
23022 - Aircraft Mechanic II	34.35
23023 - Aircraft Mechanic III	35.83
23040 - Aircraft Mechanic Helper	23.00
23050 - Aircraft, Painter	31.11
23060 - Aircraft Servicer	27.09
23070 - Aircraft Survival Flight Equipment Technician	31.11
23080 - Aircraft Worker	29.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.91
23110 - Appliance Mechanic	21.10
23120 - Bicycle Repairer	19.72
23125 - Cable Splicer	29.54
23130 - Carpenter, Maintenance	21.65
23140 - Carpet Layer	20.97
23160 - Electrician, Maintenance	27.52
23181 - Electronics Technician Maintenance I	26.60
23182 - Electronics Technician Maintenance II	28.45
23183 - Electronics Technician Maintenance III	30.10
23260 - Fabric Worker	21.55
23290 - Fire Alarm System Mechanic	24.70
23310 - Fire Extinguisher Repairer	19.94
23311 - Fuel Distribution System Mechanic	21.14
23312 - Fuel Distribution System Operator	16.99
23370 - General Maintenance Worker	20.12
23380 - Ground Support Equipment Mechanic	32.91
23381 - Ground Support Equipment Servicer	27.09
23382 - Ground Support Equipment Worker	29.10
23391 - Gunsmith I	19.94



23392 - Gunsmith II	23.14	
23393 - Gunsmith III	26.18	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.94
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		26.03
23430 - Heavy Equipment Mechanic		24.73
23440 - Heavy Equipment Operator		22.81
23460 - Instrument Mechanic	32.06	
23465 - Laboratory/Shelter Mechanic		24.75
23470 - Laborer	14.40	
23510 - Locksmith	23.53	
23530 - Machinery Maintenance Mechanic		30.27
23550 - Machinist, Maintenance	24.02	
23580 - Maintenance Trades Helper		14.94
23591 - Metrology Technician I	32.06	
23592 - Metrology Technician II	33.46	
23593 - Metrology Technician III	34.90	
23640 - Millwright	26.77	
23710 - Office Appliance Repairer		18.99
23760 - Painter, Maintenance	18.99	
23790 - Pipefitter, Maintenance	28.71	
23810 - Plumber, Maintenance	27.14	
23820 - Pneudraulic Systems Mechanic		26.18
23850 - Rigger	25.11	
23870 - Scale Mechanic	23.14	
23890 - Sheet-Metal Worker, Maintenance		22.06
23910 - Small Engine Mechanic	20.14	
23931 - Telecommunications Mechanic I		28.09
23932 - Telecommunications Mechanic II		29.33
23950 - Telephone Lineman	37.37	
23960 - Welder, Combination, Maintenance		23.29
23965 - Well Driller	26.18	
23970 - Woodcraft Worker	26.18	
23980 - Woodworker	19.94	
24000 - Personal Needs Occupations		
24550 - Case Manager	18.52	
24570 - Child Care Attendant	10.68	
24580 - Child Care Center Clerk	13.48	
24610 - Chore Aide	9.75	
24620 - Family Readiness And Support Services Coordinator		18.52
24630 - Homemaker	18.52	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.20	
25040 - Sewage Plant Operator	21.34	
25070 - Stationary Engineer	22.20	
25190 - Ventilation Equipment Tender	14.81	
25210 - Water Treatment Plant Operator	21.34	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	20.96	
27007 - Baggage Inspector	13.57	
27008 - Corrections Officer	21.34	
27010 - Court Security Officer	23.95	

27030 - Detection Dog Handler	17.90	
27040 - Detention Officer	21.34	
27070 - Firefighter	26.57	
27101 - Guard I	13.57	
27102 - Guard II	17.90	
27131 - Police Officer I	28.75	
27132 - Police Officer II	31.94	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.02	
28042 - Carnival Equipment Repairer	14.19	
28043 - Carnival Worker	9.53	
28210 - Gate Attendant/Gate Tender	14.59	
28310 - Lifeguard	12.38	
28350 - Park Attendant (Aide)	16.33	
28510 - Recreation Aide/Health Facility Attendant	11.92	
28515 - Recreation Specialist	20.23	
28630 - Sports Official	13.01	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	28.56	
29020 - Hatch Tender	28.56	
29030 - Line Handler	28.56	
29041 - Stevedore I	26.59	
29042 - Stevedore II	30.55	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
30021 - Archeological Technician I	21.56	
30022 - Archeological Technician II	25.47	
30023 - Archeological Technician III	30.62	
30030 - Cartographic Technician	30.62	
30040 - Civil Engineering Technician	30.03	
30051 - Cryogenic Technician I	28.13	
30052 - Cryogenic Technician II	31.07	
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	25.40	
30210 - Laboratory Technician	30.91	
30221 - Latent Fingerprint Technician I	28.86	
30222 - Latent Fingerprint Technician II	31.88	
30240 - Mathematical Technician	40.76	
30361 - Paralegal/Legal Assistant I	23.05	
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	31.07	
30390 - Photo-Optics Technician	30.62	
30395 - Radiation Control Technician	31.07	
30461 - Technical Writer I	26.27	
30462 - Technical Writer II	32.12	
30463 - Technical Writer III	38.86	
30491 - Unexploded Ordnance (UXO) Technician I		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I	29.63	
30502 - Weather Forecaster II	36.05	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	27.56
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.62	
31020 - Bus Aide	14.91	
31030 - Bus Driver	21.42	
31043 - Driver Courier	16.44	
31260 - Parking and Lot Attendant	12.06	
31290 - Shuttle Bus Driver	17.28	
31310 - Taxi Driver	13.64	
31361 - Truckdriver, Light	17.92	
31362 - Truckdriver, Medium	19.37	
31363 - Truckdriver, Heavy	22.47	
31364 - Truckdriver, Tractor-Trailer	22.47	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.37	
99030 - Cashier	11.36	
99050 - Desk Clerk	11.72	
99095 - Embalmer	34.72	
99130 - Flight Follower	29.44	
99251 - Laboratory Animal Caretaker I		12.49
99252 - Laboratory Animal Caretaker II		13.61
99260 - Marketing Analyst	35.05	
99310 - Mortician	41.99	
99410 - Pest Controller	19.88	
99510 - Photofinishing Worker	16.80	
99710 - Recycling Laborer	18.73	
99711 - Recycling Specialist	22.84	
99730 - Refuse Collector	16.72	
99810 - Sales Clerk	12.66	
99820 - School Crossing Guard	14.04	
99830 - Survey Party Chief	25.50	
99831 - Surveying Aide	17.45	
99832 - Surveying Technician	22.05	
99840 - Vending Machine Attendant	12.81	
99841 - Vending Machine Repairer	16.20	
99842 - Vending Machine Repairer Helper	12.81	

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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



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

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

Wage Determination No.: 2015-5235  
 Daniel W. Simms | Division of | Revision No.: 15  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Lampasas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.95
01012 - Accounting Clerk II		15.66
01013 - Accounting Clerk III		17.52
01020 - Administrative Assistant		23.30
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		12.55
01042 - Customer Service Representative II		14.10
01043 - Customer Service Representative III		15.39
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		19.41
01070 - Document Preparation Clerk		15.75
01090 - Duplicating Machine Operator		15.75
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		13.88

01191 - Order Clerk I	13.72
01192 - Order Clerk II	14.96
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	20.96
01290 - Rental Clerk	14.07
01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	16.56
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	12.75
01531 - Travel Clerk I	12.54
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.27
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.58
05010 - Automotive Electrician	19.73
05040 - Automotive Glass Installer	19.21
05070 - Automotive Worker	18.61
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	21.02
05160 - Motor Equipment Metal Worker	18.61
05190 - Motor Vehicle Mechanic	21.02
05220 - Motor Vehicle Mechanic Helper	15.10
05250 - Motor Vehicle Upholstery Worker	17.35
05280 - Motor Vehicle Wrecker	18.61
05310 - Painter, Automotive	19.73
05340 - Radiator Repair Specialist	18.61
05370 - Tire Repairer	13.48
05400 - Transmission Repair Specialist	21.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.63
07041 - Cook I	10.76
07042 - Cook II	12.49
07070 - Dishwasher	9.29
07130 - Food Service Worker	11.38
07210 - Meat Cutter	19.61
07260 - Waiter/Waitress	9.15
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	11.36

11060 - Elevator Operator	12.33
11090 - Gardener	18.67
11122 - Housekeeping Aide	12.33
11150 - Janitor	12.33
11210 - Laborer, Grounds Maintenance	14.11
11240 - Maid or Houseman	10.81
11260 - Pruner	12.50
11270 - Tractor Operator	17.16
11330 - Trail Maintenance Worker	14.11
11360 - Window Cleaner	13.92
12000 - Health Occupations	
12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	20.54
12012 - Certified Occupational Therapist Assistant	31.40
12015 - Certified Physical Therapist Assistant	32.04
12020 - Dental Assistant	19.51
12025 - Dental Hygienist	41.16
12030 - EKG Technician	27.82
12035 - Electroneurodiagnostic Technologist	27.82
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	18.37
12072 - Licensed Practical Nurse II	20.54
12073 - Licensed Practical Nurse III	22.89
12100 - Medical Assistant	15.42
12130 - Medical Laboratory Technician	24.95
12160 - Medical Record Clerk	19.84
12190 - Medical Record Technician	22.18
12195 - Medical Transcriptionist	18.37
12210 - Nuclear Medicine Technologist	45.13
12221 - Nursing Assistant I	11.09
12222 - Nursing Assistant II	12.47
12223 - Nursing Assistant III	13.61
12224 - Nursing Assistant IV	15.27
12235 - Optical Dispenser	14.80
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	18.40
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	28.73
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II, Specialist	28.49
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III, Anesthetist	34.47
12316 - Registered Nurse IV	41.31
12317 - Scheduler (Drug and Alcohol Testing)	25.44
12320 - Substance Abuse Treatment Counselor	20.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	28.66
13047 - Librarian	25.95

13050 - Library Aide/Clerk	13.01	
13054 - Library Information Technology Systems Administrator		23.43
13058 - Library Technician	16.88	
13061 - Media Specialist I	16.90	
13062 - Media Specialist II	18.92	
13063 - Media Specialist III	21.09	
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		17.63
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)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist	33.26	
15070 - Flight Instructor (Pilot)	44.67	
15080 - Graphic Artist	22.13	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.93
15086 - Maintenance Test Pilot, Rotary Wing		41.93
15088 - Non-Maintenance Test/Co-Pilot		41.93
15090 - Technical Instructor	24.13	
15095 - Technical Instructor/Course Developer		29.51
15110 - Test Proctor	19.48	
15120 - Tutor	19.48	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.51	
16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	11.62	
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts	9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.36	
16220 - Tailor	13.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.33
19040 - Tool And Die Maker	26.32	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.29	
21030 - Material Coordinator	20.95	
21040 - Material Expediter	20.95	
21050 - Material Handling Laborer	13.91	
21071 - Order Filler	14.10	
21080 - Production Line Worker (Food Processing)		17.29
21110 - Shipping Packer	17.67	
21130 - Shipping/Receiving Clerk	17.67	
21140 - Store Worker I	10.87	
21150 - Stock Clerk	15.26	
21210 - Tools And Parts Attendant	17.29	
21410 - Warehouse Specialist	17.29	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.14	
23019 - Aircraft Logs and Records Technician		23.16
23021 - Aircraft Mechanic I	28.35	
23022 - Aircraft Mechanic II	30.14	
23023 - Aircraft Mechanic III	31.96	
23040 - Aircraft Mechanic Helper	19.72	
23050 - Aircraft, Painter	26.61	
23060 - Aircraft Servicer	23.16	
23070 - Aircraft Survival Flight Equipment Technician		26.61
23080 - Aircraft Worker	24.90	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.35
23110 - Appliance Mechanic	20.72	
23120 - Bicycle Repairer	16.69	
23125 - Cable Splicer	24.53	
23130 - Carpenter, Maintenance	21.27	
23140 - Carpet Layer	19.38	
23160 - Electrician, Maintenance	23.00	
23181 - Electronics Technician Maintenance I		22.49
23182 - Electronics Technician Maintenance II		24.04
23183 - Electronics Technician Maintenance III		25.61
23260 - Fabric Worker	18.02	
23290 - Fire Alarm System Mechanic	23.38	
23310 - Fire Extinguisher Repairer	16.69	
23311 - Fuel Distribution System Mechanic	22.37	
23312 - Fuel Distribution System Operator	16.92	
23370 - General Maintenance Worker	16.81	
23380 - Ground Support Equipment Mechanic		28.35
23381 - Ground Support Equipment Servicer		23.16
23382 - Ground Support Equipment Worker		24.90
23391 - Gunsmith I	16.69	
23392 - Gunsmith II	19.38	

23393 - Gunsmith III	22.07	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		19.55
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.27
23430 - Heavy Equipment Mechanic		24.30
23440 - Heavy Equipment Operator		18.24
23460 - Instrument Mechanic	22.07	
23465 - Laboratory/Shelter Mechanic		20.72
23470 - Laborer	13.91	
23510 - Locksmith	20.72	
23530 - Machinery Maintenance Mechanic		22.92
23550 - Machinist, Maintenance		19.84
23580 - Maintenance Trades Helper		14.34
23591 - Metrology Technician I		22.07
23592 - Metrology Technician II		23.45
23593 - Metrology Technician III		24.88
23640 - Millwright	22.96	
23710 - Office Appliance Repairer		19.92
23760 - Painter, Maintenance		16.93
23790 - Pipefitter, Maintenance		23.74
23810 - Plumber, Maintenance		22.44
23820 - Pneudraulic Systems Mechanic		22.07
23850 - Rigger	22.07	
23870 - Scale Mechanic		19.38
23890 - Sheet-Metal Worker, Maintenance		19.96
23910 - Small Engine Mechanic		19.38
23931 - Telecommunications Mechanic I		26.49
23932 - Telecommunications Mechanic II		27.82
23950 - Telephone Lineman		30.38
23960 - Welder, Combination, Maintenance		19.90
23965 - Well Driller	22.07	
23970 - Woodcraft Worker		22.07
23980 - Woodworker		16.69
24000 - Personal Needs Occupations		
24550 - Case Manager		18.54
24570 - Child Care Attendant		9.71
24580 - Child Care Center Clerk		12.11
24610 - Chore Aide		9.40
24620 - Family Readiness And Support Services Coordinator		18.54
24630 - Homemaker		18.54
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.07	
25040 - Sewage Plant Operator		16.90
25070 - Stationary Engineer		22.07
25190 - Ventilation Equipment Tender		15.87
25210 - Water Treatment Plant Operator		16.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.67
27007 - Baggage Inspector		15.66
27008 - Corrections Officer		20.67
27010 - Court Security Officer		21.32
27030 - Detection Dog Handler		17.52

27040 - Detention Officer	20.67	
27070 - Firefighter	23.33	
27101 - Guard I	15.66	
27102 - Guard II	17.52	
27131 - Police Officer I	25.06	
27132 - Police Officer II	27.85	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.99	
28042 - Carnival Equipment Repairer	15.22	
28043 - Carnival Worker	10.19	
28210 - Gate Attendant/Gate Tender	12.82	
28310 - Lifeguard	11.01	
28350 - Park Attendant (Aide)	14.34	
28510 - Recreation Aide/Health Facility Attendant	10.46	
28515 - Recreation Specialist	17.76	
28630 - Sports Official	11.41	
28690 - Swimming Pool Operator	17.67	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	19.38	
29020 - Hatch Tender	19.38	
29030 - Line Handler	19.38	
29041 - Stevedore I	18.02	
29042 - Stevedore II	20.72	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	20.39	
30022 - Archeological Technician II	22.81	
30023 - Archeological Technician III	28.27	
30030 - Cartographic Technician	28.27	
30040 - Civil Engineering Technician	25.78	
30051 - Cryogenic Technician I	27.23	
30052 - Cryogenic Technician II	30.07	
30061 - Drafter/CAD Operator I	18.92	
30062 - Drafter/CAD Operator II	21.16	
30063 - Drafter/CAD Operator III	23.60	
30064 - Drafter/CAD Operator IV	28.80	
30081 - Engineering Technician I	15.31	
30082 - Engineering Technician II	17.18	
30083 - Engineering Technician III	19.23	
30084 - Engineering Technician IV	23.82	
30085 - Engineering Technician V	29.13	
30086 - Engineering Technician VI	35.25	
30090 - Environmental Technician	24.59	
30095 - Evidence Control Specialist	24.59	
30210 - Laboratory Technician	22.13	
30221 - Latent Fingerprint Technician I	27.23	
30222 - Latent Fingerprint Technician II	30.07	
30240 - Mathematical Technician	28.83	
30361 - Paralegal/Legal Assistant I	20.07	
30362 - Paralegal/Legal Assistant II	24.87	
30363 - Paralegal/Legal Assistant III	30.42	
30364 - Paralegal/Legal Assistant IV	36.80	



30375 - Petroleum Supply Specialist		30.07
30390 - Photo-Optics Technician		26.21
30395 - Radiation Control Technician		30.07
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.39
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		28.80
30502 - Weather Forecaster II		35.04
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.60
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.38
31030 - Bus Driver		19.10
31043 - Driver Courier		15.91
31260 - Parking and Lot Attendant		11.80
31290 - Shuttle Bus Driver		15.62
31310 - Taxi Driver		12.38
31361 - Truckdriver, Light		17.18
31362 - Truckdriver, Medium		18.40
31363 - Truckdriver, Heavy		20.53
31364 - Truckdriver, Tractor-Trailer		20.53
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		11.15
99050 - Desk Clerk		10.38
99095 - Embalmer		27.05
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		11.66
99252 - Laboratory Animal Caretaker II		12.82
99260 - Marketing Analyst		33.10
99310 - Mortician		27.05
99410 - Pest Controller		21.48
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		18.82
99711 - Recycling Specialist		22.88
99730 - Refuse Collector		16.67
99810 - Sales Clerk		11.50
99820 - School Crossing Guard		11.06
99830 - Survey Party Chief		24.15
99831 - Surveying Aide		16.59
99832 - Surveying Technician		21.24
99840 - Vending Machine Attendant		16.72
99841 - Vending Machine Repairer		20.76
99842 - Vending Machine Repairer Helper		16.72

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5237  
Daniel W. Simms | Division of | Revision No.: 15  
Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Bell, Coryell

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	13.95	
01012 - Accounting Clerk II	15.66	
01013 - Accounting Clerk III	17.52	
01020 - Administrative Assistant	23.30	
01035 - Court Reporter	15.76	
01041 - Customer Service Representative I	12.55	
01042 - Customer Service Representative II	14.10	
01043 - Customer Service Representative III	15.39	
01051 - Data Entry Operator I	12.63	
01052 - Data Entry Operator II	13.78	
01060 - Dispatcher, Motor Vehicle	17.58	
01070 - Document Preparation Clerk	14.80	
01090 - Duplicating Machine Operator	14.80	
01111 - General Clerk I	13.17	
01112 - General Clerk II	14.37	
01113 - General Clerk III	16.13	
01120 - Housing Referral Assistant	17.56	
01141 - Messenger Courier	13.88	



01191 - Order Clerk I	13.72
01192 - Order Clerk II	14.96
01261 - Personnel Assistant (Employment) I	16.47
01262 - Personnel Assistant (Employment) II	18.42
01263 - Personnel Assistant (Employment) III	20.53
01270 - Production Control Clerk	20.95
01290 - Rental Clerk	12.41
01300 - Scheduler, Maintenance	14.09
01311 - Secretary I	14.09
01312 - Secretary II	15.76
01313 - Secretary III	17.56
01320 - Service Order Dispatcher	15.32
01410 - Supply Technician	23.30
01420 - Survey Worker	15.00
01460 - Switchboard Operator/Receptionist	11.73
01531 - Travel Clerk I	12.54
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.27
01611 - Word Processor I	12.55
01612 - Word Processor II	14.09
01613 - Word Processor III	15.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.58
05010 - Automotive Electrician	19.73
05040 - Automotive Glass Installer	18.46
05070 - Automotive Worker	18.46
05110 - Mobile Equipment Servicer	15.91
05130 - Motor Equipment Metal Mechanic	21.02
05160 - Motor Equipment Metal Worker	18.46
05190 - Motor Vehicle Mechanic	21.02
05220 - Motor Vehicle Mechanic Helper	14.62
05250 - Motor Vehicle Upholstery Worker	17.17
05280 - Motor Vehicle Wrecker	18.46
05310 - Painter, Automotive	19.73
05340 - Radiator Repair Specialist	18.46
05370 - Tire Repairer	13.48
05400 - Transmission Repair Specialist	21.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.63
07041 - Cook I	10.76
07042 - Cook II	12.49
07070 - Dishwasher	9.29
07130 - Food Service Worker	11.38
07210 - Meat Cutter	19.61
07260 - Waiter/Waitress	9.15
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	11.36

11060 - Elevator Operator	12.33
11090 - Gardener	18.67
11122 - Housekeeping Aide	12.33
11150 - Janitor	12.33
11210 - Laborer, Grounds Maintenance	14.11
11240 - Maid or Houseman	10.81
11260 - Pruner	12.50
11270 - Tractor Operator	17.16
11330 - Trail Maintenance Worker	14.11
11360 - Window Cleaner	13.92
12000 - Health Occupations	
12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	20.54
12012 - Certified Occupational Therapist Assistant	31.40
12015 - Certified Physical Therapist Assistant	34.22
12020 - Dental Assistant	19.51
12025 - Dental Hygienist	35.79
12030 - EKG Technician	28.29
12035 - Electroneurodiagnostic Technologist	28.29
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	18.37
12072 - Licensed Practical Nurse II	20.54
12073 - Licensed Practical Nurse III	22.89
12100 - Medical Assistant	15.42
12130 - Medical Laboratory Technician	24.95
12160 - Medical Record Clerk	19.84
12190 - Medical Record Technician	22.18
12195 - Medical Transcriptionist	18.37
12210 - Nuclear Medicine Technologist	45.13
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.44
12223 - Nursing Assistant III	14.71
12224 - Nursing Assistant IV	16.47
12235 - Optical Dispenser	14.80
12236 - Optical Technician	18.37
12250 - Pharmacy Technician	18.40
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	28.73
12311 - Registered Nurse I	23.01
12312 - Registered Nurse II	28.15
12313 - Registered Nurse II, Specialist	28.15
12314 - Registered Nurse III	34.06
12315 - Registered Nurse III, Anesthetist	34.06
12316 - Registered Nurse IV	40.82
12317 - Scheduler (Drug and Alcohol Testing)	25.44
12320 - Substance Abuse Treatment Counselor	20.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.92
13012 - Exhibits Specialist II	23.43
13013 - Exhibits Specialist III	28.66
13041 - Illustrator I	18.92
13042 - Illustrator II	23.43
13043 - Illustrator III	28.66
13047 - Librarian	25.95

13050 - Library Aide/Clerk	11.97	
13054 - Library Information Technology Systems Administrator		23.43
13058 - Library Technician	15.66	
13061 - Media Specialist I	16.90	
13062 - Media Specialist II	18.92	
13063 - Media Specialist III	21.09	
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		17.14
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)		28.91
15020 - Aircrew Training Devices Instructor (Rated)		34.98
15030 - Air Crew Training Devices Instructor (Pilot)		41.93
15050 - Computer Based Training Specialist / Instructor		28.91
15060 - Educational Technologist	29.30	
15070 - Flight Instructor (Pilot)	41.93	
15080 - Graphic Artist	20.12	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.93
15086 - Maintenance Test Pilot, Rotary Wing		41.93
15088 - Non-Maintenance Test/Co-Pilot		41.93
15090 - Technical Instructor	24.13	
15095 - Technical Instructor/Course Developer		29.51
15110 - Test Proctor	19.48	
15120 - Tutor	19.48	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.51	
16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	11.62	
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts	9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.36	
16220 - Tailor	13.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.72
19040 - Tool And Die Maker	26.32	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.29	
21030 - Material Coordinator	20.95	
21040 - Material Expediter	20.95	
21050 - Material Handling Laborer	13.91	
21071 - Order Filler	14.10	
21080 - Production Line Worker (Food Processing)		17.29
21110 - Shipping Packer	17.67	
21130 - Shipping/Receiving Clerk	17.67	
21140 - Store Worker I	10.68	
21150 - Stock Clerk	15.26	
21210 - Tools And Parts Attendant	17.29	
21410 - Warehouse Specialist	17.29	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.14	
23019 - Aircraft Logs and Records Technician		23.16
23021 - Aircraft Mechanic I	28.35	
23022 - Aircraft Mechanic II	30.14	
23023 - Aircraft Mechanic III	31.96	
23040 - Aircraft Mechanic Helper	19.72	
23050 - Aircraft, Painter	26.61	
23060 - Aircraft Servicer	23.16	
23070 - Aircraft Survival Flight Equipment Technician		26.61
23080 - Aircraft Worker	24.90	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.35
23110 - Appliance Mechanic	20.72	
23120 - Bicycle Repairer	16.69	
23125 - Cable Splicer	25.59	
23130 - Carpenter, Maintenance	21.27	
23140 - Carpet Layer	19.38	
23160 - Electrician, Maintenance	23.00	
23181 - Electronics Technician Maintenance I	22.49	
23182 - Electronics Technician Maintenance II	24.04	
23183 - Electronics Technician Maintenance III	25.61	
23260 - Fabric Worker	18.02	
23290 - Fire Alarm System Mechanic	23.38	
23310 - Fire Extinguisher Repairer	16.69	
23311 - Fuel Distribution System Mechanic	22.37	
23312 - Fuel Distribution System Operator	16.92	
23370 - General Maintenance Worker	17.52	
23380 - Ground Support Equipment Mechanic	28.35	
23381 - Ground Support Equipment Servicer	23.16	
23382 - Ground Support Equipment Worker	24.90	
23391 - Gunsmith I	16.69	
23392 - Gunsmith II	19.38	

23393 - Gunsmith III	22.07	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		17.77
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		18.89
23430 - Heavy Equipment Mechanic		24.30
23440 - Heavy Equipment Operator		18.24
23460 - Instrument Mechanic	22.07	
23465 - Laboratory/Shelter Mechanic		20.72
23470 - Laborer	13.91	
23510 - Locksmith	20.72	
23530 - Machinery Maintenance Mechanic		22.91
23550 - Machinist, Maintenance		19.34
23580 - Maintenance Trades Helper		14.36
23591 - Metrology Technician I		22.07
23592 - Metrology Technician II		23.45
23593 - Metrology Technician III		24.88
23640 - Millwright	22.96	
23710 - Office Appliance Repairer		19.92
23760 - Painter, Maintenance		17.15
23790 - Pipefitter, Maintenance		23.42
23810 - Plumber, Maintenance		21.99
23820 - Pneudraulic Systems Mechanic		22.07
23850 - Rigger	22.07	
23870 - Scale Mechanic		19.38
23890 - Sheet-Metal Worker, Maintenance		19.96
23910 - Small Engine Mechanic		19.38
23931 - Telecommunications Mechanic I		26.82
23932 - Telecommunications Mechanic II		32.26
23950 - Telephone Lineman		30.38
23960 - Welder, Combination, Maintenance		19.90
23965 - Well Driller	22.07	
23970 - Woodcraft Worker		22.07
23980 - Woodworker		16.69
24000 - Personal Needs Occupations		
24550 - Case Manager		18.54
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		11.84
24610 - Chore Aide		9.40
24620 - Family Readiness And Support Services Coordinator		18.54
24630 - Homemaker		18.54
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.07	
25040 - Sewage Plant Operator		16.90
25070 - Stationary Engineer		22.07
25190 - Ventilation Equipment Tender		15.34
25210 - Water Treatment Plant Operator		16.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.67
27007 - Baggage Inspector		15.66
27008 - Corrections Officer		20.67
27010 - Court Security Officer		21.32
27030 - Detection Dog Handler		17.52

27040 - Detention Officer	20.67	
27070 - Firefighter	23.33	
27101 - Guard I	15.66	
27102 - Guard II	17.52	
27131 - Police Officer I	25.06	
27132 - Police Officer II	27.85	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.99	
28042 - Carnival Equipment Repairer	15.22	
28043 - Carnival Worker	10.19	
28210 - Gate Attendant/Gate Tender	12.82	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.34	
28510 - Recreation Aide/Health Facility Attendant	10.46	
28515 - Recreation Specialist	17.76	
28630 - Sports Official	11.41	
28690 - Swimming Pool Operator	17.67	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	19.38	
29020 - Hatch Tender	19.38	
29030 - Line Handler	19.38	
29041 - Stevedore I	18.02	
29042 - Stevedore II	20.72	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	17.74	
30022 - Archeological Technician II	19.85	
30023 - Archeological Technician III	24.59	
30030 - Cartographic Technician	24.59	
30040 - Civil Engineering Technician	21.12	
30051 - Cryogenic Technician I	27.23	
30052 - Cryogenic Technician II	30.07	
30061 - Drafter/CAD Operator I	17.74	
30062 - Drafter/CAD Operator II	19.85	
30063 - Drafter/CAD Operator III	22.13	
30064 - Drafter/CAD Operator IV	27.23	
30081 - Engineering Technician I	14.99	
30082 - Engineering Technician II	18.07	
30083 - Engineering Technician III	20.24	
30084 - Engineering Technician IV	26.53	
30085 - Engineering Technician V	31.84	
30086 - Engineering Technician VI	36.70	
30090 - Environmental Technician	23.72	
30095 - Evidence Control Specialist	24.59	
30210 - Laboratory Technician	22.13	
30221 - Latent Fingerprint Technician I	27.23	
30222 - Latent Fingerprint Technician II	30.07	
30240 - Mathematical Technician	27.05	
30361 - Paralegal/Legal Assistant I	19.56	
30362 - Paralegal/Legal Assistant II	24.23	
30363 - Paralegal/Legal Assistant III	29.63	
30364 - Paralegal/Legal Assistant IV	35.86	

30375 - Petroleum Supply Specialist		30.07
30390 - Photo-Optics Technician		24.59
30395 - Radiation Control Technician		30.07
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.39
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.23
30502 - Weather Forecaster II		33.12
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.13
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.38
31030 - Bus Driver		19.10
31043 - Driver Courier		14.34
31260 - Parking and Lot Attendant		11.80
31290 - Shuttle Bus Driver		13.82
31310 - Taxi Driver		12.38
31361 - Truckdriver, Light		15.20
31362 - Truckdriver, Medium		18.69
31363 - Truckdriver, Heavy		20.53
31364 - Truckdriver, Tractor-Trailer		20.53
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		11.15
99050 - Desk Clerk		10.38
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		11.66
99252 - Laboratory Animal Caretaker II		12.68
99260 - Marketing Analyst		33.10
99310 - Mortician		25.60
99410 - Pest Controller		20.53
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		18.82
99711 - Recycling Specialist		22.88
99730 - Refuse Collector		16.67
99810 - Sales Clerk		11.45
99820 - School Crossing Guard		10.64
99830 - Survey Party Chief		24.83
99831 - Surveying Aide		15.51
99832 - Surveying Technician		21.24
99840 - Vending Machine Attendant		16.72
99841 - Vending Machine Repairer		21.12
99842 - Vending Machine Repairer Helper		16.72

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms 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 | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5239  
Daniel W. Simms | Division of | Revision No.: 15  
Director | Wage Determinations | Date Of Last Revision: 06/09/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Webb

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.09	
01012 - Accounting Clerk II	15.83	
01013 - Accounting Clerk III	17.70	
01020 - Administrative Assistant	23.15	
01035 - Court Reporter	16.28	
01041 - Customer Service Representative I	12.17	
01042 - Customer Service Representative II	13.67	
01043 - Customer Service Representative III	14.94	
01051 - Data Entry Operator I	11.10	
01052 - Data Entry Operator II	12.11	
01060 - Dispatcher, Motor Vehicle	18.04	
01070 - Document Preparation Clerk	12.73	
01090 - Duplicating Machine Operator	12.73	
01111 - General Clerk I	12.08	
01112 - General Clerk II	13.18	
01113 - General Clerk III	14.79	
01120 - Housing Referral Assistant	18.15	
01141 - Messenger Courier	11.95	

01191 - Order Clerk I	12.09	
01192 - Order Clerk II	13.19	
01261 - Personnel Assistant (Employment) I		15.38
01262 - Personnel Assistant (Employment) II		17.20
01263 - Personnel Assistant (Employment) III		19.17
01270 - Production Control Clerk	16.56	
01290 - Rental Clerk	13.99	
01300 - Scheduler, Maintenance	14.55	
01311 - Secretary I	14.55	
01312 - Secretary II	16.28	
01313 - Secretary III	18.15	
01320 - Service Order Dispatcher	16.13	
01410 - Supply Technician	23.15	
01420 - Survey Worker	15.77	
01460 - Switchboard Operator/Receptionist		11.42
01531 - Travel Clerk I	12.25	
01532 - Travel Clerk II	13.47	
01533 - Travel Clerk III	14.43	
01611 - Word Processor I	12.24	
01612 - Word Processor II	14.55	
01613 - Word Processor III	16.28	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.10
05010 - Automotive Electrician	16.77	
05040 - Automotive Glass Installer	15.66	
05070 - Automotive Worker	15.66	
05110 - Mobile Equipment Servicer	13.57	
05130 - Motor Equipment Metal Mechanic		17.82
05160 - Motor Equipment Metal Worker		15.66
05190 - Motor Vehicle Mechanic	17.82	
05220 - Motor Vehicle Mechanic Helper	12.62	
05250 - Motor Vehicle Upholstery Worker	14.62	
05280 - Motor Vehicle Wrecker	15.66	
05310 - Painter, Automotive	16.77	
05340 - Radiator Repair Specialist	15.66	
05370 - Tire Repairer	13.25	
05400 - Transmission Repair Specialist		17.82
07000 - Food Preparation And Service Occupations		
07010 - Baker	10.29	
07041 - Cook I	11.19	
07042 - Cook II	12.92	
07070 - Dishwasher	8.92	
07130 - Food Service Worker		11.88
07210 - Meat Cutter	12.56	
07260 - Waiter/Waitress	9.15	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	17.50	
09040 - Furniture Handler	11.13	
09080 - Furniture Refinisher	17.50	
09090 - Furniture Refinisher Helper	13.17	
09110 - Furniture Repairer, Minor	15.25	
09130 - Upholsterer	17.50	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	9.55	

11060 - Elevator Operator	10.59
11090 - Gardener	16.19
11122 - Housekeeping Aide	10.59
11150 - Janitor	10.59
11210 - Laborer, Grounds Maintenance	12.72
11240 - Maid or Houseman	9.58
11260 - Pruner	11.57
11270 - Tractor Operator	15.06
11330 - Trail Maintenance Worker	12.72
11360 - Window Cleaner	11.64
12000 - Health Occupations	
12010 - Ambulance Driver	17.25
12011 - Breath Alcohol Technician	20.75
12012 - Certified Occupational Therapist Assistant	31.79
12015 - Certified Physical Therapist Assistant	35.41
12020 - Dental Assistant	17.91
12025 - Dental Hygienist	45.25
12030 - EKG Technician	32.97
12035 - Electroneurodiagnostic Technologist	32.97
12040 - Emergency Medical Technician	17.25
12071 - Licensed Practical Nurse I	20.35
12072 - Licensed Practical Nurse II	22.77
12073 - Licensed Practical Nurse III	25.39
12100 - Medical Assistant	12.13
12130 - Medical Laboratory Technician	21.60
12160 - Medical Record Clerk	14.87
12190 - Medical Record Technician	16.63
12195 - Medical Transcriptionist	19.45
12210 - Nuclear Medicine Technologist	47.81
12221 - Nursing Assistant I	12.05
12222 - Nursing Assistant II	13.54
12223 - Nursing Assistant III	14.78
12224 - Nursing Assistant IV	16.60
12235 - Optical Dispenser	17.37
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	16.38
12280 - Phlebotomist	16.48
12305 - Radiologic Technologist	27.66
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68
12313 - Registered Nurse II, Specialist	31.68
12314 - Registered Nurse III	38.30
12315 - Registered Nurse III, Anesthetist	38.30
12316 - Registered Nurse IV	45.94
12317 - Scheduler (Drug and Alcohol Testing)	25.71
12320 - Substance Abuse Treatment Counselor	30.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.44
13012 - Exhibits Specialist II	31.54
13013 - Exhibits Specialist III	38.61
13041 - Illustrator I	25.67
13042 - Illustrator II	31.54
13043 - Illustrator III	38.61
13047 - Librarian	34.97



13050 - Library Aide/Clerk		18.30	
13054 - Library Information Technology Systems Administrator			31.54
13058 - Library Technician		14.43	
13061 - Media Specialist I		22.75	
13062 - Media Specialist II		25.44	
13063 - Media Specialist III		28.39	
13071 - Photographer I		22.14	
13072 - Photographer II		24.77	
13073 - Photographer III		30.69	
13074 - Photographer IV		37.53	
13075 - Photographer V		45.42	
13090 - Technical Order Library Clerk		17.87	
13110 - Video Teleconference Technician		19.21	
14000 - Information Technology Occupations			
14041 - Computer Operator I		14.88	
14042 - Computer Operator II		16.64	
14043 - Computer Operator III		18.56	
14044 - Computer Operator IV		20.62	
14045 - Computer Operator V		22.84	
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		14.88	
14160 - Personal Computer Support Technician		20.62	
14170 - System Support Specialist		26.70	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			28.90
15020 - Aircrew Training Devices Instructor (Rated)			34.96
15030 - Air Crew Training Devices Instructor (Pilot)			41.90
15050 - Computer Based Training Specialist / Instructor			28.90
15060 - Educational Technologist		34.54	
15070 - Flight Instructor (Pilot)		41.90	
15080 - Graphic Artist		17.82	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			41.90
15086 - Maintenance Test Pilot, Rotary Wing			41.90
15088 - Non-Maintenance Test/Co-Pilot			41.90
15090 - Technical Instructor		22.40	
15095 - Technical Instructor/Course Developer			26.85
15110 - Test Proctor		16.37	
15120 - Tutor		16.37	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		9.51	
16030 - Counter Attendant		9.51	
16040 - Dry Cleaner		11.17	
16070 - Finisher, Flatwork, Machine			9.51
16090 - Presser, Hand		9.51	
16110 - Presser, Machine, Drycleaning			9.51
16130 - Presser, Machine, Shirts		9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry			9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor	12.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		17.50
19040 - Tool And Die Maker	21.87	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	11.66	
21030 - Material Coordinator	16.56	
21040 - Material Expediter	16.56	
21050 - Material Handling Laborer	13.62	
21071 - Order Filler	12.06	
21080 - Production Line Worker (Food Processing)		11.66
21110 - Shipping Packer	12.96	
21130 - Shipping/Receiving Clerk	12.96	
21140 - Store Worker I	11.94	
21150 - Stock Clerk	15.93	
21210 - Tools And Parts Attendant	11.66	
21410 - Warehouse Specialist	11.66	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	19.68	
23019 - Aircraft Logs and Records Technician	15.25	
23021 - Aircraft Mechanic I	18.59	
23022 - Aircraft Mechanic II	19.68	
23023 - Aircraft Mechanic III	20.74	
23040 - Aircraft Mechanic Helper	13.17	
23050 - Aircraft, Painter	17.50	
23060 - Aircraft Servicer	15.25	
23070 - Aircraft Survival Flight Equipment Technician		17.50
23080 - Aircraft Worker	16.34	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		16.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		18.59
23110 - Appliance Mechanic	17.50	
23120 - Bicycle Repairer	14.16	
23125 - Cable Splicer	20.09	
23130 - Carpenter, Maintenance	17.80	
23140 - Carpet Layer	16.34	
23160 - Electrician, Maintenance	20.79	
23181 - Electronics Technician Maintenance I	16.34	
23182 - Electronics Technician Maintenance II	17.50	
23183 - Electronics Technician Maintenance III	18.59	
23260 - Fabric Worker	15.25	
23290 - Fire Alarm System Mechanic	18.59	
23310 - Fire Extinguisher Repairer	14.16	
23311 - Fuel Distribution System Mechanic	18.59	
23312 - Fuel Distribution System Operator	14.16	
23370 - General Maintenance Worker	12.25	
23380 - Ground Support Equipment Mechanic	18.59	
23381 - Ground Support Equipment Servicer	15.25	
23382 - Ground Support Equipment Worker	16.34	
23391 - Gunsmith I	14.16	
23392 - Gunsmith II	16.34	

23393 - Gunsmith III	18.59	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		17.64
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		18.67
23430 - Heavy Equipment Mechanic		16.02
23440 - Heavy Equipment Operator		15.63
23460 - Instrument Mechanic	18.59	
23465 - Laboratory/Shelter Mechanic		17.50
23470 - Laborer	13.62	
23510 - Locksmith	17.50	
23530 - Machinery Maintenance Mechanic		24.56
23550 - Machinist, Maintenance	18.59	
23580 - Maintenance Trades Helper		13.27
23591 - Metrology Technician I	18.59	
23592 - Metrology Technician II	19.68	
23593 - Metrology Technician III	20.74	
23640 - Millwright	18.59	
23710 - Office Appliance Repairer		16.65
23760 - Painter, Maintenance	14.17	
23790 - Pipefitter, Maintenance	17.61	
23810 - Plumber, Maintenance	17.14	
23820 - Pneudraulic Systems Mechanic		18.59
23850 - Rigger	18.59	
23870 - Scale Mechanic	16.34	
23890 - Sheet-Metal Worker, Maintenance		18.59
23910 - Small Engine Mechanic	16.34	
23931 - Telecommunications Mechanic I	18.50	
23932 - Telecommunications Mechanic II	19.57	
23950 - Telephone Lineman	23.02	
23960 - Welder, Combination, Maintenance		18.34
23965 - Well Driller	18.59	
23970 - Woodcraft Worker	18.59	
23980 - Woodworker	14.16	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.94	
24570 - Child Care Attendant	9.00	
24580 - Child Care Center Clerk	11.23	
24610 - Chore Aide	10.18	
24620 - Family Readiness And Support Services Coordinator		15.94
24630 - Homemaker	15.94	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	18.59	
25040 - Sewage Plant Operator	17.50	
25070 - Stationary Engineer	18.59	
25190 - Ventilation Equipment Tender	13.17	
25210 - Water Treatment Plant Operator	17.50	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.78	
27007 - Baggage Inspector	10.02	
27008 - Corrections Officer	19.22	
27010 - Court Security Officer	22.61	
27030 - Detection Dog Handler	14.63	

27040 - Detention Officer	19.22	
27070 - Firefighter	25.74	
27101 - Guard I	10.02	
27102 - Guard II	14.63	
27131 - Police Officer I	30.47	
27132 - Police Officer II	35.23	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	11.94	
28042 - Carnival Equipment Repairer	12.84	
28043 - Carnival Worker	9.27	
28210 - Gate Attendant/Gate Tender	15.16	
28310 - Lifeguard	11.36	
28350 - Park Attendant (Aide)	16.95	
28510 - Recreation Aide/Health Facility Attendant	12.29	
28515 - Recreation Specialist	20.85	
28630 - Sports Official	13.50	
28690 - Swimming Pool Operator	14.87	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	16.34	
29020 - Hatch Tender	16.34	
29030 - Line Handler	16.34	
29041 - Stevedore I	15.25	
29042 - Stevedore II	17.50	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.31	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.48	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.36	
30021 - Archeological Technician I	17.73	
30022 - Archeological Technician II	19.83	
30023 - Archeological Technician III	24.57	
30030 - Cartographic Technician	24.57	
30040 - Civil Engineering Technician	23.14	
30051 - Cryogenic Technician I	27.85	
30052 - Cryogenic Technician II	30.77	
30061 - Drafter/CAD Operator I	17.73	
30062 - Drafter/CAD Operator II	19.83	
30063 - Drafter/CAD Operator III	22.11	
30064 - Drafter/CAD Operator IV	27.21	
30081 - Engineering Technician I	14.71	
30082 - Engineering Technician II	16.12	
30083 - Engineering Technician III	18.46	
30084 - Engineering Technician IV	22.87	
30085 - Engineering Technician V	27.32	
30086 - Engineering Technician VI	33.15	
30090 - Environmental Technician	25.16	
30095 - Evidence Control Specialist	25.16	
30210 - Laboratory Technician	22.11	
30221 - Latent Fingerprint Technician I	27.85	
30222 - Latent Fingerprint Technician II	30.77	
30240 - Mathematical Technician	24.57	
30361 - Paralegal/Legal Assistant I	18.62	
30362 - Paralegal/Legal Assistant II	23.06	
30363 - Paralegal/Legal Assistant III	28.21	
30364 - Paralegal/Legal Assistant IV	34.14	

30375 - Petroleum Supply Specialist		30.77
30390 - Photo-Optics Technician		23.65
30395 - Radiation Control Technician		30.77
30461 - Technical Writer I		24.57
30462 - Technical Writer II		30.05
30463 - Technical Writer III		36.37
30491 - Unexploded Ordnance (UXO) Technician I		26.25
30492 - Unexploded Ordnance (UXO) Technician II		31.76
30493 - Unexploded Ordnance (UXO) Technician III		38.07
30494 - Unexploded (UXO) Safety Escort		26.25
30495 - Unexploded (UXO) Sweep Personnel		26.25
30501 - Weather Forecaster I		27.85
30502 - Weather Forecaster II		33.88
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.11
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.57
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.76
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		21.41
31364 - Truckdriver, Tractor-Trailer		21.41
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.48
99030 - Cashier		11.00
99050 - Desk Clerk		9.92
99095 - Embalmer		26.25
99130 - Flight Follower		26.25
99251 - Laboratory Animal Caretaker I		17.27
99252 - Laboratory Animal Caretaker II		18.57
99260 - Marketing Analyst		29.89
99310 - Mortician		26.25
99410 - Pest Controller		17.74
99510 - Photofinishing Worker		13.79
99710 - Recycling Laborer		16.68
99711 - Recycling Specialist		19.74
99730 - Refuse Collector		15.17
99810 - Sales Clerk		11.26
99820 - School Crossing Guard		13.27
99830 - Survey Party Chief		23.14
99831 - Surveying Aide		15.74
99832 - Surveying Technician		19.36
99840 - Vending Machine Attendant		17.27
99841 - Vending Machine Repairer		21.43
99842 - Vending Machine Repairer Helper		17.27

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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



following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5241  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Gregg, Rusk, Upshur

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.41	
01012 - Accounting Clerk II	17.29	
01013 - Accounting Clerk III	19.35	
01020 - Administrative Assistant	26.27	
01035 - Court Reporter	19.24	
01041 - Customer Service Representative I	12.82	
01042 - Customer Service Representative II	13.99	
01043 - Customer Service Representative III	15.71	
01051 - Data Entry Operator I	15.20	
01052 - Data Entry Operator II	16.59	
01060 - Dispatcher, Motor Vehicle	18.85	
01070 - Document Preparation Clerk	15.61	
01090 - Duplicating Machine Operator	15.61	
01111 - General Clerk I	13.64	
01112 - General Clerk II	14.88	
01113 - General Clerk III	16.70	
01120 - Housing Referral Assistant	20.47	
01141 - Messenger Courier	13.98	

01191 - Order Clerk I	16.15
01192 - Order Clerk II	17.62
01261 - Personnel Assistant (Employment) I	16.10
01262 - Personnel Assistant (Employment) II	18.02
01263 - Personnel Assistant (Employment) III	20.09
01270 - Production Control Clerk	23.23
01290 - Rental Clerk	17.33
01300 - Scheduler, Maintenance	16.42
01311 - Secretary I	16.42
01312 - Secretary II	18.36
01313 - Secretary III	20.47
01320 - Service Order Dispatcher	16.86
01410 - Supply Technician	26.27
01420 - Survey Worker	16.12
01460 - Switchboard Operator/Receptionist	13.99
01531 - Travel Clerk I	13.01
01532 - Travel Clerk II	13.94
01533 - Travel Clerk III	14.66
01611 - Word Processor I	14.62
01612 - Word Processor II	16.42
01613 - Word Processor III	18.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
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	14.33
05400 - Transmission Repair Specialist	28.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.64
07041 - Cook I	11.09
07042 - Cook II	12.77
07070 - Dishwasher	9.84
07130 - Food Service Worker	9.45
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.09
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	12.69
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer, Minor	18.13
09130 - Upholsterer	20.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.41

11060 - Elevator Operator	12.41
11090 - Gardener	18.93
11122 - Housekeeping Aide	10.92
11150 - Janitor	10.92
11210 - Laborer, Grounds Maintenance	14.26
11240 - Maid or Houseman	9.33
11260 - Pruner	12.59
11270 - Tractor Operator	17.33
11330 - Trail Maintenance Worker	14.26
11360 - Window Cleaner	12.37
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	20.01
12012 - Certified Occupational Therapist Assistant	27.54
12015 - Certified Physical Therapist Assistant	31.24
12020 - Dental Assistant	17.10
12025 - Dental Hygienist	34.60
12030 - EKG Technician	29.33
12035 - Electroneurodiagnostic Technologist	29.33
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	17.94
12072 - Licensed Practical Nurse II	20.08
12073 - Licensed Practical Nurse III	22.38
12100 - Medical Assistant	15.02
12130 - Medical Laboratory Technician	21.98
12160 - Medical Record Clerk	15.05
12190 - Medical Record Technician	17.53
12195 - Medical Transcriptionist	17.94
12210 - Nuclear Medicine Technologist	44.11
12221 - Nursing Assistant I	12.02
12222 - Nursing Assistant II	13.51
12223 - Nursing Assistant III	14.74
12224 - Nursing Assistant IV	16.56
12235 - Optical Dispenser	20.89
12236 - Optical Technician	17.94
12250 - Pharmacy Technician	16.32
12280 - Phlebotomist	14.46
12305 - Radiologic Technologist	29.29
12311 - Registered Nurse I	24.48
12312 - Registered Nurse II	29.95
12313 - Registered Nurse II, Specialist	29.95
12314 - Registered Nurse III	36.24
12315 - Registered Nurse III, Anesthetist	36.24
12316 - Registered Nurse IV	43.43
12317 - Scheduler (Drug and Alcohol Testing)	24.86
12320 - Substance Abuse Treatment Counselor	17.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.70
13012 - Exhibits Specialist II	23.16
13013 - Exhibits Specialist III	28.33
13041 - Illustrator I	18.70
13042 - Illustrator II	23.16
13043 - Illustrator III	28.33
13047 - Librarian	25.65

13050 - Library Aide/Clerk		11.34	
13054 - Library Information Technology Systems Administrator			23.16
13058 - Library Technician		18.70	
13061 - Media Specialist I		16.71	
13062 - Media Specialist II		18.70	
13063 - Media Specialist III		20.84	
13071 - Photographer I		16.71	
13072 - Photographer II		18.70	
13073 - Photographer III		23.16	
13074 - Photographer IV		28.33	
13075 - Photographer V		34.28	
13090 - Technical Order Library Clerk			15.74
13110 - Video Teleconference Technician			16.71
14000 - Information Technology Occupations			
14041 - Computer Operator I		16.09	
14042 - Computer Operator II		18.00	
14043 - Computer Operator III		20.99	
14044 - Computer Operator IV		22.52	
14045 - Computer Operator V		24.69	
14071 - Computer Programmer I	(see 1)	20.56	
14072 - Computer Programmer II	(see 1)	25.46	
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)		
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator			16.09
14160 - Personal Computer Support Technician			23.14
14170 - System Support Specialist		24.49	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			29.56
15020 - Aircrew Training Devices Instructor (Rated)			35.77
15030 - Air Crew Training Devices Instructor (Pilot)			42.87
15050 - Computer Based Training Specialist / Instructor			29.56
15060 - Educational Technologist		31.99	
15070 - Flight Instructor (Pilot)		42.87	
15080 - Graphic Artist		24.58	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			42.87
15086 - Maintenance Test Pilot, Rotary Wing			42.87
15088 - Non-Maintenance Test/Co-Pilot			42.87
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		10.03	
16030 - Counter Attendant		10.03	
16040 - Dry Cleaner		11.87	
16070 - Finisher, Flatwork, Machine			10.03
16090 - Presser, Hand		10.03	
16110 - Presser, Machine, Drycleaning			10.03
16130 - Presser, Machine, Shirts		10.03	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.03

16190 - Sewing Machine Operator	12.58	
16220 - Tailor	13.26	
16250 - Washer, Machine	10.60	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.89
19040 - Tool And Die Maker	25.67	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.74	
21030 - Material Coordinator	23.23	
21040 - Material Expediter	23.23	
21050 - Material Handling Laborer	13.90	
21071 - Order Filler	13.52	
21080 - Production Line Worker (Food Processing)		17.74
21110 - Shipping Packer	16.28	
21130 - Shipping/Receiving Clerk	16.28	
21140 - Store Worker I	12.34	
21150 - Stock Clerk	17.55	
21210 - Tools And Parts Attendant	17.74	
21410 - Warehouse Specialist	17.74	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.13	
23019 - Aircraft Logs and Records Technician		19.06
23021 - Aircraft Mechanic I	22.95	
23022 - Aircraft Mechanic II	24.13	
23023 - Aircraft Mechanic III	25.35	
23040 - Aircraft Mechanic Helper	16.56	
23050 - Aircraft, Painter	20.95	
23060 - Aircraft Servicer	19.06	
23070 - Aircraft Survival Flight Equipment Technician		20.95
23080 - Aircraft Worker	20.18	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.18
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		22.95
23110 - Appliance Mechanic	20.95	
23120 - Bicycle Repairer	17.17	
23125 - Cable Splicer	26.93	
23130 - Carpenter, Maintenance	20.99	
23140 - Carpet Layer	19.77	
23160 - Electrician, Maintenance	22.82	
23181 - Electronics Technician Maintenance I		29.28
23182 - Electronics Technician Maintenance II		31.03
23183 - Electronics Technician Maintenance III		32.86
23260 - Fabric Worker	18.48	
23290 - Fire Alarm System Mechanic	23.05	
23310 - Fire Extinguisher Repairer	17.17	
23311 - Fuel Distribution System Mechanic		24.84
23312 - Fuel Distribution System Operator		20.44
23370 - General Maintenance Worker		17.08
23380 - Ground Support Equipment Mechanic		22.95
23381 - Ground Support Equipment Servicer		19.06
23382 - Ground Support Equipment Worker		20.18
23391 - Gunsmith I	17.17	
23392 - Gunsmith II	19.77	



23393 - Gunsmith III	22.18	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.74
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.82
23430 - Heavy Equipment Mechanic	24.42	
23440 - Heavy Equipment Operator	20.28	
23460 - Instrument Mechanic	22.18	
23465 - Laboratory/Shelter Mechanic	20.95	
23470 - Laborer	13.90	
23510 - Locksmith	20.95	
23530 - Machinery Maintenance Mechanic		23.21
23550 - Machinist, Maintenance	24.03	
23580 - Maintenance Trades Helper	15.27	
23591 - Metrology Technician I	22.18	
23592 - Metrology Technician II	23.34	
23593 - Metrology Technician III	24.51	
23640 - Millwright	23.50	
23710 - Office Appliance Repairer	23.05	
23760 - Painter, Maintenance	19.92	
23790 - Pipefitter, Maintenance	27.70	
23810 - Plumber, Maintenance	26.16	
23820 - Pneudraulic Systems Mechanic		22.18
23850 - Rigger	22.18	
23870 - Scale Mechanic	19.77	
23890 - Sheet-Metal Worker, Maintenance		25.63
23910 - Small Engine Mechanic	19.77	
23931 - Telecommunications Mechanic I	20.91	
23932 - Telecommunications Mechanic II	21.97	
23950 - Telephone Lineman	26.13	
23960 - Welder, Combination, Maintenance		23.20
23965 - Well Driller	22.18	
23970 - Woodcraft Worker	22.18	
23980 - Woodworker	17.17	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.91	
24570 - Child Care Attendant	10.25	
24580 - Child Care Center Clerk	13.02	
24610 - Chore Aide	10.82	
24620 - Family Readiness And Support Services Coordinator		15.91
24630 - Homemaker	15.91	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.00	
25040 - Sewage Plant Operator	19.87	
25070 - Stationary Engineer	23.71	
25190 - Ventilation Equipment Tender	15.72	
25210 - Water Treatment Plant Operator	18.06	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.00	
27007 - Baggage Inspector	12.33	
27008 - Corrections Officer	20.94	
27010 - Court Security Officer	23.38	
27030 - Detection Dog Handler	13.80	

27040 - Detention Officer	20.94	
27070 - Firefighter	29.47	
27101 - Guard I	12.33	
27102 - Guard II	13.80	
27131 - Police Officer I	24.39	
27132 - Police Officer II	27.11	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.92	
28042 - Carnival Equipment Repairer	15.20	
28043 - Carnival Worker	10.11	
28210 - Gate Attendant/Gate Tender	15.04	
28310 - Lifeguard	13.39	
28350 - Park Attendant (Aide)	16.82	
28510 - Recreation Aide/Health Facility Attendant	12.27	
28515 - Recreation Specialist	20.83	
28630 - Sports Official	13.39	
28690 - Swimming Pool Operator	17.50	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	25.01	
29020 - Hatch Tender	23.82	
29030 - Line Handler	25.01	
29041 - Stevedore I	23.38	
29042 - Stevedore II	26.51	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	17.64	
30022 - Archeological Technician II	19.73	
30023 - Archeological Technician III	24.44	
30030 - Cartographic Technician	24.44	
30040 - Civil Engineering Technician	24.16	
30051 - Cryogenic Technician I	26.38	
30052 - Cryogenic Technician II	29.00	
30061 - Drafter/CAD Operator I	17.64	
30062 - Drafter/CAD Operator II	19.73	
30063 - Drafter/CAD Operator III	22.00	
30064 - Drafter/CAD Operator IV	27.08	
30081 - Engineering Technician I	14.93	
30082 - Engineering Technician II	19.06	
30083 - Engineering Technician III	21.32	
30084 - Engineering Technician IV	26.42	
30085 - Engineering Technician V	32.32	
30086 - Engineering Technician VI	38.24	
30090 - Environmental Technician	25.56	
30095 - Evidence Control Specialist	23.71	
30210 - Laboratory Technician	26.17	
30221 - Latent Fingerprint Technician I	26.38	
30222 - Latent Fingerprint Technician II	29.00	
30240 - Mathematical Technician	24.44	
30361 - Paralegal/Legal Assistant I	20.38	
30362 - Paralegal/Legal Assistant II	25.24	
30363 - Paralegal/Legal Assistant III	30.88	
30364 - Paralegal/Legal Assistant IV	37.36	

30375 - Petroleum Supply Specialist		29.00
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		29.00
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.08
30502 - Weather Forecaster II		32.94
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.00
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.94
31030 - Bus Driver		18.41
31043 - Driver Courier		14.11
31260 - Parking and Lot Attendant		11.73
31290 - Shuttle Bus Driver		15.40
31310 - Taxi Driver		13.54
31361 - Truckdriver, Light		15.40
31362 - Truckdriver, Medium		16.57
31363 - Truckdriver, Heavy		20.31
31364 - Truckdriver, Tractor-Trailer		20.31
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		9.90
99050 - Desk Clerk		9.85
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		12.51
99260 - Marketing Analyst		26.58
99310 - Mortician		25.60
99410 - Pest Controller		20.49
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		15.80
99711 - Recycling Specialist		19.21
99730 - Refuse Collector		13.95
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		13.95
99830 - Survey Party Chief		24.55
99831 - Surveying Aide		15.05
99832 - Surveying Technician		20.63
99840 - Vending Machine Attendant		19.21
99841 - Vending Machine Repairer		24.14
99842 - Vending Machine Repairer Helper		19.21

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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



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

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

Wage Determination No.: 2015-5243  
 Daniel W. Simms | Division of | Revision No.: 13  
 Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Crosby, Lubbock, Lynn

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.76
01020 - Administrative Assistant		25.28
01035 - Court Reporter		17.79
01041 - Customer Service Representative I		12.96
01042 - Customer Service Representative II		14.15
01043 - Customer Service Representative III		15.89
01051 - Data Entry Operator I		12.88
01052 - Data Entry Operator II		14.06
01060 - Dispatcher, Motor Vehicle		18.17
01070 - Document Preparation Clerk		14.47
01090 - Duplicating Machine Operator		14.47
01111 - General Clerk I		13.53
01112 - General Clerk II		16.25
01113 - General Clerk III		16.70
01120 - Housing Referral Assistant		19.83
01141 - Messenger Courier		13.96

01191 - Order Clerk I	13.57	
01192 - Order Clerk II	15.33	
01261 - Personnel Assistant (Employment) I		16.59
01262 - Personnel Assistant (Employment) II		18.55
01263 - Personnel Assistant (Employment) III		20.68
01270 - Production Control Clerk	20.13	
01290 - Rental Clerk	13.47	
01300 - Scheduler, Maintenance	15.91	
01311 - Secretary I	15.91	
01312 - Secretary II	17.79	
01313 - Secretary III	19.83	
01320 - Service Order Dispatcher	16.24	
01410 - Supply Technician	25.28	
01420 - Survey Worker	15.22	
01460 - Switchboard Operator/Receptionist		13.65
01531 - Travel Clerk I	12.28	
01532 - Travel Clerk II	13.29	
01533 - Travel Clerk III	14.18	
01611 - Word Processor I	14.16	
01612 - Word Processor II	15.91	
01613 - Word Processor III	17.79	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.59
05010 - Automotive Electrician	20.45	
05040 - Automotive Glass Installer	19.10	
05070 - Automotive Worker	19.10	
05110 - Mobile Equipment Servicer	16.47	
05130 - Motor Equipment Metal Mechanic	21.87	
05160 - Motor Equipment Metal Worker	19.10	
05190 - Motor Vehicle Mechanic	21.87	
05220 - Motor Vehicle Mechanic Helper	15.21	
05250 - Motor Vehicle Upholstery Worker	17.74	
05280 - Motor Vehicle Wrecker	19.10	
05310 - Painter, Automotive	20.45	
05340 - Radiator Repair Specialist	19.10	
05370 - Tire Repairer	14.05	
05400 - Transmission Repair Specialist	21.87	
07000 - Food Preparation And Service Occupations		
07010 - Baker	13.30	
07041 - Cook I	12.50	
07042 - Cook II	14.50	
07070 - Dishwasher	10.51	
07130 - Food Service Worker	10.93	
07210 - Meat Cutter	13.77	
07260 - Waiter/Waitress	9.06	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	19.02	
09040 - Furniture Handler	11.85	
09080 - Furniture Refinisher	19.02	
09090 - Furniture Refinisher Helper	14.25	
09110 - Furniture Repairer, Minor	16.63	
09130 - Upholsterer	19.02	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	11.21	

11060 - Elevator Operator	11.56
11090 - Gardener	16.58
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	12.61
11240 - Maid or Houseman	10.48
11260 - Pruner	11.26
11270 - Tractor Operator	15.31
11330 - Trail Maintenance Worker	12.61
11360 - Window Cleaner	12.06
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	20.71
12012 - Certified Occupational Therapist Assistant	30.69
12015 - Certified Physical Therapist Assistant	33.64
12020 - Dental Assistant	17.77
12025 - Dental Hygienist	35.20
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.52
12072 - Licensed Practical Nurse II	20.71
12073 - Licensed Practical Nurse III	23.08
12100 - Medical Assistant	14.32
12130 - Medical Laboratory Technician	24.20
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.81
12195 - Medical Transcriptionist	19.16
12210 - Nuclear Medicine Technologist	45.51
12221 - Nursing Assistant I	11.65
12222 - Nursing Assistant II	13.11
12223 - Nursing Assistant III	14.30
12224 - Nursing Assistant IV	16.05
12235 - Optical Dispenser	15.68
12236 - Optical Technician	18.52
12250 - Pharmacy Technician	16.84
12280 - Phlebotomist	15.59
12305 - Radiologic Technologist	27.77
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	25.65
12320 - Substance Abuse Treatment Counselor	21.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.94
13012 - Exhibits Specialist II	25.94
13013 - Exhibits Specialist III	31.73
13041 - Illustrator I	20.94
13042 - Illustrator II	25.94
13043 - Illustrator III	31.73
13047 - Librarian	28.73

13050 - Library Aide/Clerk		13.82
13054 - Library Information Technology Systems Administrator		25.94
13058 - Library Technician		19.65
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.94
13063 - Media Specialist III		23.34
13071 - Photographer I		15.54
13072 - Photographer II		17.38
13073 - Photographer III		21.53
13074 - Photographer IV		26.34
13075 - Photographer V		31.87
13090 - Technical Order Library Clerk		17.36
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.56
14043 - Computer Operator III		21.27
14044 - Computer Operator IV		23.64
14045 - Computer Operator V		26.18
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.58
14160 - Personal Computer Support Technician		23.64
14170 - System Support Specialist		26.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.83
15020 - Aircrew Training Devices Instructor (Rated)		36.09
15030 - Air Crew Training Devices Instructor (Pilot)		43.26
15050 - Computer Based Training Specialist / Instructor		29.83
15060 - Educational Technologist		29.08
15070 - Flight Instructor (Pilot)		43.26
15080 - Graphic Artist		19.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.26
15086 - Maintenance Test Pilot, Rotary Wing		43.26
15088 - Non-Maintenance Test/Co-Pilot		43.26
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.67
15110 - Test Proctor		18.33
15120 - Tutor		18.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.55
16030 - Counter Attendant		9.55
16040 - Dry Cleaner		11.53
16070 - Finisher, Flatwork, Machine		9.55
16090 - Presser, Hand		9.55
16110 - Presser, Machine, Drycleaning		9.55
16130 - Presser, Machine, Shirts		9.55
16160 - Presser, Machine, Wearing Apparel, Laundry		9.55

16190 - Sewing Machine Operator	12.21	
16220 - Tailor	12.84	
16250 - Washer, Machine	10.40	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.11
19040 - Tool And Die Maker	26.73	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.47	
21030 - Material Coordinator	20.13	
21040 - Material Expediter	20.13	
21050 - Material Handling Laborer	12.96	
21071 - Order Filler	12.53	
21080 - Production Line Worker (Food Processing)		16.47
21110 - Shipping Packer	15.17	
21130 - Shipping/Receiving Clerk	15.17	
21140 - Store Worker I	10.94	
21150 - Stock Clerk	15.18	
21210 - Tools And Parts Attendant	16.47	
21410 - Warehouse Specialist	16.47	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.61	
23019 - Aircraft Logs and Records Technician		22.60
23021 - Aircraft Mechanic I	27.85	
23022 - Aircraft Mechanic II	29.61	
23023 - Aircraft Mechanic III	31.32	
23040 - Aircraft Mechanic Helper	19.38	
23050 - Aircraft, Painter	26.05	
23060 - Aircraft Servicer	22.60	
23070 - Aircraft Survival Flight Equipment Technician		26.05
23080 - Aircraft Worker	24.28	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.85
23110 - Appliance Mechanic	24.82	
23120 - Bicycle Repairer	17.00	
23125 - Cable Splicer	35.23	
23130 - Carpenter, Maintenance	18.00	
23140 - Carpet Layer	19.72	
23160 - Electrician, Maintenance	22.64	
23181 - Electronics Technician Maintenance I	26.17	
23182 - Electronics Technician Maintenance II	28.02	
23183 - Electronics Technician Maintenance III	29.95	
23260 - Fabric Worker	18.31	
23290 - Fire Alarm System Mechanic	20.61	
23310 - Fire Extinguisher Repairer	17.00	
23311 - Fuel Distribution System Mechanic	25.98	
23312 - Fuel Distribution System Operator	20.04	
23370 - General Maintenance Worker	16.80	
23380 - Ground Support Equipment Mechanic	27.85	
23381 - Ground Support Equipment Servicer	22.60	
23382 - Ground Support Equipment Worker	24.28	
23391 - Gunsmith I	17.00	
23392 - Gunsmith II	19.72	

23393 - Gunsmith III	22.57	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.92
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		26.50
23430 - Heavy Equipment Mechanic		24.69
23440 - Heavy Equipment Operator		21.10
23460 - Instrument Mechanic		21.93
23465 - Laboratory/Shelter Mechanic		21.11
23470 - Laborer	12.96	
23510 - Locksmith	21.11	
23530 - Machinery Maintenance Mechanic		22.64
23550 - Machinist, Maintenance		19.62
23580 - Maintenance Trades Helper		14.82
23591 - Metrology Technician I		21.93
23592 - Metrology Technician II		23.32
23593 - Metrology Technician III		24.66
23640 - Millwright	22.57	
23710 - Office Appliance Repairer		18.66
23760 - Painter, Maintenance		16.96
23790 - Pipefitter, Maintenance		25.47
23810 - Plumber, Maintenance		23.82
23820 - Pneudraulic Systems Mechanic		22.57
23850 - Rigger	22.42	
23870 - Scale Mechanic		19.72
23890 - Sheet-Metal Worker, Maintenance		21.39
23910 - Small Engine Mechanic		15.84
23931 - Telecommunications Mechanic I		27.98
23932 - Telecommunications Mechanic II		29.77
23950 - Telephone Lineman		28.38
23960 - Welder, Combination, Maintenance		19.24
23965 - Well Driller	22.42	
23970 - Woodcraft Worker		22.57
23980 - Woodworker		17.00
24000 - Personal Needs Occupations		
24550 - Case Manager		15.93
24570 - Child Care Attendant		10.93
24580 - Child Care Center Clerk		13.64
24610 - Chore Aide		9.58
24620 - Family Readiness And Support Services Coordinator		15.68
24630 - Homemaker		15.93
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.57	
25040 - Sewage Plant Operator		18.96
25070 - Stationary Engineer		22.57
25190 - Ventilation Equipment Tender		15.70
25210 - Water Treatment Plant Operator		18.96
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.34
27007 - Baggage Inspector		14.24
27008 - Corrections Officer		21.95
27010 - Court Security Officer		22.20
27030 - Detection Dog Handler		15.92

27040 - Detention Officer	21.95	
27070 - Firefighter	23.21	
27101 - Guard I	14.24	
27102 - Guard II	15.92	
27131 - Police Officer I	26.78	
27132 - Police Officer II	29.77	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.57	
28042 - Carnival Equipment Repairer	13.61	
28043 - Carnival Worker	9.24	
28210 - Gate Attendant/Gate Tender	13.74	
28310 - Lifeguard	12.23	
28350 - Park Attendant (Aide)	15.36	
28510 - Recreation Aide/Health Facility Attendant	11.21	
28515 - Recreation Specialist	19.03	
28630 - Sports Official	12.23	
28690 - Swimming Pool Operator	15.78	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	26.93	
29020 - Hatch Tender	26.93	
29030 - Line Handler	26.93	
29041 - Stevedore I	25.00	
29042 - Stevedore II	28.83	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	17.04	
30022 - Archeological Technician II	19.06	
30023 - Archeological Technician III	23.60	
30030 - Cartographic Technician	23.60	
30040 - Civil Engineering Technician	21.39	
30051 - Cryogenic Technician I	26.14	
30052 - Cryogenic Technician II	28.88	
30061 - Drafter/CAD Operator I	17.04	
30062 - Drafter/CAD Operator II	19.06	
30063 - Drafter/CAD Operator III	21.24	
30064 - Drafter/CAD Operator IV	26.14	
30081 - Engineering Technician I	15.07	
30082 - Engineering Technician II	16.90	
30083 - Engineering Technician III	18.91	
30084 - Engineering Technician IV	23.43	
30085 - Engineering Technician V	28.66	
30086 - Engineering Technician VI	34.67	
30090 - Environmental Technician	21.53	
30095 - Evidence Control Specialist	23.60	
30210 - Laboratory Technician	21.38	
30221 - Latent Fingerprint Technician I	26.14	
30222 - Latent Fingerprint Technician II	28.88	
30240 - Mathematical Technician	23.60	
30361 - Paralegal/Legal Assistant I	19.38	
30362 - Paralegal/Legal Assistant II	24.00	
30363 - Paralegal/Legal Assistant III	29.37	
30364 - Paralegal/Legal Assistant IV	35.53	



30375 - Petroleum Supply Specialist	28.88	
30390 - Photo-Optics Technician	22.82	
30395 - Radiation Control Technician	28.88	
30461 - Technical Writer I	23.60	
30462 - Technical Writer II	28.88	
30463 - Technical Writer III	34.94	
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	26.14	
30502 - Weather Forecaster II	31.80	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.24
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.60
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	13.53	
31030 - Bus Driver	19.16	
31043 - Driver Courier	14.42	
31260 - Parking and Lot Attendant	10.63	
31290 - Shuttle Bus Driver	16.59	
31310 - Taxi Driver	13.95	
31361 - Truckdriver, Light	15.61	
31362 - Truckdriver, Medium	16.81	
31363 - Truckdriver, Heavy	20.64	
31364 - Truckdriver, Tractor-Trailer	20.64	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	10.24	
99050 - Desk Clerk	11.45	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I		14.02
99252 - Laboratory Animal Caretaker II		15.18
99260 - Marketing Analyst	32.06	
99310 - Mortician	25.60	
99410 - Pest Controller	20.39	
99510 - Photofinishing Worker	13.45	
99710 - Recycling Laborer	19.98	
99711 - Recycling Specialist	24.27	
99730 - Refuse Collector	17.84	
99810 - Sales Clerk	11.55	
99820 - School Crossing Guard	12.24	
99830 - Survey Party Chief	18.35	
99831 - Surveying Aide	12.77	
99832 - Surveying Technician	17.52	
99840 - Vending Machine Attendant	16.65	
99841 - Vending Machine Repairer	20.91	
99842 - Vending Machine Repairer Helper	16.65	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5245  
 Daniel W. Simms | Division of | Revision No.: 13  
 Director | Wage Determinations | Date Of Last Revision: 06/09/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Hidalgo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.36	
01012 - Accounting Clerk II	16.12	
01013 - Accounting Clerk III	18.03	
01020 - Administrative Assistant	23.87	
01035 - Court Reporter	16.54	
01041 - Customer Service Representative I	11.92	
01042 - Customer Service Representative II	13.42	
01043 - Customer Service Representative III	15.19	
01051 - Data Entry Operator I	13.86	
01052 - Data Entry Operator II	15.12	
01060 - Dispatcher, Motor Vehicle	17.22	
01070 - Document Preparation Clerk	13.17	
01090 - Duplicating Machine Operator	13.17	
01111 - General Clerk I	12.17	
01112 - General Clerk II	13.28	
01113 - General Clerk III	14.92	
01120 - Housing Referral Assistant	18.43	
01141 - Messenger Courier	11.17	



01191 - Order Clerk I	13.92	
01192 - Order Clerk II	15.19	
01261 - Personnel Assistant (Employment) I		15.70
01262 - Personnel Assistant (Employment) II		18.36
01263 - Personnel Assistant (Employment) III		20.47
01270 - Production Control Clerk	16.67	
01290 - Rental Clerk	13.81	
01300 - Scheduler, Maintenance	14.79	
01311 - Secretary I	14.79	
01312 - Secretary II	16.54	
01313 - Secretary III	18.43	
01320 - Service Order Dispatcher	15.39	
01410 - Supply Technician	23.87	
01420 - Survey Worker	14.38	
01460 - Switchboard Operator/Receptionist		11.46
01531 - Travel Clerk I	12.38	
01532 - Travel Clerk II	13.62	
01533 - Travel Clerk III	14.58	
01611 - Word Processor I	13.17	
01612 - Word Processor II	14.79	
01613 - Word Processor III	16.54	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.16
05010 - Automotive Electrician	17.77	
05040 - Automotive Glass Installer	16.89	
05070 - Automotive Worker	16.89	
05110 - Mobile Equipment Servicer	15.10	
05130 - Motor Equipment Metal Mechanic		18.57
05160 - Motor Equipment Metal Worker		16.89
05190 - Motor Vehicle Mechanic		18.57
05220 - Motor Vehicle Mechanic Helper		14.14
05250 - Motor Vehicle Upholstery Worker		15.98
05280 - Motor Vehicle Wrecker	16.89	
05310 - Painter, Automotive	17.77	
05340 - Radiator Repair Specialist	16.89	
05370 - Tire Repairer	14.77	
05400 - Transmission Repair Specialist		18.57
07000 - Food Preparation And Service Occupations		
07010 - Baker	10.76	
07041 - Cook I	10.83	
07042 - Cook II	12.11	
07070 - Dishwasher	9.60	
07130 - Food Service Worker		12.29
07210 - Meat Cutter	13.31	
07260 - Waiter/Waitress	8.89	
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	17.41	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	10.10	

11060 - Elevator Operator	11.15
11090 - Gardener	14.99
11122 - Housekeeping Aide	11.15
11150 - Janitor	11.15
11210 - Laborer, Grounds Maintenance	11.83
11240 - Maid or Houseman	9.28
11260 - Pruner	10.55
11270 - Tractor Operator	14.04
11330 - Trail Maintenance Worker	11.83
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	15.53
12011 - Breath Alcohol Technician	21.24
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	19.00
12072 - Licensed Practical Nurse II	21.24
12073 - Licensed Practical Nurse III	23.68
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	19.12
12160 - Medical Record Clerk	15.35
12190 - Medical Record Technician	17.16
12195 - Medical Transcriptionist	18.30
12210 - Nuclear Medicine Technologist	46.69
12221 - Nursing Assistant I	11.87
12222 - Nursing Assistant II	13.34
12223 - Nursing Assistant III	14.56
12224 - Nursing Assistant IV	16.35
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	16.54
12280 - Phlebotomist	15.09
12305 - Radiologic Technologist	28.07
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)	26.32
12320 - Substance Abuse Treatment Counselor	25.07
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.81
13012 - Exhibits Specialist II	27.03
13013 - Exhibits Specialist III	33.06
13041 - Illustrator I	21.81
13042 - Illustrator II	27.03
13043 - Illustrator III	33.06
13047 - Librarian	29.93

13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		27.03
13058 - Library Technician		13.46
13061 - Media Specialist I		19.51
13062 - Media Specialist II		21.81
13063 - Media Specialist III		24.32
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		16.63
13110 - Video Teleconference Technician		20.54
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.61
14042 - Computer Operator II		16.33
14043 - Computer Operator III		18.21
14044 - Computer Operator IV		20.24
14045 - Computer Operator V		22.41
14071 - Computer Programmer I	(see 1)	19.56
14072 - Computer Programmer II	(see 1)	24.23
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		14.61
14160 - Personal Computer Support Technician		20.24
14170 - System Support Specialist		22.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.21
15020 - Aircrew Training Devices Instructor (Rated)		35.35
15030 - Air Crew Training Devices Instructor (Pilot)		42.36
15050 - Computer Based Training Specialist / Instructor		29.21
15060 - Educational Technologist		34.12
15070 - Flight Instructor (Pilot)		42.36
15080 - Graphic Artist		17.26
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.36
15086 - Maintenance Test Pilot, Rotary Wing		42.36
15088 - Non-Maintenance Test/Co-Pilot		42.36
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		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.17
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor	12.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.97
19040 - Tool And Die Maker	24.81	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	10.86	
21030 - Material Coordinator	16.67	
21040 - Material Expediter	16.67	
21050 - Material Handling Laborer	10.45	
21071 - Order Filler	11.75	
21080 - Production Line Worker (Food Processing)		10.86
21110 - Shipping Packer	12.80	
21130 - Shipping/Receiving Clerk	12.80	
21140 - Store Worker I	15.36	
21150 - Stock Clerk	21.03	
21210 - Tools And Parts Attendant	10.86	
21410 - Warehouse Specialist	10.86	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	22.85	
23019 - Aircraft Logs and Records Technician		18.85
23021 - Aircraft Mechanic I	21.91	
23022 - Aircraft Mechanic II	22.85	
23023 - Aircraft Mechanic III	23.82	
23040 - Aircraft Mechanic Helper	16.69	
23050 - Aircraft, Painter	20.97	
23060 - Aircraft Servicer	18.85	
23070 - Aircraft Survival Flight Equipment Technician		20.97
23080 - Aircraft Worker	19.93	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		19.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		21.91
23110 - Appliance Mechanic	20.97	
23120 - Bicycle Repairer	16.65	
23125 - Cable Splicer	26.37	
23130 - Carpenter, Maintenance	17.19	
23140 - Carpet Layer	19.93	
23160 - Electrician, Maintenance	19.50	
23181 - Electronics Technician Maintenance I	16.60	
23182 - Electronics Technician Maintenance II	17.59	
23183 - Electronics Technician Maintenance III	19.34	
23260 - Fabric Worker	18.85	
23290 - Fire Alarm System Mechanic	21.37	
23310 - Fire Extinguisher Repairer	17.82	
23311 - Fuel Distribution System Mechanic	22.81	
23312 - Fuel Distribution System Operator	18.55	
23370 - General Maintenance Worker	13.77	
23380 - Ground Support Equipment Mechanic	21.91	
23381 - Ground Support Equipment Servicer	18.85	
23382 - Ground Support Equipment Worker	19.93	
23391 - Gunsmith I	17.82	
23392 - Gunsmith II	19.93	

23393 - Gunsmith III	21.91	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.91
23430 - Heavy Equipment Mechanic	22.90	
23440 - Heavy Equipment Operator	14.99	
23460 - Instrument Mechanic	21.91	
23465 - Laboratory/Shelter Mechanic	20.97	
23470 - Laborer	10.45	
23510 - Locksmith	17.92	
23530 - Machinery Maintenance Mechanic		22.53
23550 - Machinist, Maintenance	15.43	
23580 - Maintenance Trades Helper	11.41	
23591 - Metrology Technician I	21.91	
23592 - Metrology Technician II	22.85	
23593 - Metrology Technician III	23.82	
23640 - Millwright	21.91	
23710 - Office Appliance Repairer	17.13	
23760 - Painter, Maintenance	17.50	
23790 - Pipefitter, Maintenance	18.46	
23810 - Plumber, Maintenance	17.66	
23820 - Pneudraulic Systems Mechanic		21.91
23850 - Rigger	21.91	
23870 - Scale Mechanic	19.93	
23890 - Sheet-Metal Worker, Maintenance		14.80
23910 - Small Engine Mechanic	16.78	
23931 - Telecommunications Mechanic I	21.11	
23932 - Telecommunications Mechanic II	22.01	
23950 - Telephone Lineman	22.19	
23960 - Welder, Combination, Maintenance		16.81
23965 - Well Driller	21.91	
23970 - Woodcraft Worker	21.91	
23980 - Woodworker	17.82	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.34	
24570 - Child Care Attendant	9.77	
24580 - Child Care Center Clerk	12.18	
24610 - Chore Aide	10.78	
24620 - Family Readiness And Support Services Coordinator		16.34
24630 - Homemaker	16.34	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.00	
25040 - Sewage Plant Operator	14.91	
25070 - Stationary Engineer	22.00	
25190 - Ventilation Equipment Tender	16.75	
25210 - Water Treatment Plant Operator	14.91	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	14.68	
27007 - Baggage Inspector	11.62	
27008 - Corrections Officer	20.31	
27010 - Court Security Officer	18.30	
27030 - Detection Dog Handler	14.63	

27040 - Detention Officer	20.31	
27070 - Firefighter	17.58	
27101 - Guard I	11.62	
27102 - Guard II	14.63	
27131 - Police Officer I	22.75	
27132 - Police Officer II	25.29	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.51	
28042 - Carnival Equipment Repairer	13.35	
28043 - Carnival Worker	9.40	
28210 - Gate Attendant/Gate Tender	12.73	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.24	
28510 - Recreation Aide/Health Facility Attendant	10.09	
28515 - Recreation Specialist	16.28	
28630 - Sports Official	11.34	
28690 - Swimming Pool Operator	14.94	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	19.93	
29020 - Hatch Tender	19.93	
29030 - Line Handler	19.93	
29041 - Stevedore I	18.85	
29042 - Stevedore II	20.97	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	16.12	
30022 - Archeological Technician II	18.02	
30023 - Archeological Technician III	22.33	
30030 - Cartographic Technician	22.33	
30040 - Civil Engineering Technician	23.80	
30051 - Cryogenic Technician I	24.73	
30052 - Cryogenic Technician II	27.31	
30061 - Drafter/CAD Operator I	16.12	
30062 - Drafter/CAD Operator II	18.02	
30063 - Drafter/CAD Operator III	20.09	
30064 - Drafter/CAD Operator IV	24.73	
30081 - Engineering Technician I	15.24	
30082 - Engineering Technician II	17.12	
30083 - Engineering Technician III	19.14	
30084 - Engineering Technician IV	23.71	
30085 - Engineering Technician V	29.00	
30086 - Engineering Technician VI	35.10	
30090 - Environmental Technician	20.90	
30095 - Evidence Control Specialist	22.33	
30210 - Laboratory Technician	22.09	
30221 - Latent Fingerprint Technician I	24.73	
30222 - Latent Fingerprint Technician II	27.31	
30240 - Mathematical Technician	22.33	
30361 - Paralegal/Legal Assistant I	18.91	
30362 - Paralegal/Legal Assistant II	23.13	
30363 - Paralegal/Legal Assistant III	28.30	
30364 - Paralegal/Legal Assistant IV	34.23	

30375 - Petroleum Supply Specialist	27.31	
30390 - Photo-Optics Technician	19.99	
30395 - Radiation Control Technician	27.31	
30461 - Technical Writer I	22.33	
30462 - Technical Writer II	27.31	
30463 - Technical Writer III	33.05	
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	24.73	
30502 - Weather Forecaster II	30.09	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.09
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	22.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	12.20	
31030 - Bus Driver	16.35	
31043 - Driver Courier	11.29	
31260 - Parking and Lot Attendant	10.65	
31290 - Shuttle Bus Driver	12.89	
31310 - Taxi Driver	11.70	
31361 - Truckdriver, Light	12.05	
31362 - Truckdriver, Medium	12.75	
31363 - Truckdriver, Heavy	17.29	
31364 - Truckdriver, Tractor-Trailer	17.29	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	11.30	
99050 - Desk Clerk	9.46	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I	20.08	
99252 - Laboratory Animal Caretaker II	21.07	
99260 - Marketing Analyst	28.84	
99310 - Mortician	25.60	
99410 - Pest Controller	16.53	
99510 - Photofinishing Worker	13.45	
99710 - Recycling Laborer	19.17	
99711 - Recycling Specialist	22.75	
99730 - Refuse Collector	17.10	
99810 - Sales Clerk	10.87	
99820 - School Crossing Guard	12.60	
99830 - Survey Party Chief	19.18	
99831 - Surveying Aide	13.04	
99832 - Surveying Technician	16.04	
99840 - Vending Machine Attendant	14.25	
99841 - Vending Machine Repairer	16.16	
99842 - Vending Machine Repairer Helper	14.25	

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5247  
 Daniel W. Simms Division of | Revision No.: 13  
 Director Wage Determinations | Date Of Last Revision: 06/09/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Martin, Midland

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	17.98	
01012 - Accounting Clerk II	20.18	
01013 - Accounting Clerk III	22.58	
01020 - Administrative Assistant	30.98	
01035 - Court Reporter	18.19	
01041 - Customer Service Representative I	13.34	
01042 - Customer Service Representative II	14.56	
01043 - Customer Service Representative III	16.35	
01051 - Data Entry Operator I	15.82	
01052 - Data Entry Operator II	17.26	
01060 - Dispatcher, Motor Vehicle	23.65	
01070 - Document Preparation Clerk	14.48	
01090 - Duplicating Machine Operator	14.48	
01111 - General Clerk I	15.26	
01112 - General Clerk II	16.64	
01113 - General Clerk III	18.68	
01120 - Housing Referral Assistant	20.27	
01141 - Messenger Courier	11.81	

01191 - Order Clerk I	15.98
01192 - Order Clerk II	18.87
01261 - Personnel Assistant (Employment) I	17.35
01262 - Personnel Assistant (Employment) II	19.41
01263 - Personnel Assistant (Employment) III	21.63
01270 - Production Control Clerk	25.88
01290 - Rental Clerk	16.24
01300 - Scheduler, Maintenance	16.27
01311 - Secretary I	16.27
01312 - Secretary II	18.19
01313 - Secretary III	20.27
01320 - Service Order Dispatcher	21.15
01410 - Supply Technician	30.98
01420 - Survey Worker	18.19
01460 - Switchboard Operator/Receptionist	14.81
01531 - Travel Clerk I	12.28
01532 - Travel Clerk II	13.29
01533 - Travel Clerk III	13.66
01611 - Word Processor I	14.48
01612 - Word Processor II	16.27
01613 - Word Processor III	18.19
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	16.50
05400 - Transmission Repair Specialist	29.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.05
07041 - Cook I	14.43
07042 - Cook II	16.73
07070 - Dishwasher	11.85
07130 - Food Service Worker	13.82
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.50

11060 - Elevator Operator	12.58
11090 - Gardener	19.84
11122 - Housekeeping Aide	12.58
11150 - Janitor	12.58
11210 - Laborer, Grounds Maintenance	16.19
11240 - Maid or Houseman	12.44
11260 - Pruner	14.47
11270 - Tractor Operator	19.67
11330 - Trail Maintenance Worker	16.19
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	20.20
12011 - Breath Alcohol Technician	22.80
12012 - Certified Occupational Therapist Assistant	31.28
12015 - Certified Physical Therapist Assistant	34.45
12020 - Dental Assistant	18.67
12025 - Dental Hygienist	37.88
12030 - EKG Technician	34.55
12035 - Electroneurodiagnostic Technologist	34.55
12040 - Emergency Medical Technician	20.20
12071 - Licensed Practical Nurse I	20.38
12072 - Licensed Practical Nurse II	22.80
12073 - Licensed Practical Nurse III	25.42
12100 - Medical Assistant	17.43
12130 - Medical Laboratory Technician	24.12
12160 - Medical Record Clerk	16.42
12190 - Medical Record Technician	18.36
12195 - Medical Transcriptionist	20.38
12210 - Nuclear Medicine Technologist	49.63
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	17.94
12236 - Optical Technician	18.71
12250 - Pharmacy Technician	18.59
12280 - Phlebotomist	17.41
12305 - Radiologic Technologist	29.37
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	27.51
12320 - Substance Abuse Treatment Counselor	24.87
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.39
13012 - Exhibits Specialist II	25.26
13013 - Exhibits Specialist III	30.89
13041 - Illustrator I	20.39
13042 - Illustrator II	25.26
13043 - Illustrator III	30.89
13047 - Librarian	27.97



13050 - Library Aide/Clerk		14.83
13054 - Library Information Technology Systems Administrator		25.26
13058 - Library Technician		20.39
13061 - Media Specialist I		18.23
13062 - Media Specialist II		20.39
13063 - Media Specialist III		22.72
13071 - Photographer I		18.23
13072 - Photographer II		20.39
13073 - Photographer III		25.26
13074 - Photographer IV		30.89
13075 - Photographer V		37.39
13090 - Technical Order Library Clerk		20.39
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.92
14042 - Computer Operator II		18.92
14043 - Computer Operator III		22.75
14044 - Computer Operator IV		25.27
14045 - Computer Operator V		27.98
14071 - Computer Programmer I	(see 1)	24.40
14072 - Computer Programmer II	(see 1)	30.25
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		25.27
14170 - System Support Specialist		32.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		35.34
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		21.92
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.45
15086 - Maintenance Test Pilot, Rotary Wing		39.45
15088 - Non-Maintenance Test/Co-Pilot		39.45
15090 - Technical Instructor		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		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.21
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.00	
16220 - Tailor	12.79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.19
19040 - Tool And Die Maker	29.36	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	20.23	
21030 - Material Coordinator	25.88	
21040 - Material Expediter	25.88	
21050 - Material Handling Laborer	15.90	
21071 - Order Filler	16.35	
21080 - Production Line Worker (Food Processing)		20.23
21110 - Shipping Packer	18.18	
21130 - Shipping/Receiving Clerk	18.18	
21140 - Store Worker I	10.94	
21150 - Stock Clerk	15.18	
21210 - Tools And Parts Attendant	20.23	
21410 - Warehouse Specialist	20.23	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	28.61	
23019 - Aircraft Logs and Records Technician		21.82
23021 - Aircraft Mechanic I	26.91	
23022 - Aircraft Mechanic II	28.61	
23023 - Aircraft Mechanic III	30.25	
23040 - Aircraft Mechanic Helper	18.72	
23050 - Aircraft, Painter	25.17	
23060 - Aircraft Servicer	21.82	
23070 - Aircraft Survival Flight Equipment Technician		25.17
23080 - Aircraft Worker	23.51	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.91
23110 - Appliance Mechanic	22.58	
23120 - Bicycle Repairer	18.67	
23125 - Cable Splicer	27.97	
23130 - Carpenter, Maintenance	20.42	
23140 - Carpet Layer	21.65	
23160 - Electrician, Maintenance	27.82	
23181 - Electronics Technician Maintenance I		24.47
23182 - Electronics Technician Maintenance II		26.21
23183 - Electronics Technician Maintenance III		28.02
23260 - Fabric Worker	20.11	
23290 - Fire Alarm System Mechanic	24.79	
23310 - Fire Extinguisher Repairer	18.67	
23311 - Fuel Distribution System Mechanic		22.04
23312 - Fuel Distribution System Operator		17.55
23370 - General Maintenance Worker		18.76
23380 - Ground Support Equipment Mechanic		26.91
23381 - Ground Support Equipment Servicer		21.82
23382 - Ground Support Equipment Worker		23.51
23391 - Gunsmith I	18.67	
23392 - Gunsmith II	21.65	

23393 - Gunsmith III	24.79	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.82
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.33
23430 - Heavy Equipment Mechanic		26.46
23440 - Heavy Equipment Operator		22.32
23460 - Instrument Mechanic	24.79	
23465 - Laboratory/Shelter Mechanic		23.19
23470 - Laborer	16.44	
23510 - Locksmith	23.19	
23530 - Machinery Maintenance Mechanic		28.84
23550 - Machinist, Maintenance		23.74
23580 - Maintenance Trades Helper		16.30
23591 - Metrology Technician I		24.79
23592 - Metrology Technician II		26.37
23593 - Metrology Technician III		27.88
23640 - Millwright	24.79	
23710 - Office Appliance Repairer		23.19
23760 - Painter, Maintenance		19.99
23790 - Pipefitter, Maintenance		22.91
23810 - Plumber, Maintenance		21.43
23820 - Pneudraulic Systems Mechanic		24.79
23850 - Rigger	23.26	
23870 - Scale Mechanic		21.65
23890 - Sheet-Metal Worker, Maintenance		23.29
23910 - Small Engine Mechanic		21.65
23931 - Telecommunications Mechanic I		25.32
23932 - Telecommunications Mechanic II		26.68
23950 - Telephone Lineman		28.38
23960 - Welder, Combination, Maintenance		25.67
23965 - Well Driller	23.29	
23970 - Woodcraft Worker		24.79
23980 - Woodworker		18.67
24000 - Personal Needs Occupations		
24550 - Case Manager		16.64
24570 - Child Care Attendant		11.80
24580 - Child Care Center Clerk		14.98
24610 - Chore Aide	10.37	
24620 - Family Readiness And Support Services Coordinator		16.64
24630 - Homemaker		16.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.79	
25040 - Sewage Plant Operator		22.90
25070 - Stationary Engineer		24.79
25190 - Ventilation Equipment Tender		17.24
25210 - Water Treatment Plant Operator		22.90
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.61
27007 - Baggage Inspector		16.03
27008 - Corrections Officer		18.14
27010 - Court Security Officer		19.36
27030 - Detection Dog Handler		17.92

27040 - Detention Officer	18.14	
27070 - Firefighter	20.08	
27101 - Guard I	16.03	
27102 - Guard II	17.92	
27131 - Police Officer I	27.93	
27132 - Police Officer II	31.04	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	14.28	
28042 - Carnival Equipment Repairer	15.47	
28043 - Carnival Worker	10.50	
28210 - Gate Attendant/Gate Tender	18.96	
28310 - Lifeguard	12.79	
28350 - Park Attendant (Aide)	21.20	
28510 - Recreation Aide/Health Facility Attendant	15.47	
28515 - Recreation Specialist	26.27	
28630 - Sports Official	16.88	
28690 - Swimming Pool Operator	17.94	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	30.41	
29020 - Hatch Tender	30.41	
29030 - Line Handler	30.41	
29041 - Stevedore I	28.24	
29042 - Stevedore II	32.56	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	18.32	
30022 - Archeological Technician II	20.50	
30023 - Archeological Technician III	25.39	
30030 - Cartographic Technician	25.39	
30040 - Civil Engineering Technician	28.00	
30051 - Cryogenic Technician I	28.12	
30052 - Cryogenic Technician II	31.06	
30061 - Drafter/CAD Operator I	18.32	
30062 - Drafter/CAD Operator II	20.50	
30063 - Drafter/CAD Operator III	22.84	
30064 - Drafter/CAD Operator IV	28.12	
30081 - Engineering Technician I	15.46	
30082 - Engineering Technician II	17.37	
30083 - Engineering Technician III	19.42	
30084 - Engineering Technician IV	24.06	
30085 - Engineering Technician V	29.43	
30086 - Engineering Technician VI	35.62	
30090 - Environmental Technician	23.68	
30095 - Evidence Control Specialist	25.39	
30210 - Laboratory Technician	23.35	
30221 - Latent Fingerprint Technician I	28.12	
30222 - Latent Fingerprint Technician II	31.06	
30240 - Mathematical Technician	25.39	
30361 - Paralegal/Legal Assistant I	20.41	
30362 - Paralegal/Legal Assistant II	25.27	
30363 - Paralegal/Legal Assistant III	30.91	
30364 - Paralegal/Legal Assistant IV	37.39	

30375 - Petroleum Supply Specialist	31.06	
30390 - Photo-Optics Technician	25.39	
30395 - Radiation Control Technician	31.06	
30461 - Technical Writer I	25.39	
30462 - Technical Writer II	31.06	
30463 - Technical Writer III	37.57	
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	28.12	
30502 - Weather Forecaster II	34.19	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.84
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	16.05	
31030 - Bus Driver	22.38	
31043 - Driver Courier	20.54	
31260 - Parking and Lot Attendant	14.86	
31290 - Shuttle Bus Driver	20.22	
31310 - Taxi Driver	15.21	
31361 - Truckdriver, Light	22.24	
31362 - Truckdriver, Medium	24.04	
31363 - Truckdriver, Heavy	25.27	
31364 - Truckdriver, Tractor-Trailer	25.27	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	13.56	
99050 - Desk Clerk	13.02	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I		16.65
99252 - Laboratory Animal Caretaker II		18.03
99260 - Marketing Analyst	35.61	
99310 - Mortician	25.60	
99410 - Pest Controller	18.44	
99510 - Photofinishing Worker	13.45	
99710 - Recycling Laborer	20.89	
99711 - Recycling Specialist	25.37	
99730 - Refuse Collector	18.65	
99810 - Sales Clerk	14.18	
99820 - School Crossing Guard	12.24	
99830 - Survey Party Chief	20.43	
99831 - Surveying Aide	14.22	
99832 - Surveying Technician	19.51	
99840 - Vending Machine Attendant	16.78	
99841 - Vending Machine Repairer	21.03	
99842 - Vending Machine Repairer Helper	16.78	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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



following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5249  
 Daniel W. Simms Division of | Revision No.: 13  
 Director Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Ector

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.93	
01012 - Accounting Clerk II	17.90	
01013 - Accounting Clerk III	20.01	
01020 - Administrative Assistant	26.45	
01035 - Court Reporter	18.00	
01041 - Customer Service Representative I	13.21	
01042 - Customer Service Representative II	14.41	
01043 - Customer Service Representative III	16.19	
01051 - Data Entry Operator I	12.90	
01052 - Data Entry Operator II	14.08	
01060 - Dispatcher, Motor Vehicle	22.20	
01070 - Document Preparation Clerk	14.99	
01090 - Duplicating Machine Operator	14.99	
01111 - General Clerk I	15.08	
01112 - General Clerk II	16.45	
01113 - General Clerk III	18.46	
01120 - Housing Referral Assistant	20.06	
01141 - Messenger Courier	11.77	

01191 - Order Clerk I	16.25
01192 - Order Clerk II	17.99
01261 - Personnel Assistant (Employment) I	16.32
01262 - Personnel Assistant (Employment) II	18.26
01263 - Personnel Assistant (Employment) III	20.36
01270 - Production Control Clerk	25.34
01290 - Rental Clerk	17.86
01300 - Scheduler, Maintenance	16.09
01311 - Secretary I	16.09
01312 - Secretary II	18.00
01313 - Secretary III	20.06
01320 - Service Order Dispatcher	19.84
01410 - Supply Technician	26.45
01420 - Survey Worker	17.23
01460 - Switchboard Operator/Receptionist	14.38
01531 - Travel Clerk I	11.43
01532 - Travel Clerk II	12.53
01533 - Travel Clerk III	13.72
01611 - Word Processor I	14.33
01612 - Word Processor II	16.09
01613 - Word Processor III	18.00
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.31
05010 - Automotive Electrician	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	16.43
05400 - Transmission Repair Specialist	23.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.93
07041 - Cook I	11.82
07042 - Cook II	13.71
07070 - Dishwasher	11.87
07130 - Food Service Worker	11.57
07210 - Meat Cutter	15.95
07260 - Waiter/Waitress	8.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.85

11060 - Elevator Operator	14.78
11090 - Gardener	19.84
11122 - Housekeeping Aide	13.03
11150 - Janitor	13.03
11210 - Laborer, Grounds Maintenance	16.34
11240 - Maid or Houseman	11.40
11260 - Pruner	14.59
11270 - Tractor Operator	19.84
11330 - Trail Maintenance Worker	16.34
11360 - Window Cleaner	14.59
12000 - Health Occupations	
12010 - Ambulance Driver	20.08
12011 - Breath Alcohol Technician	20.08
12012 - Certified Occupational Therapist Assistant	28.20
12015 - Certified Physical Therapist Assistant	33.93
12020 - Dental Assistant	19.17
12025 - Dental Hygienist	41.58
12030 - EKG Technician	30.43
12035 - Electroneurodiagnostic Technologist	30.43
12040 - Emergency Medical Technician	20.08
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.08
12073 - Licensed Practical Nurse III	22.38
12100 - Medical Assistant	18.50
12130 - Medical Laboratory Technician	26.62
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	17.96
12210 - Nuclear Medicine Technologist	44.13
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.17
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	16.86
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	18.59
12280 - Phlebotomist	17.96
12305 - Radiologic Technologist	28.91
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	24.87
12320 - Substance Abuse Treatment Counselor	25.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.43
13012 - Exhibits Specialist II	25.31
13013 - Exhibits Specialist III	30.96
13041 - Illustrator I	20.43
13042 - Illustrator II	25.31
13043 - Illustrator III	30.96
13047 - Librarian	28.03

13050 - Library Aide/Clerk		13.75	
13054 - Library Information Technology Systems Administrator			25.31
13058 - Library Technician		19.65	
13061 - Media Specialist I		18.27	
13062 - Media Specialist II		20.43	
13063 - Media Specialist III		22.77	
13071 - Photographer I		17.70	
13072 - Photographer II		20.43	
13073 - Photographer III		24.51	
13074 - Photographer IV		29.99	
13075 - Photographer V		36.29	
13090 - Technical Order Library Clerk			19.69
13110 - Video Teleconference Technician			18.27
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)	27.50	
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)		
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator			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)			29.03
15020 - Aircrew Training Devices Instructor (Rated)			35.12
15030 - Air Crew Training Devices Instructor (Pilot)			42.09
15050 - Computer Based Training Specialist / Instructor			29.03
15060 - Educational Technologist		30.45	
15070 - Flight Instructor (Pilot)		42.09	
15080 - Graphic Artist		28.24	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			42.09
15086 - Maintenance Test Pilot, Rotary Wing			42.09
15088 - Non-Maintenance Test/Co-Pilot			42.09
15090 - Technical Instructor		24.18	
15095 - Technical Instructor/Course Developer			29.59
15110 - Test Proctor		20.03	
15120 - Tutor		20.03	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		10.84	
16030 - Counter Attendant		10.84	
16040 - Dry Cleaner		12.39	
16070 - Finisher, Flatwork, Machine			10.84
16090 - Presser, Hand		10.84	
16110 - Presser, Machine, Drycleaning			10.84
16130 - Presser, Machine, Shirts		10.84	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.84

16190 - Sewing Machine Operator	12.90	
16220 - Tailor	13.42	
16250 - Washer, Machine	11.35	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.30
19040 - Tool And Die Maker	28.23	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	19.01	
21030 - Material Coordinator	25.34	
21040 - Material Expediter	25.34	
21050 - Material Handling Laborer	17.33	
21071 - Order Filler	17.55	
21080 - Production Line Worker (Food Processing)		19.01
21110 - Shipping Packer	18.28	
21130 - Shipping/Receiving Clerk	18.28	
21140 - Store Worker I	10.94	
21150 - Stock Clerk	15.18	
21210 - Tools And Parts Attendant	19.01	
21410 - Warehouse Specialist	19.01	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	25.35	
23019 - Aircraft Logs and Records Technician		19.34
23021 - Aircraft Mechanic I	23.84	
23022 - Aircraft Mechanic II	25.35	
23023 - Aircraft Mechanic III	26.81	
23040 - Aircraft Mechanic Helper	16.71	
23050 - Aircraft, Painter	22.30	
23060 - Aircraft Servicer	19.34	
23070 - Aircraft Survival Flight Equipment Technician		22.30
23080 - Aircraft Worker	20.82	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.84
23110 - Appliance Mechanic	22.30	
23120 - Bicycle Repairer	17.95	
23125 - Cable Splicer	25.12	
23130 - Carpenter, Maintenance	21.36	
23140 - Carpet Layer	20.82	
23160 - Electrician, Maintenance	23.44	
23181 - Electronics Technician Maintenance I		21.54
23182 - Electronics Technician Maintenance II		23.06
23183 - Electronics Technician Maintenance III		24.66
23260 - Fabric Worker	19.34	
23290 - Fire Alarm System Mechanic		23.84
23310 - Fire Extinguisher Repairer	17.95	
23311 - Fuel Distribution System Mechanic		23.26
23312 - Fuel Distribution System Operator		17.52
23370 - General Maintenance Worker		18.40
23380 - Ground Support Equipment Mechanic		23.84
23381 - Ground Support Equipment Servicer		19.34
23382 - Ground Support Equipment Worker		20.82
23391 - Gunsmith I	17.95	
23392 - Gunsmith II	20.82	



23393 - Gunsmith III	23.84	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.97
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.49
23430 - Heavy Equipment Mechanic	27.17	
23440 - Heavy Equipment Operator	24.07	
23460 - Instrument Mechanic	23.84	
23465 - Laboratory/Shelter Mechanic	22.30	
23470 - Laborer	17.97	
23510 - Locksmith	22.30	
23530 - Machinery Maintenance Mechanic		24.95
23550 - Machinist, Maintenance	24.29	
23580 - Maintenance Trades Helper	17.29	
23591 - Metrology Technician I	23.84	
23592 - Metrology Technician II	25.35	
23593 - Metrology Technician III	26.81	
23640 - Millwright	23.84	
23710 - Office Appliance Repairer	20.61	
23760 - Painter, Maintenance	17.89	
23790 - Pipefitter, Maintenance	24.46	
23810 - Plumber, Maintenance	22.88	
23820 - Pneudraulic Systems Mechanic		23.84
23850 - Rigger	23.42	
23870 - Scale Mechanic	20.82	
23890 - Sheet-Metal Worker, Maintenance		23.28
23910 - Small Engine Mechanic	20.82	
23931 - Telecommunications Mechanic I	25.14	
23932 - Telecommunications Mechanic II	26.72	
23950 - Telephone Lineman	23.84	
23960 - Welder, Combination, Maintenance		27.87
23965 - Well Driller	23.36	
23970 - Woodcraft Worker	23.84	
23980 - Woodworker	17.95	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.18	
24570 - Child Care Attendant	11.88	
24580 - Child Care Center Clerk	14.81	
24610 - Chore Aide	10.31	
24620 - Family Readiness And Support Services Coordinator		15.18
24630 - Homemaker	15.93	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.84	
25040 - Sewage Plant Operator	22.30	
25070 - Stationary Engineer	23.84	
25190 - Ventilation Equipment Tender	16.58	
25210 - Water Treatment Plant Operator	22.30	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.91	
27007 - Baggage Inspector	16.77	
27008 - Corrections Officer	16.49	
27010 - Court Security Officer	19.36	
27030 - Detection Dog Handler	18.75	

27040 - Detention Officer	16.49	
27070 - Firefighter	20.08	
27101 - Guard I	16.77	
27102 - Guard II	18.75	
27131 - Police Officer I	26.08	
27132 - Police Officer II	28.99	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	16.12	
28042 - Carnival Equipment Repairer	16.80	
28043 - Carnival Worker	11.89	
28210 - Gate Attendant/Gate Tender	15.26	
28310 - Lifeguard	13.60	
28350 - Park Attendant (Aide)	17.07	
28510 - Recreation Aide/Health Facility Attendant	12.46	
28515 - Recreation Specialist	21.15	
28630 - Sports Official	13.60	
28690 - Swimming Pool Operator	20.33	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	27.69	
29020 - Hatch Tender	27.69	
29030 - Line Handler	27.69	
29041 - Stevedore I	25.71	
29042 - Stevedore II	29.65	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	18.21	
30022 - Archeological Technician II	20.37	
30023 - Archeological Technician III	25.23	
30030 - Cartographic Technician	25.23	
30040 - Civil Engineering Technician	25.23	
30051 - Cryogenic Technician I	27.95	
30052 - Cryogenic Technician II	30.87	
30061 - Drafter/CAD Operator I	18.21	
30062 - Drafter/CAD Operator II	20.37	
30063 - Drafter/CAD Operator III	22.70	
30064 - Drafter/CAD Operator IV	27.95	
30081 - Engineering Technician I	15.51	
30082 - Engineering Technician II	17.41	
30083 - Engineering Technician III	19.48	
30084 - Engineering Technician IV	24.13	
30085 - Engineering Technician V	29.52	
30086 - Engineering Technician VI	35.71	
30090 - Environmental Technician	25.23	
30095 - Evidence Control Specialist	25.23	
30210 - Laboratory Technician	25.32	
30221 - Latent Fingerprint Technician I	27.95	
30222 - Latent Fingerprint Technician II	30.87	
30240 - Mathematical Technician	25.23	
30361 - Paralegal/Legal Assistant I	18.59	
30362 - Paralegal/Legal Assistant II	22.28	
30363 - Paralegal/Legal Assistant III	27.32	
30364 - Paralegal/Legal Assistant IV	32.97	

30375 - Petroleum Supply Specialist		30.87
30390 - Photo-Optics Technician		25.23
30395 - Radiation Control Technician		30.87
30461 - Technical Writer I		25.23
30462 - Technical Writer II		30.87
30463 - Technical Writer III		37.34
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.95
30502 - Weather Forecaster II		33.99
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.70
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.50
31030 - Bus Driver		21.95
31043 - Driver Courier		17.20
31260 - Parking and Lot Attendant		13.84
31290 - Shuttle Bus Driver		16.94
31310 - Taxi Driver		15.69
31361 - Truckdriver, Light		18.63
31362 - Truckdriver, Medium		20.57
31363 - Truckdriver, Heavy		24.07
31364 - Truckdriver, Tractor-Trailer		24.07
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		12.93
99050 - Desk Clerk		11.99
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		16.65
99252 - Laboratory Animal Caretaker II		18.03
99260 - Marketing Analyst		34.32
99310 - Mortician		25.60
99410 - Pest Controller		20.28
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		14.23
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		12.73
99810 - Sales Clerk		13.79
99820 - School Crossing Guard		12.24
99830 - Survey Party Chief		17.69
99831 - Surveying Aide		12.32
99832 - Surveying Technician		16.90
99840 - Vending Machine Attendant		16.65
99841 - Vending Machine Repairer		20.91
99842 - Vending Machine Repairer Helper		16.65

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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



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

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

Wage Determination No.: 2015-5251  
 Daniel W. Simms | Division of | Revision No.: 13  
 Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Irion, Tom Green

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		24.51
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		12.41
01042 - Customer Service Representative II		13.95
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		11.99
01052 - Data Entry Operator II		13.08
01060 - Dispatcher, Motor Vehicle		18.36
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		13.68
01112 - General Clerk II		16.25
01113 - General Clerk III		16.89
01120 - Housing Referral Assistant		19.21
01141 - Messenger Courier		11.15

01191 - Order Clerk I	14.53
01192 - Order Clerk II	17.15
01261 - Personnel Assistant (Employment) I	15.45
01262 - Personnel Assistant (Employment) II	17.32
01263 - Personnel Assistant (Employment) III	19.26
01270 - Production Control Clerk	22.82
01290 - Rental Clerk	14.25
01300 - Scheduler, Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	16.41
01410 - Supply Technician	24.51
01420 - Survey Worker	17.18
01460 - Switchboard Operator/Receptionist	12.02
01531 - Travel Clerk I	11.88
01532 - Travel Clerk II	13.02
01533 - Travel Clerk III	14.24
01611 - Word Processor I	13.67
01612 - Word Processor II	15.37
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.85
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	14.85
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.72
07041 - Cook I	11.95
07042 - Cook II	13.86
07070 - Dishwasher	9.63
07130 - Food Service Worker	12.63
07210 - Meat Cutter	17.79
07260 - Waiter/Waitress	8.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.70

11060 - Elevator Operator	11.51
11090 - Gardener	15.90
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	12.09
11240 - Maid or Houseman	10.01
11260 - Pruner	10.79
11270 - Tractor Operator	14.68
11330 - Trail Maintenance Worker	12.09
11360 - Window Cleaner	12.20
12000 - Health Occupations	
12010 - Ambulance Driver	19.40
12011 - Breath Alcohol Technician	19.40
12012 - Certified Occupational Therapist Assistant	26.61
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	15.73
12025 - Dental Hygienist	39.34
12030 - EKG Technician	29.39
12035 - Electroneurodiagnostic Technologist	29.39
12040 - Emergency Medical Technician	19.40
12071 - Licensed Practical Nurse I	17.35
12072 - Licensed Practical Nurse II	19.40
12073 - Licensed Practical Nurse III	21.62
12100 - Medical Assistant	14.91
12130 - Medical Laboratory Technician	22.00
12160 - Medical Record Clerk	16.74
12190 - Medical Record Technician	19.82
12195 - Medical Transcriptionist	17.35
12210 - Nuclear Medicine Technologist	42.63
12221 - Nursing Assistant I	11.70
12222 - Nursing Assistant II	13.15
12223 - Nursing Assistant III	14.35
12224 - Nursing Assistant IV	16.10
12235 - Optical Dispenser	19.40
12236 - Optical Technician	17.35
12250 - Pharmacy Technician	16.79
12280 - Phlebotomist	27.06
12305 - Radiologic Technologist	28.39
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.61
12313 - Registered Nurse II, Specialist	29.61
12314 - Registered Nurse III	35.83
12315 - Registered Nurse III, Anesthetist	35.83
12316 - Registered Nurse IV	42.91
12317 - Scheduler (Drug and Alcohol Testing)	24.03
12320 - Substance Abuse Treatment Counselor	26.21
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.36
13012 - Exhibits Specialist II	27.34
13013 - Exhibits Specialist III	21.85
13041 - Illustrator I	22.36
13042 - Illustrator II	27.34
13043 - Illustrator III	28.46
13047 - Librarian	16.64

13050 - Library Aide/Clerk		22.36	
13054 - Library Information Technology Systems Administrator			17.86
13058 - Library Technician		16.13	
13061 - Media Specialist I		18.05	
13062 - Media Specialist II		20.12	
13063 - Media Specialist III		19.51	
13071 - Photographer I		18.05	
13072 - Photographer II		22.36	
13073 - Photographer III		27.34	
13074 - Photographer IV		33.08	
13075 - Photographer V		23.03	
13090 - Technical Order Library Clerk			18.78
13110 - Video Teleconference Technician			16.80
14000 - Information Technology Occupations			
14041 - Computer Operator I		16.21	
14042 - Computer Operator II		18.15	
14043 - Computer Operator III		21.43	
14044 - Computer Operator IV		23.79	
14045 - Computer Operator V		26.36	
14071 - Computer Programmer I	(see 1)	22.25	
14072 - Computer Programmer II	(see 1)	27.56	
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)		
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator			16.21
14160 - Personal Computer Support Technician			23.79
14170 - System Support Specialist		26.03	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			28.58
15020 - Aircrew Training Devices Instructor (Rated)			34.92
15030 - Air Crew Training Devices Instructor (Pilot)			41.45
15050 - Computer Based Training Specialist / Instructor			28.58
15060 - Educational Technologist		36.51	
15070 - Flight Instructor (Pilot)		41.45	
15080 - Graphic Artist		19.64	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			41.45
15086 - Maintenance Test Pilot, Rotary Wing			41.45
15088 - Non-Maintenance Test/Co-Pilot			41.45
15090 - Technical Instructor		19.36	
15095 - Technical Instructor/Course Developer			23.68
15110 - Test Proctor		17.77	
15120 - Tutor		17.77	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		10.84	
16030 - Counter Attendant		10.84	
16040 - Dry Cleaner		12.39	
16070 - Finisher, Flatwork, Machine			10.84
16090 - Presser, Hand		10.84	
16110 - Presser, Machine, Drycleaning			10.84
16130 - Presser, Machine, Shirts		10.84	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.84

16190 - Sewing Machine Operator	12.90	
16220 - Tailor	13.42	
16250 - Washer, Machine	11.35	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.56
19040 - Tool And Die Maker	24.76	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.03	
21030 - Material Coordinator	22.82	
21040 - Material Expediter	22.82	
21050 - Material Handling Laborer	12.71	
21071 - Order Filler	12.99	
21080 - Production Line Worker (Food Processing)		16.03
21110 - Shipping Packer	14.96	
21130 - Shipping/Receiving Clerk	14.96	
21140 - Store Worker I	10.94	
21150 - Stock Clerk	15.18	
21210 - Tools And Parts Attendant	16.03	
21410 - Warehouse Specialist	16.03	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	27.64	
23019 - Aircraft Logs and Records Technician	20.59	
23021 - Aircraft Mechanic I	26.08	
23022 - Aircraft Mechanic II	27.64	
23023 - Aircraft Mechanic III	29.18	
23040 - Aircraft Mechanic Helper	18.38	
23050 - Aircraft, Painter	23.74	
23060 - Aircraft Servicer	20.59	
23070 - Aircraft Survival Flight Equipment Technician		23.74
23080 - Aircraft Worker	22.07	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.08
23110 - Appliance Mechanic	19.56	
23120 - Bicycle Repairer	15.75	
23125 - Cable Splicer	24.94	
23130 - Carpenter, Maintenance	18.51	
23140 - Carpet Layer	18.27	
23160 - Electrician, Maintenance	22.89	
23181 - Electronics Technician Maintenance I	20.54	
23182 - Electronics Technician Maintenance II	21.99	
23183 - Electronics Technician Maintenance III	23.51	
23260 - Fabric Worker	16.96	
23290 - Fire Alarm System Mechanic	20.91	
23310 - Fire Extinguisher Repairer	15.75	
23311 - Fuel Distribution System Mechanic	22.04	
23312 - Fuel Distribution System Operator	17.37	
23370 - General Maintenance Worker	15.84	
23380 - Ground Support Equipment Mechanic	26.08	
23381 - Ground Support Equipment Servicer	20.59	
23382 - Ground Support Equipment Worker	22.07	
23391 - Gunsmith I	15.75	
23392 - Gunsmith II	18.27	

23393 - Gunsmith III	20.91	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		22.37
23430 - Heavy Equipment Mechanic		23.48
23440 - Heavy Equipment Operator		20.38
23460 - Instrument Mechanic	20.91	
23465 - Laboratory/Shelter Mechanic		19.56
23470 - Laborer	12.80	
23510 - Locksmith	19.56	
23530 - Machinery Maintenance Mechanic		21.68
23550 - Machinist, Maintenance		21.06
23580 - Maintenance Trades Helper		14.25
23591 - Metrology Technician I		20.91
23592 - Metrology Technician II		22.24
23593 - Metrology Technician III		23.52
23640 - Millwright	20.91	
23710 - Office Appliance Repairer		19.56
23760 - Painter, Maintenance		16.96
23790 - Pipefitter, Maintenance		24.85
23810 - Plumber, Maintenance		23.24
23820 - Pneudraulic Systems Mechanic		20.91
23850 - Rigger	20.91	
23870 - Scale Mechanic		18.27
23890 - Sheet-Metal Worker, Maintenance		20.91
23910 - Small Engine Mechanic		18.27
23931 - Telecommunications Mechanic I		21.58
23932 - Telecommunications Mechanic II		22.94
23950 - Telephone Lineman		21.32
23960 - Welder, Combination, Maintenance		23.09
23965 - Well Driller	20.91	
23970 - Woodcraft Worker		20.91
23980 - Woodworker		15.75
24000 - Personal Needs Occupations		
24550 - Case Manager		16.13
24570 - Child Care Attendant		9.49
24580 - Child Care Center Clerk		12.97
24610 - Chore Aide	9.52	
24620 - Family Readiness And Support Services Coordinator		16.13
24630 - Homemaker		16.13
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	20.91	
25040 - Sewage Plant Operator		18.82
25070 - Stationary Engineer		20.91
25190 - Ventilation Equipment Tender		14.54
25210 - Water Treatment Plant Operator		18.82
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.48
27007 - Baggage Inspector		13.68
27008 - Corrections Officer		20.04
27010 - Court Security Officer		21.30
27030 - Detection Dog Handler		15.74

27040 - Detention Officer	20.04	
27070 - Firefighter	22.09	
27101 - Guard I	13.68	
27102 - Guard II	15.74	
27131 - Police Officer I	24.80	
27132 - Police Officer II	27.56	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.25	
28042 - Carnival Equipment Repairer	13.27	
28043 - Carnival Worker	9.01	
28210 - Gate Attendant/Gate Tender	14.20	
28310 - Lifeguard	12.65	
28350 - Park Attendant (Aide)	15.89	
28510 - Recreation Aide/Health Facility Attendant	11.59	
28515 - Recreation Specialist	19.57	
28630 - Sports Official	12.65	
28690 - Swimming Pool Operator	15.39	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	18.39	
29020 - Hatch Tender	18.39	
29030 - Line Handler	18.39	
29041 - Stevedore I	17.07	
29042 - Stevedore II	19.69	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	16.73	
30022 - Archeological Technician II	18.72	
30023 - Archeological Technician III	23.18	
30030 - Cartographic Technician	23.18	
30040 - Civil Engineering Technician	22.74	
30051 - Cryogenic Technician I	25.68	
30052 - Cryogenic Technician II	28.36	
30061 - Drafter/CAD Operator I	16.73	
30062 - Drafter/CAD Operator II	18.72	
30063 - Drafter/CAD Operator III	20.86	
30064 - Drafter/CAD Operator IV	25.68	
30081 - Engineering Technician I	15.07	
30082 - Engineering Technician II	16.90	
30083 - Engineering Technician III	18.91	
30084 - Engineering Technician IV	23.43	
30085 - Engineering Technician V	28.66	
30086 - Engineering Technician VI	34.67	
30090 - Environmental Technician	23.18	
30095 - Evidence Control Specialist	23.18	
30210 - Laboratory Technician	20.86	
30221 - Latent Fingerprint Technician I	25.68	
30222 - Latent Fingerprint Technician II	28.36	
30240 - Mathematical Technician	23.18	
30361 - Paralegal/Legal Assistant I	19.46	
30362 - Paralegal/Legal Assistant II	24.10	
30363 - Paralegal/Legal Assistant III	29.48	
30364 - Paralegal/Legal Assistant IV	35.67	



30375 - Petroleum Supply Specialist		28.36
30390 - Photo-Optics Technician		23.18
30395 - Radiation Control Technician		28.36
30461 - Technical Writer I		23.18
30462 - Technical Writer II		28.36
30463 - Technical Writer III		34.31
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		25.68
30502 - Weather Forecaster II		31.23
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.86
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.11
31030 - Bus Driver		19.99
31043 - Driver Courier		16.28
31260 - Parking and Lot Attendant		12.61
31290 - Shuttle Bus Driver		16.03
31310 - Taxi Driver		13.18
31361 - Truckdriver, Light		17.63
31362 - Truckdriver, Medium		18.99
31363 - Truckdriver, Heavy		20.27
31364 - Truckdriver, Tractor-Trailer		20.27
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.40
99050 - Desk Clerk		11.45
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		16.65
99252 - Laboratory Animal Caretaker II		18.03
99260 - Marketing Analyst		25.50
99310 - Mortician		25.60
99410 - Pest Controller		19.42
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		14.23
99711 - Recycling Specialist		17.31
99730 - Refuse Collector		12.73
99810 - Sales Clerk		11.55
99820 - School Crossing Guard		12.24
99830 - Survey Party Chief		17.69
99831 - Surveying Aide		12.32
99832 - Surveying Technician		16.90
99840 - Vending Machine Attendant		16.65
99841 - Vending Machine Repairer		20.91
99842 - Vending Machine Repairer Helper		16.65

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5253  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.48	
01012 - Accounting Clerk II	18.51	
01013 - Accounting Clerk III	20.70	
01020 - Administrative Assistant	26.99	
01035 - Court Reporter	29.44	
01041 - Customer Service Representative I	13.37	
01042 - Customer Service Representative II	14.59	
01043 - Customer Service Representative III	16.39	
01051 - Data Entry Operator I	16.06	
01052 - Data Entry Operator II	17.53	
01060 - Dispatcher, Motor Vehicle	19.12	
01070 - Document Preparation Clerk	16.77	
01090 - Duplicating Machine Operator	16.77	
01111 - General Clerk I	13.22	
01112 - General Clerk II	14.43	
01113 - General Clerk III	16.21	
01120 - Housing Referral Assistant	21.18	



01141 - Messenger Courier	14.82
01191 - Order Clerk I	14.80
01192 - Order Clerk II	16.14
01261 - Personnel Assistant (Employment) I	17.04
01262 - Personnel Assistant (Employment) II	19.23
01263 - Personnel Assistant (Employment) III	21.26
01270 - Production Control Clerk	22.62
01290 - Rental Clerk	14.90
01300 - Scheduler, Maintenance	16.99
01311 - Secretary I	16.99
01312 - Secretary II	19.00
01313 - Secretary III	21.18
01320 - Service Order Dispatcher	17.10
01410 - Supply Technician	26.99
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	13.76
01531 - Travel Clerk I	16.70
01532 - Travel Clerk II	17.76
01533 - Travel Clerk III	18.68
01611 - Word Processor I	16.15
01612 - Word Processor II	18.14
01613 - Word Processor III	20.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	19.63
05040 - Automotive Glass Installer	18.33
05070 - Automotive Worker	18.33
05110 - Mobile Equipment Servicer	15.87
05130 - Motor Equipment Metal Mechanic	20.85
05160 - Motor Equipment Metal Worker	18.33
05190 - Motor Vehicle Mechanic	20.85
05220 - Motor Vehicle Mechanic Helper	14.75
05250 - Motor Vehicle Upholstery Worker	17.09
05280 - Motor Vehicle Wrecker	18.33
05310 - Painter, Automotive	19.63
05340 - Radiator Repair Specialist	18.33
05370 - Tire Repairer	13.20
05400 - Transmission Repair Specialist	20.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.43
07041 - Cook I	14.07
07042 - Cook II	16.25
07070 - Dishwasher	10.63
07130 - Food Service Worker	13.48
07210 - Meat Cutter	17.61
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.18
09040 - Furniture Handler	10.93
09080 - Furniture Refinisher	17.26
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	15.04
09130 - Upholsterer	17.26
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	11.51
11060 - Elevator Operator	12.22
11090 - Gardener	18.15
11122 - Housekeeping Aide	12.36
11150 - Janitor	12.36
11210 - Laborer, Grounds Maintenance	14.22
11240 - Maid or Houseman	11.42
11260 - Pruner	12.80
11270 - Tractor Operator	16.87
11330 - Trail Maintenance Worker	14.22
11360 - Window Cleaner	13.72
12000 - Health Occupations	
12010 - Ambulance Driver	18.10
12011 - Breath Alcohol Technician	20.08
12012 - Certified Occupational Therapist Assistant	37.60
12015 - Certified Physical Therapist Assistant	34.93
12020 - Dental Assistant	18.12
12025 - Dental Hygienist	37.06
12030 - EKG Technician	27.43
12035 - Electroneurodiagnostic Technologist	27.43
12040 - Emergency Medical Technician	18.10
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.08
12073 - Licensed Practical Nurse III	22.38
12100 - Medical Assistant	15.06
12130 - Medical Laboratory Technician	23.59
12160 - Medical Record Clerk	18.05
12190 - Medical Record Technician	20.18
12195 - Medical Transcriptionist	13.76
12210 - Nuclear Medicine Technologist	36.88
12221 - Nursing Assistant I	11.46
12222 - Nursing Assistant II	12.88
12223 - Nursing Assistant III	14.06
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	15.68
12236 - Optical Technician	16.72
12250 - Pharmacy Technician	18.10
12280 - Phlebotomist	16.55
12305 - Radiologic Technologist	29.67
12311 - Registered Nurse I	24.40
12312 - Registered Nurse II	29.85
12313 - Registered Nurse II, Specialist	29.85
12314 - Registered Nurse III	36.11
12315 - Registered Nurse III, Anesthetist	36.11
12316 - Registered Nurse IV	43.28
12317 - Scheduler (Drug and Alcohol Testing)	24.87
12320 - Substance Abuse Treatment Counselor	23.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.10
13012 - Exhibits Specialist II	26.14
13013 - Exhibits Specialist III	31.98
13041 - Illustrator I	21.10
13042 - Illustrator II	26.14
13043 - Illustrator III	31.98

13047 - Librarian	28.95	
13050 - Library Aide/Clerk	14.20	
13054 - Library Information Technology Systems Administrator		26.14
13058 - Library Technician	16.09	
13061 - Media Specialist I	18.87	
13062 - Media Specialist II	21.10	
13063 - Media Specialist III	23.52	
13071 - Photographer I	18.74	
13072 - Photographer II	20.96	
13073 - Photographer III	25.18	
13074 - Photographer IV	28.67	
13075 - Photographer V	34.79	
13090 - Technical Order Library Clerk		17.84
13110 - Video Teleconference Technician		19.61
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.75	
14042 - Computer Operator II	19.86	
14043 - Computer Operator III	22.13	
14044 - Computer Operator IV	24.60	
14045 - Computer Operator V	27.24	
14071 - Computer Programmer I	(see 1)	22.86
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		17.75
14160 - Personal Computer Support Technician		24.60
14170 - System Support Specialist	30.98	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.78
15020 - Aircrew Training Devices Instructor (Rated)		36.03
15030 - Air Crew Training Devices Instructor (Pilot)		43.18
15050 - Computer Based Training Specialist / Instructor		29.78
15060 - Educational Technologist	33.62	
15070 - Flight Instructor (Pilot)	43.18	
15080 - Graphic Artist	26.06	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.18
15086 - Maintenance Test Pilot, Rotary Wing		43.18
15088 - Non-Maintenance Test/Co-Pilot		43.18
15090 - Technical Instructor	22.95	
15095 - Technical Instructor/Course Developer		28.08
15110 - Test Proctor	18.53	
15120 - Tutor	18.53	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.03	
16030 - Counter Attendant	10.03	
16040 - Dry Cleaner	12.17	
16070 - Finisher, Flatwork, Machine		10.03
16090 - Presser, Hand	10.03	
16110 - Presser, Machine, Drycleaning		10.03
16130 - Presser, Machine, Shirts		10.03

16160 - Presser, Machine, Wearing Apparel, Laundry	10.03
16190 - Sewing Machine Operator	12.86
16220 - Tailor	13.48
16250 - Washer, Machine	10.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.50
19040 - Tool And Die Maker	25.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.27
21030 - Material Coordinator	22.62
21040 - Material Expediter	22.62
21050 - Material Handling Laborer	14.71
21071 - Order Filler	14.13
21080 - Production Line Worker (Food Processing)	16.27
21110 - Shipping Packer	16.04
21130 - Shipping/Receiving Clerk	16.04
21140 - Store Worker I	11.74
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	16.27
21410 - Warehouse Specialist	16.27
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.43
23019 - Aircraft Logs and Records Technician	23.60
23021 - Aircraft Mechanic I	28.78
23022 - Aircraft Mechanic II	30.43
23023 - Aircraft Mechanic III	32.09
23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft, Painter	27.08
23060 - Aircraft Servicer	23.60
23070 - Aircraft Survival Flight Equipment Technician	27.08
23080 - Aircraft Worker	25.30
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.78
23110 - Appliance Mechanic	22.01
23120 - Bicycle Repairer	17.67
23125 - Cable Splicer	29.53
23130 - Carpenter, Maintenance	19.72
23140 - Carpet Layer	18.53
23160 - Electrician, Maintenance	25.73
23181 - Electronics Technician Maintenance I	24.56
23182 - Electronics Technician Maintenance II	26.29
23183 - Electronics Technician Maintenance III	27.93
23260 - Fabric Worker	19.04
23290 - Fire Alarm System Mechanic	24.73
23310 - Fire Extinguisher Repairer	17.67
23311 - Fuel Distribution System Mechanic	21.12
23312 - Fuel Distribution System Operator	16.08
23370 - General Maintenance Worker	17.38
23380 - Ground Support Equipment Mechanic	28.78
23381 - Ground Support Equipment Servicer	23.60
23382 - Ground Support Equipment Worker	25.30
23391 - Gunsmith I	17.67

23392 - Gunsmith II	20.41	
23393 - Gunsmith III	23.21	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.63
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		26.04
23430 - Heavy Equipment Mechanic		24.86
23440 - Heavy Equipment Operator		19.16
23460 - Instrument Mechanic		24.51
23465 - Laboratory/Shelter Mechanic		21.85
23470 - Laborer	14.71	
23510 - Locksmith	20.38	
23530 - Machinery Maintenance Mechanic		24.43
23550 - Machinist, Maintenance		22.72
23580 - Maintenance Trades Helper		14.85
23591 - Metrology Technician I		24.51
23592 - Metrology Technician II		25.91
23593 - Metrology Technician III		27.33
23640 - Millwright	25.44	
23710 - Office Appliance Repairer		18.08
23760 - Painter, Maintenance		17.92
23790 - Pipefitter, Maintenance		23.61
23810 - Plumber, Maintenance		22.23
23820 - Pneudraulic Systems Mechanic		23.21
23850 - Rigger	19.79	
23870 - Scale Mechanic		20.41
23890 - Sheet-Metal Worker, Maintenance		19.00
23910 - Small Engine Mechanic		19.99
23931 - Telecommunications Mechanic I		24.78
23932 - Telecommunications Mechanic II		26.20
23950 - Telephone Lineman		26.62
23960 - Welder, Combination, Maintenance		20.07
23965 - Well Driller	20.78	
23970 - Woodcraft Worker		23.21
23980 - Woodworker		17.67
24000 - Personal Needs Occupations		
24550 - Case Manager		16.83
24570 - Child Care Attendant		10.34
24580 - Child Care Center Clerk		12.89
24610 - Chore Aide	10.57	
24620 - Family Readiness And Support Services Coordinator		16.83
24630 - Homemaker		16.83
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.50	
25040 - Sewage Plant Operator		21.04
25070 - Stationary Engineer		23.50
25190 - Ventilation Equipment Tender		16.62
25210 - Water Treatment Plant Operator		21.04
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.97	
27007 - Baggage Inspector		14.62
27008 - Corrections Officer		21.85
27010 - Court Security Officer		25.66

27030 - Detection Dog Handler	16.36	
27040 - Detention Officer	21.85	
27070 - Firefighter	27.34	
27101 - Guard I	14.62	
27102 - Guard II	16.36	
27131 - Police Officer I	26.33	
27132 - Police Officer II	29.27	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.21	
28042 - Carnival Equipment Repairer	14.22	
28043 - Carnival Worker	10.03	
28210 - Gate Attendant/Gate Tender	15.38	
28310 - Lifeguard	11.05	
28350 - Park Attendant (Aide)	17.21	
28510 - Recreation Aide/Health Facility Attendant	12.56	
28515 - Recreation Specialist	19.65	
28630 - Sports Official	13.70	
28690 - Swimming Pool Operator	16.42	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	26.08	
29020 - Hatch Tender	26.08	
29030 - Line Handler	26.08	
29041 - Stevedore I	24.33	
29042 - Stevedore II	27.93	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.57	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.97	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.81	
30021 - Archeological Technician I	18.60	
30022 - Archeological Technician II	20.79	
30023 - Archeological Technician III	25.76	
30030 - Cartographic Technician	25.76	
30040 - Civil Engineering Technician	27.46	
30051 - Cryogenic Technician I	28.53	
30052 - Cryogenic Technician II	31.51	
30061 - Drafter/CAD Operator I	18.60	
30062 - Drafter/CAD Operator II	20.79	
30063 - Drafter/CAD Operator III	23.18	
30064 - Drafter/CAD Operator IV	28.53	
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	24.53	
30095 - Evidence Control Specialist	25.76	
30210 - Laboratory Technician	24.08	
30221 - Latent Fingerprint Technician I	23.10	
30222 - Latent Fingerprint Technician II	25.51	
30240 - Mathematical Technician	31.59	
30361 - Paralegal/Legal Assistant I	20.24	
30362 - Paralegal/Legal Assistant II	25.07	
30363 - Paralegal/Legal Assistant III	30.67	

30364 - Paralegal/Legal Assistant IV		37.11
30375 - Petroleum Supply Specialist		31.51
30390 - Photo-Optics Technician		25.76
30395 - Radiation Control Technician		31.51
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		25.78
30492 - Unexploded Ordnance (UXO) Technician II		31.20
30493 - Unexploded Ordnance (UXO) Technician III		37.39
30494 - Unexploded (UXO) Safety Escort		25.78
30495 - Unexploded (UXO) Sweep Personnel		25.78
30501 - Weather Forecaster I		28.53
30502 - Weather Forecaster II		34.71
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.18
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.20
31020 - Bus Aide		16.24
31030 - Bus Driver		22.34
31043 - Driver Courier		15.96
31260 - Parking and Lot Attendant		11.24
31290 - Shuttle Bus Driver		15.62
31310 - Taxi Driver		14.15
31361 - Truckdriver, Light		17.18
31362 - Truckdriver, Medium		18.51
31363 - Truckdriver, Heavy		19.94
31364 - Truckdriver, Tractor-Trailer		19.94
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.21
99030 - Cashier		11.62
99050 - Desk Clerk		10.91
99095 - Embalmer		27.53
99130 - Flight Follower		25.78
99251 - Laboratory Animal Caretaker I		12.69
99252 - Laboratory Animal Caretaker II		13.66
99260 - Marketing Analyst		36.49
99310 - Mortician		28.38
99410 - Pest Controller		20.47
99510 - Photofinishing Worker		16.68
99710 - Recycling Laborer		18.32
99711 - Recycling Specialist		21.73
99730 - Refuse Collector		16.50
99810 - Sales Clerk		12.65
99820 - School Crossing Guard		14.15
99830 - Survey Party Chief		23.22
99831 - Surveying Aide		16.20
99832 - Surveying Technician		19.34
99840 - Vending Machine Attendant		13.87
99841 - Vending Machine Repairer		17.24
99842 - Vending Machine Repairer Helper		13.87

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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



King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5255  
 Daniel W. Simms Division of | Revision No.: 13  
 Director Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Grayson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.91	
01012 - Accounting Clerk II	17.86	
01013 - Accounting Clerk III	19.98	
01020 - Administrative Assistant	26.46	
01035 - Court Reporter	19.02	
01041 - Customer Service Representative I	14.03	
01042 - Customer Service Representative II	15.78	
01043 - Customer Service Representative III	17.22	
01051 - Data Entry Operator I	13.20	
01052 - Data Entry Operator II	14.41	
01060 - Dispatcher, Motor Vehicle	21.36	
01070 - Document Preparation Clerk	14.24	
01090 - Duplicating Machine Operator	14.24	
01111 - General Clerk I	13.71	
01112 - General Clerk II	14.96	
01113 - General Clerk III	16.79	
01120 - Housing Referral Assistant	21.60	
01141 - Messenger Courier	11.86	

01191 - Order Clerk I	17.31
01192 - Order Clerk II	18.89
01261 - Personnel Assistant (Employment) I	17.86
01262 - Personnel Assistant (Employment) II	19.98
01263 - Personnel Assistant (Employment) III	22.27
01270 - Production Control Clerk	21.56
01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	26.46
01420 - Survey Worker	19.02
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	15.06
01532 - Travel Clerk II	16.24
01533 - Travel Clerk III	17.38
01611 - Word Processor I	13.97
01612 - Word Processor II	15.69
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.24
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	13.66
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.39
07041 - Cook I	11.59
07042 - Cook II	13.31
07070 - Dishwasher	10.38
07130 - Food Service Worker	10.57
07210 - Meat Cutter	14.67
07260 - Waiter/Waitress	9.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.54
09040 - Furniture Handler	12.00
09080 - Furniture Refinisher	18.54
09090 - Furniture Refinisher Helper	14.75
09110 - Furniture Repairer, Minor	17.52
09130 - Upholsterer	19.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.78

11060 - Elevator Operator	13.22
11090 - Gardener	17.16
11122 - Housekeeping Aide	13.31
11150 - Janitor	13.31
11210 - Laborer, Grounds Maintenance	12.78
11240 - Maid or Houseman	11.58
11260 - Pruner	11.58
11270 - Tractor Operator	15.70
11330 - Trail Maintenance Worker	12.78
11360 - Window Cleaner	15.06
12000 - Health Occupations	
12010 - Ambulance Driver	16.70
12011 - Breath Alcohol Technician	21.09
12012 - Certified Occupational Therapist Assistant	28.94
12015 - Certified Physical Therapist Assistant	29.44
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	42.19
12030 - EKG Technician	30.17
12035 - Electroneurodiagnostic Technologist	30.17
12040 - Emergency Medical Technician	16.70
12071 - Licensed Practical Nurse I	18.86
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.51
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	23.49
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	18.86
12210 - Nuclear Medicine Technologist	46.35
12221 - Nursing Assistant I	12.15
12222 - Nursing Assistant II	13.67
12223 - Nursing Assistant III	14.92
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	20.60
12236 - Optical Technician	18.86
12250 - Pharmacy Technician	16.85
12280 - Phlebotomist	17.38
12305 - Radiologic Technologist	30.63
12311 - Registered Nurse I	26.95
12312 - Registered Nurse II	32.97
12313 - Registered Nurse II, Specialist	32.97
12314 - Registered Nurse III	39.90
12315 - Registered Nurse III, Anesthetist	39.90
12316 - Registered Nurse IV	47.81
12317 - Scheduler (Drug and Alcohol Testing)	26.13
12320 - Substance Abuse Treatment Counselor	26.13
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56



13050 - Library Aide/Clerk	15.55	
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician	16.57	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	17.73	
13072 - Photographer II	19.85	
13073 - Photographer III	24.58	
13074 - Photographer IV	30.07	
13075 - Photographer V	36.38	
13090 - Technical Order Library Clerk		18.45
13110 - Video Teleconference Technician		23.32
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.91	
14042 - Computer Operator II	17.80	
14043 - Computer Operator III	20.78	
14044 - Computer Operator IV	24.67	
14045 - Computer Operator V	27.31	
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		27.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	30.97	
15070 - Flight Instructor (Pilot)	46.09	
15080 - Graphic Artist	27.44	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.09
15086 - Maintenance Test Pilot, Rotary Wing		46.09
15088 - Non-Maintenance Test/Co-Pilot		46.09
15090 - Technical Instructor	22.61	
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor	18.16	
15120 - Tutor	18.16	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.94	
16030 - Counter Attendant	10.94	
16040 - Dry Cleaner	14.05	
16070 - Finisher, Flatwork, Machine		10.94
16090 - Presser, Hand	10.94	
16110 - Presser, Machine, Drycleaning		10.94
16130 - Presser, Machine, Shirts	10.94	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.94

16190 - Sewing Machine Operator	14.90	
16220 - Tailor	16.02	
16250 - Washer, Machine	12.02	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.88
19040 - Tool And Die Maker	24.03	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.53	
21030 - Material Coordinator	21.56	
21040 - Material Expediter	21.56	
21050 - Material Handling Laborer	13.13	
21071 - Order Filler	13.57	
21080 - Production Line Worker (Food Processing)		16.53
21110 - Shipping Packer	17.47	
21130 - Shipping/Receiving Clerk	17.47	
21140 - Store Worker I	12.67	
21150 - Stock Clerk	18.37	
21210 - Tools And Parts Attendant	16.53	
21410 - Warehouse Specialist	16.53	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.47	
23019 - Aircraft Logs and Records Technician		22.61
23021 - Aircraft Mechanic I	29.07	
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	20.09	
23120 - Bicycle Repairer	16.59	
23125 - Cable Splicer	26.53	
23130 - Carpenter, Maintenance	19.56	
23140 - Carpet Layer	19.06	
23160 - Electrician, Maintenance	23.03	
23181 - Electronics Technician Maintenance I		25.82
23182 - Electronics Technician Maintenance II		27.21
23183 - Electronics Technician Maintenance III		29.34
23260 - Fabric Worker	18.02	
23290 - Fire Alarm System Mechanic	21.16	
23310 - Fire Extinguisher Repairer	16.59	
23311 - Fuel Distribution System Mechanic	21.16	
23312 - Fuel Distribution System Operator	16.59	
23370 - General Maintenance Worker	17.70	
23380 - Ground Support Equipment Mechanic		29.07
23381 - Ground Support Equipment Servicer		22.61
23382 - Ground Support Equipment Worker		23.90
23391 - Gunsmith I	16.59	
23392 - Gunsmith II	19.06	

23393 - Gunsmith III	21.16	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.15
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.26
23430 - Heavy Equipment Mechanic		21.68
23440 - Heavy Equipment Operator		19.42
23460 - Instrument Mechanic		22.51
23465 - Laboratory/Shelter Mechanic		20.09
23470 - Laborer	13.13	
23510 - Locksmith	20.09	
23530 - Machinery Maintenance Mechanic		26.48
23550 - Machinist, Maintenance		24.99
23580 - Maintenance Trades Helper		14.54
23591 - Metrology Technician I		22.51
23592 - Metrology Technician II		23.59
23593 - Metrology Technician III		24.69
23640 - Millwright	22.28	
23710 - Office Appliance Repairer		20.09
23760 - Painter, Maintenance		16.93
23790 - Pipefitter, Maintenance		23.76
23810 - Plumber, Maintenance		22.56
23820 - Pneudraulic Systems Mechanic		21.16
23850 - Rigger	21.28	
23870 - Scale Mechanic		19.06
23890 - Sheet-Metal Worker, Maintenance		18.28
23910 - Small Engine Mechanic		19.06
23931 - Telecommunications Mechanic I		25.92
23932 - Telecommunications Mechanic II		27.13
23950 - Telephone Lineman		25.89
23960 - Welder, Combination, Maintenance		22.10
23965 - Well Driller	21.16	
23970 - Woodcraft Worker		21.16
23980 - Woodworker		16.59
24000 - Personal Needs Occupations		
24550 - Case Manager		18.24
24570 - Child Care Attendant		10.73
24580 - Child Care Center Clerk		13.39
24610 - Chore Aide	11.54	
24620 - Family Readiness And Support Services Coordinator		18.24
24630 - Homemaker		18.24
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.92	
25040 - Sewage Plant Operator		20.33
25070 - Stationary Engineer		22.92
25190 - Ventilation Equipment Tender		15.57
25210 - Water Treatment Plant Operator		20.33
27000 - Protective Service Occupations		
27004 - Alarm Monitor	19.12	
27007 - Baggage Inspector		14.59
27008 - Corrections Officer		21.99
27010 - Court Security Officer		23.50
27030 - Detection Dog Handler		16.92

27040 - Detention Officer	21.99	
27070 - Firefighter	22.87	
27101 - Guard I	14.59	
27102 - Guard II	16.92	
27131 - Police Officer I	27.08	
27132 - Police Officer II	30.10	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.31	
28042 - Carnival Equipment Repairer	13.29	
28043 - Carnival Worker	9.50	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	12.56	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	12.24	
28515 - Recreation Specialist	19.54	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	25.20	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	19.06	
29020 - Hatch Tender	19.06	
29030 - Line Handler	19.06	
29041 - Stevedore I	18.02	
29042 - Stevedore II	20.09	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	23.51	
30051 - Cryogenic Technician I	25.25	
30052 - Cryogenic Technician II	27.88	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	24.73	
30095 - Evidence Control Specialist	22.79	
30210 - Laboratory Technician	22.28	
30221 - Latent Fingerprint Technician I	25.25	
30222 - Latent Fingerprint Technician II	27.88	
30240 - Mathematical Technician	27.75	
30361 - Paralegal/Legal Assistant I	20.20	
30362 - Paralegal/Legal Assistant II	25.02	
30363 - Paralegal/Legal Assistant III	30.61	
30364 - Paralegal/Legal Assistant IV	37.04	

30375 - Petroleum Supply Specialist		27.88
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		27.88
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		30.73
30502 - Weather Forecaster II		37.37
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		12.90
31030 - Bus Driver		18.84
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		11.41
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		14.29
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		10.71
99050 - Desk Clerk		12.18
99095 - Embalmer		27.60
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		15.92
99252 - Laboratory Animal Caretaker II		17.39
99260 - Marketing Analyst		27.96
99310 - Mortician		27.60
99410 - Pest Controller		24.07
99510 - Photofinishing Worker		14.89
99710 - Recycling Laborer		20.33
99711 - Recycling Specialist		24.97
99730 - Refuse Collector		17.96
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		14.58
99830 - Survey Party Chief		23.72
99831 - Surveying Aide		14.21
99832 - Surveying Technician		18.21
99840 - Vending Machine Attendant		20.27
99841 - Vending Machine Repairer		25.46
99842 - Vending Machine Repairer Helper		20.27

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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



following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-5257  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Smith

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.29	
01012 - Accounting Clerk II	17.18	
01013 - Accounting Clerk III	19.21	
01020 - Administrative Assistant	26.46	
01035 - Court Reporter	17.72	
01041 - Customer Service Representative I	13.16	
01042 - Customer Service Representative II	14.73	
01043 - Customer Service Representative III	16.14	
01051 - Data Entry Operator I	13.20	
01052 - Data Entry Operator II	14.41	
01060 - Dispatcher, Motor Vehicle	21.36	
01070 - Document Preparation Clerk	14.24	
01090 - Duplicating Machine Operator	14.24	
01111 - General Clerk I	13.72	
01112 - General Clerk II	14.97	
01113 - General Clerk III	16.82	
01120 - Housing Referral Assistant	21.60	
01141 - Messenger Courier	11.86	

01191 - Order Clerk I	14.97
01192 - Order Clerk II	16.34
01261 - Personnel Assistant (Employment) I	16.75
01262 - Personnel Assistant (Employment) II	18.73
01263 - Personnel Assistant (Employment) III	20.88
01270 - Production Control Clerk	21.98
01290 - Rental Clerk	15.52
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	14.49
01532 - Travel Clerk II	15.59
01533 - Travel Clerk III	16.74
01611 - Word Processor I	14.11
01612 - Word Processor II	15.85
01613 - Word Processor III	17.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.22
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.99
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	13.68
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	12.17
07042 - Cook II	14.24
07070 - Dishwasher	10.26
07130 - Food Service Worker	9.64
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.46
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.56
09040 - Furniture Handler	11.86
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	14.54
09110 - Furniture Repairer, Minor	17.10
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.23

11060 - Elevator Operator	11.16
11090 - Gardener	18.76
11122 - Housekeeping Aide	11.16
11150 - Janitor	11.16
11210 - Laborer, Grounds Maintenance	13.93
11240 - Maid or Houseman	9.52
11260 - Pruner	12.27
11270 - Tractor Operator	17.14
11330 - Trail Maintenance Worker	13.93
11360 - Window Cleaner	12.67
12000 - Health Occupations	
12010 - Ambulance Driver	19.21
12011 - Breath Alcohol Technician	20.15
12012 - Certified Occupational Therapist Assistant	37.61
12015 - Certified Physical Therapist Assistant	36.41
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	30.76
12035 - Electroneurodiagnostic Technologist	30.76
12040 - Emergency Medical Technician	19.21
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	20.44
12160 - Medical Record Clerk	18.21
12190 - Medical Record Technician	20.36
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	44.28
12221 - Nursing Assistant I	11.94
12222 - Nursing Assistant II	13.42
12223 - Nursing Assistant III	14.64
12224 - Nursing Assistant IV	16.45
12235 - Optical Dispenser	17.72
12236 - Optical Technician	17.42
12250 - Pharmacy Technician	16.14
12280 - Phlebotomist	14.79
12305 - Radiologic Technologist	27.36
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.96
12320 - Substance Abuse Treatment Counselor	24.24
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	19.91	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	16.50	
13072 - Photographer II	18.46	
13073 - Photographer III	22.87	
13074 - Photographer IV	27.97	
13075 - Photographer V	33.85	
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.91	
14042 - Computer Operator II	17.80	
14043 - Computer Operator III	20.78	
14044 - Computer Operator IV	24.67	
14045 - Computer Operator V	27.31	
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		24.90
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	30.46	
15070 - Flight Instructor (Pilot)	46.09	
15080 - Graphic Artist	22.70	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.59
15086 - Maintenance Test Pilot, Rotary Wing		42.59
15088 - Non-Maintenance Test/Co-Pilot		42.59
15090 - Technical Instructor	22.61	
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor	18.16	
15120 - Tutor	18.16	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.81	
16030 - Counter Attendant	10.81	
16040 - Dry Cleaner	13.77	
16070 - Finisher, Flatwork, Machine		10.81
16090 - Presser, Hand	10.81	
16110 - Presser, Machine, Drycleaning		10.81
16130 - Presser, Machine, Shirts	10.81	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.81

16190 - Sewing Machine Operator	14.65	
16220 - Tailor	15.70	
16250 - Washer, Machine	11.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.96
19040 - Tool And Die Maker	25.37	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.99	
21030 - Material Coordinator	21.98	
21040 - Material Expediter	21.98	
21050 - Material Handling Laborer	17.76	
21071 - Order Filler	13.57	
21080 - Production Line Worker (Food Processing)		16.99
21110 - Shipping Packer	16.27	
21130 - Shipping/Receiving Clerk	16.27	
21140 - Store Worker I	12.05	
21150 - Stock Clerk	17.75	
21210 - Tools And Parts Attendant	16.99	
21410 - Warehouse Specialist	16.99	
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	20.96	
23120 - Bicycle Repairer	16.82	
23125 - Cable Splicer	23.72	
23130 - Carpenter, Maintenance	17.72	
23140 - Carpet Layer	19.68	
23160 - Electrician, Maintenance	22.62	
23181 - Electronics Technician Maintenance I	25.82	
23182 - Electronics Technician Maintenance II	27.21	
23183 - Electronics Technician Maintenance III	29.34	
23260 - Fabric Worker	18.34	
23290 - Fire Alarm System Mechanic	21.27	
23310 - Fire Extinguisher Repairer	16.82	
23311 - Fuel Distribution System Mechanic	22.11	
23312 - Fuel Distribution System Operator	16.82	
23370 - General Maintenance Worker	17.70	
23380 - Ground Support Equipment Mechanic	34.78	
23381 - Ground Support Equipment Servicer	28.84	
23382 - Ground Support Equipment Worker	30.94	
23391 - Gunsmith I	16.82	
23392 - Gunsmith II	19.68	



23393 - Gunsmith III	22.11	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.04
23430 - Heavy Equipment Mechanic		24.04
23440 - Heavy Equipment Operator		18.61
23460 - Instrument Mechanic		22.51
23465 - Laboratory/Shelter Mechanic		20.96
23470 - Laborer	17.76	
23510 - Locksmith	20.96	
23530 - Machinery Maintenance Mechanic		25.15
23550 - Machinist, Maintenance		21.97
23580 - Maintenance Trades Helper		14.00
23591 - Metrology Technician I		22.51
23592 - Metrology Technician II		23.59
23593 - Metrology Technician III		24.69
23640 - Millwright	22.28	
23710 - Office Appliance Repairer		18.45
23760 - Painter, Maintenance		16.85
23790 - Pipefitter, Maintenance		24.90
23810 - Plumber, Maintenance		23.61
23820 - Pneudraulic Systems Mechanic		22.11
23850 - Rigger	22.11	
23870 - Scale Mechanic		19.68
23890 - Sheet-Metal Worker, Maintenance		18.28
23910 - Small Engine Mechanic		18.73
23931 - Telecommunications Mechanic I		26.26
23932 - Telecommunications Mechanic II		27.51
23950 - Telephone Lineman		31.33
23960 - Welder, Combination, Maintenance		21.48
23965 - Well Driller	22.11	
23970 - Woodcraft Worker		22.11
23980 - Woodworker		16.82
24000 - Personal Needs Occupations		
24550 - Case Manager		15.58
24570 - Child Care Attendant		11.05
24580 - Child Care Center Clerk		13.77
24610 - Chore Aide	10.67	
24620 - Family Readiness And Support Services Coordinator		15.58
24630 - Homemaker		17.11
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.92	
25040 - Sewage Plant Operator		17.52
25070 - Stationary Engineer		22.92
25190 - Ventilation Equipment Tender		15.57
25210 - Water Treatment Plant Operator		17.52
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.97	
27007 - Baggage Inspector		14.36
27008 - Corrections Officer		20.04
27010 - Court Security Officer		25.85
27030 - Detection Dog Handler		16.92

27040 - Detention Officer	21.99	
27070 - Firefighter	25.16	
27101 - Guard I	14.36	
27102 - Guard II	16.92	
27131 - Police Officer I	28.35	
27132 - Police Officer II	31.51	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.41	
28042 - Carnival Equipment Repairer	14.68	
28043 - Carnival Worker	9.60	
28210 - Gate Attendant/Gate Tender	15.60	
28310 - Lifeguard	12.31	
28350 - Park Attendant (Aide)	17.45	
28510 - Recreation Aide/Health Facility Attendant	12.73	
28515 - Recreation Specialist	20.78	
28630 - Sports Official	13.89	
28690 - Swimming Pool Operator	21.99	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.31	
29020 - Hatch Tender	21.31	
29030 - Line Handler	21.31	
29041 - Stevedore I	19.87	
29042 - Stevedore II	22.70	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	23.51	
30051 - Cryogenic Technician I	27.50	
30052 - Cryogenic Technician II	30.38	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	24.83	
30095 - Evidence Control Specialist	24.83	
30210 - Laboratory Technician	22.34	
30221 - Latent Fingerprint Technician I	27.50	
30222 - Latent Fingerprint Technician II	30.38	
30240 - Mathematical Technician	27.75	
30361 - Paralegal/Legal Assistant I	19.49	
30362 - Paralegal/Legal Assistant II	24.15	
30363 - Paralegal/Legal Assistant III	29.54	
30364 - Paralegal/Legal Assistant IV	35.75	

30375 - Petroleum Supply Specialist		30.38
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		30.38
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.50
30502 - Weather Forecaster II		33.45
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.28
31030 - Bus Driver		18.01
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		10.77
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		12.77
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.67
99050 - Desk Clerk		9.75
99095 - Embalmer		26.24
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99260 - Marketing Analyst		30.68
99310 - Mortician		26.24
99410 - Pest Controller		18.98
99510 - Photofinishing Worker		14.89
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		19.54
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		13.88
99830 - Survey Party Chief		23.31
99831 - Surveying Aide		13.96
99832 - Surveying Technician		17.89
99840 - Vending Machine Attendant		18.70
99841 - Vending Machine Repairer		22.66
99842 - Vending Machine Repairer Helper		18.70

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

following standards as compliance:

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

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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



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

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

Wage Determination No.: 2015-5259  
 Daniel W. Simms | Division of | Revision No.: 13  
 Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Goliad, Victoria

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.81	
01012 - Accounting Clerk II	16.62	
01013 - Accounting Clerk III	18.60	
01020 - Administrative Assistant	24.66	
01035 - Court Reporter	17.72	
01041 - Customer Service Representative I	12.34	
01042 - Customer Service Representative II	13.87	
01043 - Customer Service Representative III	15.14	
01051 - Data Entry Operator I	14.43	
01052 - Data Entry Operator II	15.75	
01060 - Dispatcher, Motor Vehicle	20.39	
01070 - Document Preparation Clerk	14.04	
01090 - Duplicating Machine Operator	14.04	
01111 - General Clerk I	12.87	
01112 - General Clerk II	14.05	
01113 - General Clerk III	15.78	
01120 - Housing Referral Assistant	20.05	
01141 - Messenger Courier	11.45	

01191 - Order Clerk I	13.88
01192 - Order Clerk II	15.93
01261 - Personnel Assistant (Employment) I	16.07
01262 - Personnel Assistant (Employment) II	17.98
01263 - Personnel Assistant (Employment) III	20.05
01270 - Production Control Clerk	22.73
01290 - Rental Clerk	14.50
01300 - Scheduler, Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.98
01313 - Secretary III	20.05
01320 - Service Order Dispatcher	18.22
01410 - Supply Technician	24.66
01420 - Survey Worker	17.09
01460 - Switchboard Operator/Receptionist	13.63
01531 - Travel Clerk I	12.25
01532 - Travel Clerk II	13.47
01533 - Travel Clerk III	14.43
01611 - Word Processor I	14.04
01612 - Word Processor II	15.76
01613 - Word Processor III	17.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.03
05010 - Automotive Electrician	19.13
05040 - Automotive Glass Installer	18.19
05070 - Automotive Worker	18.19
05110 - Mobile Equipment Servicer	16.26
05130 - Motor Equipment Metal Mechanic	20.00
05160 - Motor Equipment Metal Worker	18.19
05190 - Motor Vehicle Mechanic	20.00
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	17.20
05280 - Motor Vehicle Wrecker	18.19
05310 - Painter, Automotive	19.13
05340 - Radiator Repair Specialist	18.19
05370 - Tire Repairer	14.77
05400 - Transmission Repair Specialist	20.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.48
07041 - Cook I	11.94
07042 - Cook II	13.36
07070 - Dishwasher	9.33
07130 - Food Service Worker	10.89
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.28
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.75
09040 - Furniture Handler	14.04
09080 - Furniture Refinisher	20.75
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer, Minor	18.66
09130 - Upholsterer	20.75
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.37

11060 - Elevator Operator	11.40
11090 - Gardener	15.47
11122 - Housekeeping Aide	11.40
11150 - Janitor	11.40
11210 - Laborer, Grounds Maintenance	12.21
11240 - Maid or Houseman	10.27
11260 - Pruner	10.89
11270 - Tractor Operator	14.49
11330 - Trail Maintenance Worker	12.21
11360 - Window Cleaner	12.78
12000 - Health Occupations	
12010 - Ambulance Driver	21.31
12011 - Breath Alcohol Technician	21.31
12012 - Certified Occupational Therapist Assistant	27.56
12015 - Certified Physical Therapist Assistant	33.88
12020 - Dental Assistant	18.37
12025 - Dental Hygienist	36.43
12030 - EKG Technician	30.05
12035 - Electroneurodiagnostic Technologist	30.05
12040 - Emergency Medical Technician	21.31
12071 - Licensed Practical Nurse I	16.50
12072 - Licensed Practical Nurse II	18.46
12073 - Licensed Practical Nurse III	20.58
12100 - Medical Assistant	14.49
12130 - Medical Laboratory Technician	20.06
12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.54
12195 - Medical Transcriptionist	16.43
12210 - Nuclear Medicine Technologist	40.37
12221 - Nursing Assistant I	11.66
12222 - Nursing Assistant II	13.10
12223 - Nursing Assistant III	14.30
12224 - Nursing Assistant IV	16.06
12235 - Optical Dispenser	14.65
12236 - Optical Technician	16.43
12250 - Pharmacy Technician	17.13
12280 - Phlebotomist	16.50
12305 - Radiologic Technologist	30.32
12311 - Registered Nurse I	25.83
12312 - Registered Nurse II	31.60
12313 - Registered Nurse II, Specialist	31.60
12314 - Registered Nurse III	38.23
12315 - Registered Nurse III, Anesthetist	38.23
12316 - Registered Nurse IV	45.82
12317 - Scheduler (Drug and Alcohol Testing)	26.39
12320 - Substance Abuse Treatment Counselor	20.24
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.49
13012 - Exhibits Specialist II	21.66
13013 - Exhibits Specialist III	26.49
13041 - Illustrator I	17.49
13042 - Illustrator II	21.66
13043 - Illustrator III	26.49
13047 - Librarian	23.99

13050 - Library Aide/Clerk		12.13	
13054 - Library Information Technology Systems 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)			29.25
15020 - Aircrew Training Devices Instructor (Rated)			35.39
15030 - Air Crew Training Devices Instructor (Pilot)			42.42
15050 - Computer Based Training Specialist / Instructor			29.25
15060 - Educational Technologist		30.22	
15070 - Flight Instructor (Pilot)		42.42	
15080 - Graphic Artist		23.06	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			42.25
15086 - Maintenance Test Pilot, Rotary Wing			42.25
15088 - Non-Maintenance Test/Co-Pilot			42.25
15090 - Technical Instructor		18.85	
15095 - Technical Instructor/Course Developer			23.06
15110 - Test Proctor		15.22	
15120 - Tutor		15.22	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		9.51	
16030 - Counter Attendant		9.51	
16040 - Dry Cleaner		11.17	
16070 - Finisher, Flatwork, Machine			9.51
16090 - Presser, Hand		9.51	
16110 - Presser, Machine, Drycleaning			9.51
16130 - Presser, Machine, Shirts		9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry			9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor	12.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.88
19040 - Tool And Die Maker	25.88	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.77	
21030 - Material Coordinator	23.55	
21040 - Material Expediter	23.55	
21050 - Material Handling Laborer	14.79	
21071 - Order Filler	14.72	
21080 - Production Line Worker (Food Processing)		18.77
21110 - Shipping Packer	16.62	
21130 - Shipping/Receiving Clerk	16.62	
21140 - Store Worker I	15.36	
21150 - Stock Clerk	21.03	
21210 - Tools And Parts Attendant	18.77	
21410 - Warehouse Specialist	18.77	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	25.10	
23019 - Aircraft Logs and Records Technician		21.17
23021 - Aircraft Mechanic I	24.06	
23022 - Aircraft Mechanic II	25.10	
23023 - Aircraft Mechanic III	26.15	
23040 - Aircraft Mechanic Helper	19.17	
23050 - Aircraft, Painter	21.88	
23060 - Aircraft Servicer	21.17	
23070 - Aircraft Survival Flight Equipment Technician		21.88
23080 - Aircraft Worker	22.11	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		24.06
23110 - Appliance Mechanic	21.88	
23120 - Bicycle Repairer	18.59	
23125 - Cable Splicer	27.51	
23130 - Carpenter, Maintenance	19.26	
23140 - Carpet Layer	20.80	
23160 - Electrician, Maintenance	19.92	
23181 - Electronics Technician Maintenance I		26.03
23182 - Electronics Technician Maintenance II		27.37
23183 - Electronics Technician Maintenance III		28.61
23260 - Fabric Worker	19.67	
23290 - Fire Alarm System Mechanic		22.86
23310 - Fire Extinguisher Repairer	18.59	
23311 - Fuel Distribution System Mechanic		24.91
23312 - Fuel Distribution System Operator		20.32
23370 - General Maintenance Worker		20.39
23380 - Ground Support Equipment Mechanic		24.06
23381 - Ground Support Equipment Servicer		21.17
23382 - Ground Support Equipment Worker		22.11
23391 - Gunsmith I	18.59	
23392 - Gunsmith II	20.80	

23393 - Gunsmith III	22.86	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.10
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		22.00
23430 - Heavy Equipment Mechanic	26.72	
23440 - Heavy Equipment Operator	21.00	
23460 - Instrument Mechanic	22.86	
23465 - Laboratory/Shelter Mechanic	21.88	
23470 - Laborer	14.86	
23510 - Locksmith	21.88	
23530 - Machinery Maintenance Mechanic		28.17
23550 - Machinist, Maintenance	23.27	
23580 - Maintenance Trades Helper	17.95	
23591 - Metrology Technician I	22.86	
23592 - Metrology Technician II	23.84	
23593 - Metrology Technician III	24.84	
23640 - Millwright	22.86	
23710 - Office Appliance Repairer	21.88	
23760 - Painter, Maintenance	21.88	
23790 - Pipefitter, Maintenance	22.43	
23810 - Plumber, Maintenance	21.46	
23820 - Pneudraulic Systems Mechanic		22.86
23850 - Rigger	21.88	
23870 - Scale Mechanic	20.80	
23890 - Sheet-Metal Worker, Maintenance		23.54
23910 - Small Engine Mechanic	20.80	
23931 - Telecommunications Mechanic I	21.28	
23932 - Telecommunications Mechanic II	22.19	
23950 - Telephone Lineman	25.42	
23960 - Welder, Combination, Maintenance		22.83
23965 - Well Driller	22.86	
23970 - Woodcraft Worker	22.86	
23980 - Woodworker	18.59	
24000 - Personal Needs Occupations		
24550 - Case Manager	18.04	
24570 - Child Care Attendant	9.30	
24580 - Child Care Center Clerk	11.59	
24610 - Chore Aide	10.54	
24620 - Family Readiness And Support Services Coordinator		18.04
24630 - Homemaker	18.04	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.86	
25040 - Sewage Plant Operator	20.99	
25070 - Stationary Engineer	22.86	
25190 - Ventilation Equipment Tender	17.41	
25210 - Water Treatment Plant Operator	20.99	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.80	
27007 - Baggage Inspector	13.91	
27008 - Corrections Officer	24.17	
27010 - Court Security Officer	24.17	
27030 - Detection Dog Handler	15.55	

27040 - Detention Officer	24.17	
27070 - Firefighter	24.61	
27101 - Guard I	13.91	
27102 - Guard II	15.55	
27131 - Police Officer I	23.59	
27132 - Police Officer II	26.21	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.51	
28042 - Carnival Equipment Repairer	13.35	
28043 - Carnival Worker	10.10	
28210 - Gate Attendant/Gate Tender	15.84	
28310 - Lifeguard	14.11	
28350 - Park Attendant (Aide)	17.71	
28510 - Recreation Aide/Health Facility Attendant	12.93	
28515 - Recreation Specialist	21.93	
28630 - Sports Official	14.11	
28690 - Swimming Pool Operator	16.28	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	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)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
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	19.02	
30362 - Paralegal/Legal Assistant II	23.56	
30363 - Paralegal/Legal Assistant III	28.82	
30364 - Paralegal/Legal Assistant IV	34.88	



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		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.89
30502 - Weather Forecaster II		33.92
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.67
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.33
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.50
31030 - Bus Driver		20.78
31043 - Driver Courier		16.04
31260 - Parking and Lot Attendant		13.83
31290 - Shuttle Bus Driver		15.57
31310 - Taxi Driver		13.76
31361 - Truckdriver, Light		17.13
31362 - Truckdriver, Medium		18.12
31363 - Truckdriver, Heavy		21.97
31364 - Truckdriver, Tractor-Trailer		21.97
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.99
99050 - Desk Clerk		10.35
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		16.68
99252 - Laboratory Animal Caretaker II		17.52
99260 - Marketing Analyst		23.85
99310 - Mortician		25.60
99410 - Pest Controller		25.70
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		19.46
99711 - Recycling Specialist		23.09
99730 - Refuse Collector		17.36
99810 - Sales Clerk		11.00
99820 - School Crossing Guard		17.10
99830 - Survey Party Chief		20.52
99831 - Surveying Aide		13.79
99832 - Surveying Technician		16.97
99840 - Vending Machine Attendant		19.16
99841 - Vending Machine Repairer		22.14
99842 - Vending Machine Repairer Helper		19.16

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

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

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

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

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

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5261  
 Daniel W. Simms | Division of | Revision No.: 13  
 Director | Wage Determinations | Date Of Last Revision: 04/07/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Falls, McLennan

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.19	
01012 - Accounting Clerk II	15.94	
01013 - Accounting Clerk III	17.82	
01020 - Administrative Assistant	24.03	
01035 - Court Reporter	18.14	
01041 - Customer Service Representative I	12.40	
01042 - Customer Service Representative II	13.54	
01043 - Customer Service Representative III	15.21	
01051 - Data Entry Operator I	14.01	
01052 - Data Entry Operator II	15.28	
01060 - Dispatcher, Motor Vehicle	17.08	
01070 - Document Preparation Clerk	16.73	
01090 - Duplicating Machine Operator	16.73	
01111 - General Clerk I	12.73	
01112 - General Clerk II	13.89	
01113 - General Clerk III	15.60	
01120 - Housing Referral Assistant	20.22	
01141 - Messenger Courier	14.09	



01191 - Order Clerk I	17.79
01192 - Order Clerk II	19.41
01261 - Personnel Assistant (Employment) I	16.72
01262 - Personnel Assistant (Employment) II	18.70
01263 - Personnel Assistant (Employment) III	20.84
01270 - Production Control Clerk	20.26
01290 - Rental Clerk	13.61
01300 - Scheduler, Maintenance	16.22
01311 - Secretary I	16.22
01312 - Secretary II	18.14
01313 - Secretary III	20.22
01320 - Service Order Dispatcher	15.13
01410 - Supply Technician	24.03
01420 - Survey Worker	16.18
01460 - Switchboard Operator/Receptionist	13.75
01531 - Travel Clerk I	14.07
01532 - Travel Clerk II	15.42
01533 - Travel Clerk III	16.70
01611 - Word Processor I	14.44
01612 - Word Processor II	16.22
01613 - Word Processor III	18.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.01
05010 - Automotive Electrician	19.52
05040 - Automotive Glass Installer	18.26
05070 - Automotive Worker	18.26
05110 - Mobile Equipment Servicer	15.72
05130 - Motor Equipment Metal Mechanic	20.79
05160 - Motor Equipment Metal Worker	18.26
05190 - Motor Vehicle Mechanic	20.79
05220 - Motor Vehicle Mechanic Helper	14.45
05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	18.26
05310 - Painter, Automotive	19.52
05340 - Radiator Repair Specialist	18.26
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	20.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.09
07041 - Cook I	11.36
07042 - Cook II	13.19
07070 - Dishwasher	10.97
07130 - Food Service Worker	11.47
07210 - Meat Cutter	16.66
07260 - Waiter/Waitress	9.11
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.59
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09090 - Furniture Refinisher Helper	11.99
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.85

11060 - Elevator Operator	11.49
11090 - Gardener	17.20
11122 - Housekeeping Aide	11.49
11150 - Janitor	11.49
11210 - Laborer, Grounds Maintenance	13.20
11240 - Maid or Houseman	10.21
11260 - Pruner	11.69
11270 - Tractor Operator	15.82
11330 - Trail Maintenance Worker	13.20
11360 - Window Cleaner	12.97
12000 - Health Occupations	
12010 - Ambulance Driver	20.76
12011 - Breath Alcohol Technician	20.76
12012 - Certified Occupational Therapist Assistant	30.65
12015 - Certified Physical Therapist Assistant	34.71
12020 - Dental Assistant	16.78
12025 - Dental Hygienist	35.84
12030 - EKG Technician	31.46
12035 - Electroneurodiagnostic Technologist	31.46
12040 - Emergency Medical Technician	20.76
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.76
12073 - Licensed Practical Nurse III	23.14
12100 - Medical Assistant	15.43
12130 - Medical Laboratory Technician	25.74
12160 - Medical Record Clerk	16.56
12190 - Medical Record Technician	18.53
12195 - Medical Transcriptionist	18.57
12210 - Nuclear Medicine Technologist	45.62
12221 - Nursing Assistant I	11.47
12222 - Nursing Assistant II	12.89
12223 - Nursing Assistant III	14.07
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	13.82
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.39
12280 - Phlebotomist	17.92
12305 - Radiologic Technologist	29.29
12311 - Registered Nurse I	22.06
12312 - Registered Nurse II	26.98
12313 - Registered Nurse II, Specialist	26.98
12314 - Registered Nurse III	32.65
12315 - Registered Nurse III, Anesthetist	32.65
12316 - Registered Nurse IV	39.13
12317 - Scheduler (Drug and Alcohol Testing)	25.71
12320 - Substance Abuse Treatment Counselor	25.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.51
13012 - Exhibits Specialist II	25.40
13013 - Exhibits Specialist III	31.07
13041 - Illustrator I	20.51
13042 - Illustrator II	25.40
13043 - Illustrator III	31.07
13047 - Librarian	28.13

13050 - Library Aide/Clerk	11.97	
13054 - Library Information Technology Systems Administrator		25.40
13058 - Library Technician	20.51	
13061 - Media Specialist I	18.32	
13062 - Media Specialist II	20.51	
13063 - Media Specialist III	22.86	
13071 - Photographer I	17.88	
13072 - Photographer II	20.00	
13073 - Photographer III	24.77	
13074 - Photographer IV	30.30	
13075 - Photographer V	36.66	
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.32
14000 - Information Technology Occupations		
14041 - Computer Operator I	18.21	
14042 - Computer Operator II	20.36	
14043 - Computer Operator III	22.69	
14044 - Computer Operator IV	25.22	
14045 - Computer Operator V	27.93	
14071 - Computer Programmer I	(see 1)	20.12
14072 - Computer Programmer II	(see 1)	24.52
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.20
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.27
14160 - Personal Computer Support Technician		24.22
14170 - System Support Specialist		32.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.20
15020 - Aircrew Training Devices Instructor (Rated)		32.53
15030 - Air Crew Training Devices Instructor (Pilot)		38.99
15050 - Computer Based Training Specialist / Instructor		27.20
15060 - Educational Technologist	31.07	
15070 - Flight Instructor (Pilot)	38.99	
15080 - Graphic Artist	20.87	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.36
15086 - Maintenance Test Pilot, Rotary Wing		41.36
15088 - Non-Maintenance Test/Co-Pilot		41.36
15090 - Technical Instructor	23.85	
15095 - Technical Instructor/Course Developer		29.18
15110 - Test Proctor	19.37	
15120 - Tutor	19.37	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.61	
16030 - Counter Attendant	9.61	
16040 - Dry Cleaner	13.00	
16070 - Finisher, Flatwork, Machine		9.61
16090 - Presser, Hand	9.61	
16110 - Presser, Machine, Drycleaning		9.61
16130 - Presser, Machine, Shirts	9.61	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.61

16190 - Sewing Machine Operator	14.16	
16220 - Tailor	15.29	
16250 - Washer, Machine	10.98	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.17
19040 - Tool And Die Maker	25.28	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.60	
21030 - Material Coordinator	20.26	
21040 - Material Expediter	20.26	
21050 - Material Handling Laborer	13.25	
21071 - Order Filler	15.00	
21080 - Production Line Worker (Food Processing)		16.60
21110 - Shipping Packer	15.64	
21130 - Shipping/Receiving Clerk	15.64	
21140 - Store Worker I	10.68	
21150 - Stock Clerk	15.26	
21210 - Tools And Parts Attendant	16.60	
21410 - Warehouse Specialist	16.60	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.13	
23019 - Aircraft Logs and Records Technician		22.21
23021 - Aircraft Mechanic I	27.39	
23022 - Aircraft Mechanic II	29.13	
23023 - Aircraft Mechanic III	30.83	
23040 - Aircraft Mechanic Helper	18.90	
23050 - Aircraft, Painter	25.51	
23060 - Aircraft Servicer	22.21	
23070 - Aircraft Survival Flight Equipment Technician		25.51
23080 - Aircraft Worker	23.87	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.39
23110 - Appliance Mechanic	20.24	
23120 - Bicycle Repairer	16.31	
23125 - Cable Splicer	27.25	
23130 - Carpenter, Maintenance	17.93	
23140 - Carpet Layer	18.94	
23160 - Electrician, Maintenance	24.28	
23181 - Electronics Technician Maintenance I	25.69	
23182 - Electronics Technician Maintenance II	27.45	
23183 - Electronics Technician Maintenance III	29.77	
23260 - Fabric Worker	17.62	
23290 - Fire Alarm System Mechanic	21.93	
23310 - Fire Extinguisher Repairer	16.31	
23311 - Fuel Distribution System Mechanic	26.79	
23312 - Fuel Distribution System Operator	20.27	
23370 - General Maintenance Worker	17.11	
23380 - Ground Support Equipment Mechanic	27.39	
23381 - Ground Support Equipment Servicer	22.21	
23382 - Ground Support Equipment Worker	23.87	
23391 - Gunsmith I	16.31	
23392 - Gunsmith II	18.94	

23393 - Gunsmith III	21.57	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		19.36
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		20.58
23430 - Heavy Equipment Mechanic		23.01
23440 - Heavy Equipment Operator		19.90
23460 - Instrument Mechanic	21.57	
23465 - Laboratory/Shelter Mechanic		20.24
23470 - Laborer	13.25	
23510 - Locksmith	20.02	
23530 - Machinery Maintenance Mechanic		22.91
23550 - Machinist, Maintenance	21.12	
23580 - Maintenance Trades Helper		15.34
23591 - Metrology Technician I	21.57	
23592 - Metrology Technician II	22.92	
23593 - Metrology Technician III	24.32	
23640 - Millwright	21.57	
23710 - Office Appliance Repairer		20.57
23760 - Painter, Maintenance	17.15	
23790 - Pipefitter, Maintenance	24.43	
23810 - Plumber, Maintenance	22.94	
23820 - Pneudraulic Systems Mechanic		21.57
23850 - Rigger	21.57	
23870 - Scale Mechanic	18.94	
23890 - Sheet-Metal Worker, Maintenance		18.61
23910 - Small Engine Mechanic	18.94	
23931 - Telecommunications Mechanic I		26.38
23932 - Telecommunications Mechanic II		32.26
23950 - Telephone Lineman	25.92	
23960 - Welder, Combination, Maintenance		18.79
23965 - Well Driller	21.57	
23970 - Woodcraft Worker	21.57	
23980 - Woodworker	16.31	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.87	
24570 - Child Care Attendant	9.80	
24580 - Child Care Center Clerk	12.23	
24610 - Chore Aide	10.74	
24620 - Family Readiness And Support Services Coordinator		16.87
24630 - Homemaker	16.87	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	21.57	
25040 - Sewage Plant Operator	20.70	
25070 - Stationary Engineer	21.57	
25190 - Ventilation Equipment Tender		15.00
25210 - Water Treatment Plant Operator		20.70
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.47	
27007 - Baggage Inspector	14.62	
27008 - Corrections Officer	21.67	
27010 - Court Security Officer	27.06	
27030 - Detection Dog Handler	17.06	

27040 - Detention Officer	21.67	
27070 - Firefighter	27.56	
27101 - Guard I	14.62	
27102 - Guard II	17.06	
27131 - Police Officer I	26.83	
27132 - Police Officer II	29.82	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.88	
28042 - Carnival Equipment Repairer	15.00	
28043 - Carnival Worker	10.09	
28210 - Gate Attendant/Gate Tender	16.94	
28310 - Lifeguard	15.09	
28350 - Park Attendant (Aide)	18.95	
28510 - Recreation Aide/Health Facility Attendant	13.45	
28515 - Recreation Specialist	22.83	
28630 - Sports Official	15.09	
28690 - Swimming Pool Operator	17.42	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	22.84	
29020 - Hatch Tender	22.66	
29030 - Line Handler	22.66	
29041 - Stevedore I	21.08	
29042 - Stevedore II	24.22	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	17.70	
30022 - Archeological Technician II	19.81	
30023 - Archeological Technician III	24.53	
30030 - Cartographic Technician	24.53	
30040 - Civil Engineering Technician	21.12	
30051 - Cryogenic Technician I	27.17	
30052 - Cryogenic Technician II	30.01	
30061 - Drafter/CAD Operator I	17.70	
30062 - Drafter/CAD Operator II	19.81	
30063 - Drafter/CAD Operator III	22.08	
30064 - Drafter/CAD Operator IV	27.17	
30081 - Engineering Technician I	15.46	
30082 - Engineering Technician II	18.07	
30083 - Engineering Technician III	20.24	
30084 - Engineering Technician IV	26.53	
30085 - Engineering Technician V	31.84	
30086 - Engineering Technician VI	36.70	
30090 - Environmental Technician	24.53	
30095 - Evidence Control Specialist	24.53	
30210 - Laboratory Technician	22.08	
30221 - Latent Fingerprint Technician I	27.17	
30222 - Latent Fingerprint Technician II	30.01	
30240 - Mathematical Technician	24.53	
30361 - Paralegal/Legal Assistant I	18.35	
30362 - Paralegal/Legal Assistant II	22.73	
30363 - Paralegal/Legal Assistant III	27.80	
30364 - Paralegal/Legal Assistant IV	33.65	

30375 - Petroleum Supply Specialist		30.01
30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		30.01
30461 - Technical Writer I		24.06
30462 - Technical Writer II		29.44
30463 - Technical Writer III		35.61
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		27.17
30502 - Weather Forecaster II		33.05
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.08
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.87
31030 - Bus Driver		19.75
31043 - Driver Courier		14.08
31260 - Parking and Lot Attendant		12.30
31290 - Shuttle Bus Driver		13.92
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		15.31
31362 - Truckdriver, Medium		17.74
31363 - Truckdriver, Heavy		21.23
31364 - Truckdriver, Tractor-Trailer		21.23
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.92
99050 - Desk Clerk		10.59
99095 - Embalmer		25.35
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		13.86
99252 - Laboratory Animal Caretaker II		14.05
99260 - Marketing Analyst		33.05
99310 - Mortician		25.35
99410 - Pest Controller		20.52
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		19.76
99711 - Recycling Specialist		24.02
99730 - Refuse Collector		17.50
99810 - Sales Clerk		11.51
99820 - School Crossing Guard		11.70
99830 - Survey Party Chief		23.36
99831 - Surveying Aide		14.59
99832 - Surveying Technician		19.97
99840 - Vending Machine Attendant		16.72
99841 - Vending Machine Repairer		21.12
99842 - Vending Machine Repairer Helper		16.72

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms 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 | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5263  
 Daniel W. Simms | Division of | Revision No.: 13  
 Director | Wage Determinations | Date Of Last Revision: 06/01/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Archer, Clay, Wichita

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.90
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.72
01020 - Administrative Assistant		24.03
01035 - Court Reporter		16.58
01041 - Customer Service Representative I		13.54
01042 - Customer Service Representative II		14.78
01043 - Customer Service Representative III		16.60
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.16
01060 - Dispatcher, Motor Vehicle		19.21
01070 - Document Preparation Clerk		13.20
01090 - Duplicating Machine Operator		13.20
01111 - General Clerk I		13.28
01112 - General Clerk II		14.49
01113 - General Clerk III		16.25
01120 - Housing Referral Assistant		18.48
01141 - Messenger Courier		12.22

01191 - Order Clerk I	15.71	
01192 - Order Clerk II	17.15	
01261 - Personnel Assistant (Employment) I		16.46
01262 - Personnel Assistant (Employment) II		18.41
01263 - Personnel Assistant (Employment) III		20.52
01270 - Production Control Clerk	23.52	
01290 - Rental Clerk	13.55	
01300 - Scheduler, Maintenance	14.83	
01311 - Secretary I	14.83	
01312 - Secretary II	16.58	
01313 - Secretary III	18.48	
01320 - Service Order Dispatcher	17.18	
01410 - Supply Technician	24.03	
01420 - Survey Worker	14.92	
01460 - Switchboard Operator/Receptionist		12.38
01531 - Travel Clerk I	12.44	
01532 - Travel Clerk II	13.37	
01533 - Travel Clerk III	14.12	
01611 - Word Processor I	13.50	
01612 - Word Processor II	15.07	
01613 - Word Processor III	16.98	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.21
05010 - Automotive Electrician	16.52	
05040 - Automotive Glass Installer	15.66	
05070 - Automotive Worker	15.66	
05110 - Mobile Equipment Servicer	13.87	
05130 - Motor Equipment Metal Mechanic	17.41	
05160 - Motor Equipment Metal Worker	15.66	
05190 - Motor Vehicle Mechanic	17.41	
05220 - Motor Vehicle Mechanic Helper	12.95	
05250 - Motor Vehicle Upholstery Worker	14.75	
05280 - Motor Vehicle Wrecker	15.66	
05310 - Painter, Automotive	16.52	
05340 - Radiator Repair Specialist	15.66	
05370 - Tire Repairer	13.87	
05400 - Transmission Repair Specialist	17.41	
07000 - Food Preparation And Service Occupations		
07010 - Baker	15.36	
07041 - Cook I	11.31	
07042 - Cook II	12.77	
07070 - Dishwasher	10.92	
07130 - Food Service Worker	11.88	
07210 - Meat Cutter	14.31	
07260 - Waiter/Waitress	9.00	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	18.52	
09040 - Furniture Handler	13.04	
09080 - Furniture Refinisher	18.52	
09090 - Furniture Refinisher Helper	15.01	
09110 - Furniture Repairer, Minor	17.10	
09130 - Upholsterer	18.52	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	11.36	

11060 - Elevator Operator	11.34
11090 - Gardener	17.81
11122 - Housekeeping Aide	11.34
11150 - Janitor	11.34
11210 - Laborer, Grounds Maintenance	14.42
11240 - Maid or Houseman	9.91
11260 - Pruner	13.29
11270 - Tractor Operator	16.62
11330 - Trail Maintenance Worker	14.42
11360 - Window Cleaner	12.30
12000 - Health Occupations	
12010 - Ambulance Driver	14.92
12011 - Breath Alcohol Technician	17.43
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	30.87
12020 - Dental Assistant	20.23
12025 - Dental Hygienist	36.01
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	14.92
12071 - Licensed Practical Nurse I	15.59
12072 - Licensed Practical Nurse II	17.43
12073 - Licensed Practical Nurse III	19.43
12100 - Medical Assistant	14.76
12130 - Medical Laboratory Technician	23.11
12160 - Medical Record Clerk	15.25
12190 - Medical Record Technician	17.06
12195 - Medical Transcriptionist	15.72
12210 - Nuclear Medicine Technologist	38.31
12221 - Nursing Assistant I	12.01
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.54
12235 - Optical Dispenser	17.43
12236 - Optical Technician	15.59
12250 - Pharmacy Technician	16.84
12280 - Phlebotomist	14.28
12305 - Radiologic Technologist	24.37
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.79
12313 - Registered Nurse II, Specialist	27.79
12314 - Registered Nurse III	33.48
12315 - Registered Nurse III, Anesthetist	33.48
12316 - Registered Nurse IV	40.13
12317 - Scheduler (Drug and Alcohol Testing)	21.60
12320 - Substance Abuse Treatment Counselor	27.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.86
13012 - Exhibits Specialist II	23.35
13013 - Exhibits Specialist III	28.57
13041 - Illustrator I	18.86
13042 - Illustrator II	23.35
13043 - Illustrator III	28.57
13047 - Librarian	25.87



13050 - Library Aide/Clerk		15.01	
13054 - Library Information Technology Systems Administrator			23.35
13058 - Library Technician		18.73	
13061 - Media Specialist I		16.85	
13062 - Media Specialist II		18.86	
13063 - Media Specialist III		21.01	
13071 - Photographer I		16.85	
13072 - Photographer II		18.86	
13073 - Photographer III		23.35	
13074 - Photographer IV		28.57	
13075 - Photographer V		34.56	
13090 - Technical Order Library Clerk			18.86
13110 - Video Teleconference Technician			16.85
14000 - Information Technology Occupations			
14041 - Computer Operator I		14.97	
14042 - Computer Operator II		16.74	
14043 - Computer Operator III		18.68	
14044 - Computer Operator IV		21.68	
14045 - Computer Operator V		24.01	
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		14.97	
14160 - Personal Computer Support Technician			23.46
14170 - System Support Specialist		24.28	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			28.22
15020 - Aircrew Training Devices Instructor (Rated)			34.14
15030 - Air Crew Training Devices Instructor (Pilot)			40.92
15050 - Computer Based Training Specialist / Instructor			28.22
15060 - Educational Technologist		35.91	
15070 - Flight Instructor (Pilot)		40.92	
15080 - Graphic Artist		21.76	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			40.92
15086 - Maintenance Test Pilot, Rotary Wing			40.92
15088 - Non-Maintenance Test/Co-Pilot			40.92
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		9.32	
16030 - Counter Attendant		9.32	
16040 - Dry Cleaner		11.73	
16070 - Finisher, Flatwork, Machine			9.32
16090 - Presser, Hand		9.32	
16110 - Presser, Machine, Drycleaning			9.32
16130 - Presser, Machine, Shirts		9.32	
16160 - Presser, Machine, Wearing Apparel, Laundry			9.32

16190 - Sewing Machine Operator	12.50	
16220 - Tailor	13.33	
16250 - Washer, Machine	10.08	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.53
19040 - Tool And Die Maker	25.95	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	13.78	
21030 - Material Coordinator	23.52	
21040 - Material Expediter	23.52	
21050 - Material Handling Laborer	12.14	
21071 - Order Filler	13.17	
21080 - Production Line Worker (Food Processing)		13.78
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	13.62	
21150 - Stock Clerk	17.21	
21210 - Tools And Parts Attendant	13.78	
21410 - Warehouse Specialist	13.78	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.22	
23019 - Aircraft Logs and Records Technician	24.35	
23021 - Aircraft Mechanic I	28.80	
23022 - Aircraft Mechanic II	30.22	
23023 - Aircraft Mechanic III	31.66	
23040 - Aircraft Mechanic Helper	21.41	
23050 - Aircraft, Painter	27.29	
23060 - Aircraft Servicer	24.35	
23070 - Aircraft Survival Flight Equipment Technician		27.29
23080 - Aircraft Worker	25.82	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.80
23110 - Appliance Mechanic	21.53	
23120 - Bicycle Repairer	18.07	
23125 - Cable Splicer	24.12	
23130 - Carpenter, Maintenance	18.51	
23140 - Carpet Layer	20.40	
23160 - Electrician, Maintenance	24.21	
23181 - Electronics Technician Maintenance I	21.07	
23182 - Electronics Technician Maintenance II	22.24	
23183 - Electronics Technician Maintenance III	23.44	
23260 - Fabric Worker	19.22	
23290 - Fire Alarm System Mechanic	22.68	
23310 - Fire Extinguisher Repairer	18.07	
23311 - Fuel Distribution System Mechanic	20.19	
23312 - Fuel Distribution System Operator	16.92	
23370 - General Maintenance Worker	15.28	
23380 - Ground Support Equipment Mechanic	28.80	
23381 - Ground Support Equipment Servicer	24.35	
23382 - Ground Support Equipment Worker	25.82	
23391 - Gunsmith I	18.07	
23392 - Gunsmith II	20.40	

23393 - Gunsmith III	22.68	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		24.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		25.87
23430 - Heavy Equipment Mechanic	24.81	
23440 - Heavy Equipment Operator	18.62	
23460 - Instrument Mechanic	22.68	
23465 - Laboratory/Shelter Mechanic	21.53	
23470 - Laborer	12.14	
23510 - Locksmith	21.53	
23530 - Machinery Maintenance Mechanic		25.17
23550 - Machinist, Maintenance	21.72	
23580 - Maintenance Trades Helper	14.99	
23591 - Metrology Technician I	22.68	
23592 - Metrology Technician II	23.78	
23593 - Metrology Technician III	24.88	
23640 - Millwright	22.68	
23710 - Office Appliance Repairer	21.82	
23760 - Painter, Maintenance	17.86	
23790 - Pipefitter, Maintenance	22.12	
23810 - Plumber, Maintenance	20.99	
23820 - Pneudraulic Systems Mechanic		22.68
23850 - Rigger	22.68	
23870 - Scale Mechanic	20.40	
23890 - Sheet-Metal Worker, Maintenance		21.81
23910 - Small Engine Mechanic	20.40	
23931 - Telecommunications Mechanic I	22.69	
23932 - Telecommunications Mechanic II	23.81	
23950 - Telephone Lineman	22.68	
23960 - Welder, Combination, Maintenance		20.36
23965 - Well Driller	22.68	
23970 - Woodcraft Worker	22.68	
23980 - Woodworker	18.07	
24000 - Personal Needs Occupations		
24550 - Case Manager	13.71	
24570 - Child Care Attendant	9.39	
24580 - Child Care Center Clerk	11.70	
24610 - Chore Aide	10.23	
24620 - Family Readiness And Support Services Coordinator		13.71
24630 - Homemaker	13.71	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.68	
25040 - Sewage Plant Operator	18.12	
25070 - Stationary Engineer	22.68	
25190 - Ventilation Equipment Tender	16.87	
25210 - Water Treatment Plant Operator	18.12	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	14.92	
27007 - Baggage Inspector	12.82	
27008 - Corrections Officer	19.95	
27010 - Court Security Officer	21.85	
27030 - Detection Dog Handler	14.34	

27040 - Detention Officer	19.95	
27070 - Firefighter	22.67	
27101 - Guard I	12.82	
27102 - Guard II	14.34	
27131 - Police Officer I	26.35	
27132 - Police Officer II	29.29	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.11	
28042 - Carnival Equipment Repairer	12.97	
28043 - Carnival Worker	9.68	
28210 - Gate Attendant/Gate Tender	14.46	
28310 - Lifeguard	12.11	
28350 - Park Attendant (Aide)	16.18	
28510 - Recreation Aide/Health Facility Attendant	11.81	
28515 - Recreation Specialist	18.13	
28630 - Sports Official	12.89	
28690 - Swimming Pool Operator	14.29	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	20.40	
29020 - Hatch Tender	20.40	
29030 - Line Handler	20.40	
29041 - Stevedore I	19.22	
29042 - Stevedore II	21.53	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	16.41	
30022 - Archeological Technician II	18.50	
30023 - Archeological Technician III	22.74	
30030 - Cartographic Technician	22.91	
30040 - Civil Engineering Technician	22.91	
30051 - Cryogenic Technician I	25.19	
30052 - Cryogenic Technician II	27.83	
30061 - Drafter/CAD Operator I	16.41	
30062 - Drafter/CAD Operator II	18.50	
30063 - Drafter/CAD Operator III	20.62	
30064 - Drafter/CAD Operator IV	25.19	
30081 - Engineering Technician I	14.93	
30082 - Engineering Technician II	18.08	
30083 - Engineering Technician III	20.35	
30084 - Engineering Technician IV	23.21	
30085 - Engineering Technician V	28.40	
30086 - Engineering Technician VI	34.36	
30090 - Environmental Technician	22.91	
30095 - Evidence Control Specialist	22.74	
30210 - Laboratory Technician	20.62	
30221 - Latent Fingerprint Technician I	25.19	
30222 - Latent Fingerprint Technician II	27.83	
30240 - Mathematical Technician	22.91	
30361 - Paralegal/Legal Assistant I	19.05	
30362 - Paralegal/Legal Assistant II	23.60	
30363 - Paralegal/Legal Assistant III	28.87	
30364 - Paralegal/Legal Assistant IV	34.94	

30375 - Petroleum Supply Specialist		27.83
30390 - Photo-Optics Technician		22.91
30395 - Radiation Control Technician		27.83
30461 - Technical Writer I		22.91
30462 - Technical Writer II		28.03
30463 - Technical Writer III		33.91
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		25.19
30502 - Weather Forecaster II		30.64
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.62
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	22.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		15.21
31030 - Bus Driver		20.06
31043 - Driver Courier		14.09
31260 - Parking and Lot Attendant		14.81
31290 - Shuttle Bus Driver		15.09
31310 - Taxi Driver		11.63
31361 - Truckdriver, Light		15.09
31362 - Truckdriver, Medium		16.05
31363 - Truckdriver, Heavy		22.39
31364 - Truckdriver, Tractor-Trailer		22.39
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.59
99050 - Desk Clerk		9.25
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		18.41
99252 - Laboratory Animal Caretaker II		19.72
99260 - Marketing Analyst		26.32
99310 - Mortician		25.60
99410 - Pest Controller		18.22
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		15.97
99711 - Recycling Specialist		18.41
99730 - Refuse Collector		14.72
99810 - Sales Clerk		10.94
99820 - School Crossing Guard		14.72
99830 - Survey Party Chief		19.77
99831 - Surveying Aide		13.28
99832 - Surveying Technician		17.94
99840 - Vending Machine Attendant		18.41
99841 - Vending Machine Repairer		22.26
99842 - Vending Machine Repairer Helper		18.41

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the



following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5269  
 Daniel W. Simms | Division of | Revision No.: 16  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Andrews, Bailey, Borden, Briscoe, Castro, Childress, Cochran, Collingsworth, Cottle, Crane, Crockett, Dallam, Dawson, Deaf Smith, Dickens, Donley, Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Kent, King, Knox, Lamb, Lipscomb, Loving, Mitchell, Moore, Motley, Nolan, Ochiltree, Parmer, Pecos, Reagan, Reeves, Roberts, Scurry, Shackelford, Sherman, Stonewall, Swisher, Terry, Throckmorton, Upton, Ward, Wheeler, Winkler, Yoakum

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.18	
01012 - Accounting Clerk II	15.93	
01013 - Accounting Clerk III	17.81	
01020 - Administrative Assistant	23.71	
01035 - Court Reporter	17.77	
01041 - Customer Service Representative I	13.46	
01042 - Customer Service Representative II	14.69	
01043 - Customer Service Representative III	16.50	
01051 - Data Entry Operator I	15.07	
01052 - Data Entry Operator II	16.45	
01060 - Dispatcher, Motor Vehicle	23.56	

01070 - Document Preparation Clerk	14.47
01090 - Duplicating Machine Operator	14.47
01111 - General Clerk I	12.56
01112 - General Clerk II	16.25
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	19.21
01141 - Messenger Courier	10.96
01191 - Order Clerk I	16.38
01192 - Order Clerk II	18.06
01261 - Personnel Assistant (Employment) I	15.37
01262 - Personnel Assistant (Employment) II	17.32
01263 - Personnel Assistant (Employment) III	19.16
01270 - Production Control Clerk	17.75
01290 - Rental Clerk	14.76
01300 - Scheduler, Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	21.06
01410 - Supply Technician	23.71
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	11.72
01531 - Travel Clerk I	11.83
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.66
01611 - Word Processor I	13.57
01612 - Word Processor II	15.37
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.36
05010 - Automotive Electrician	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	14.63
05400 - Transmission Repair Specialist	24.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.61
07041 - Cook I	11.25
07042 - Cook II	13.05
07070 - Dishwasher	9.24
07130 - Food Service Worker	10.82
07210 - Meat Cutter	14.40
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02

09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	19.02
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.84
11060 - Elevator Operator	11.78
11090 - Gardener	17.53
11122 - Housekeeping Aide	11.78
11150 - Janitor	11.78
11210 - Laborer, Grounds Maintenance	13.30
11240 - Maid or Houseman	10.24
11260 - Pruner	12.02
11270 - Tractor Operator	16.11
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	13.04
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	32.04
12015 - Certified Physical Therapist Assistant	32.23
12020 - Dental Assistant	15.81
12025 - Dental Hygienist	35.39
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	16.54
12071 - Licensed Practical Nurse I	16.55
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	14.18
12130 - Medical Laboratory Technician	24.14
12160 - Medical Record Clerk	15.75
12190 - Medical Record Technician	17.61
12195 - Medical Transcriptionist	18.35
12210 - Nuclear Medicine Technologist	40.68
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	14.69
12236 - Optical Technician	16.55
12250 - Pharmacy Technician	17.46
12280 - Phlebotomist	14.52
12305 - Radiologic Technologist	25.26
12311 - Registered Nurse I	24.91
12312 - Registered Nurse II	30.48
12313 - Registered Nurse II, Specialist	30.48
12314 - Registered Nurse III	36.88
12315 - Registered Nurse III, Anesthetist	36.88
12316 - Registered Nurse IV	44.20
12317 - Scheduler (Drug and Alcohol Testing)	22.93
12320 - Substance Abuse Treatment Counselor	22.78
13000 - Information And Arts Occupations	

13011 - Exhibits Specialist I	18.10	
13012 - Exhibits Specialist II	22.43	
13013 - Exhibits Specialist III	27.44	
13041 - Illustrator I	18.10	
13042 - Illustrator II	22.43	
13043 - Illustrator III	27.44	
13047 - Librarian	24.84	
13050 - Library Aide/Clerk	11.28	
13054 - Library Information Technology Systems Administrator		22.43
13058 - Library Technician	17.14	
13061 - Media Specialist I	16.19	
13062 - Media Specialist II	18.10	
13063 - Media Specialist III	20.18	
13071 - Photographer I	16.19	
13072 - Photographer II	18.10	
13073 - Photographer III	22.43	
13074 - Photographer IV	27.44	
13075 - Photographer V	33.20	
13090 - Technical Order Library Clerk		14.55
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		
14041 - Computer Operator I	16.48	
14042 - Computer Operator II	18.43	
14043 - Computer Operator III	21.43	
14044 - Computer Operator IV	23.79	
14045 - Computer Operator V	26.36	
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.70
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		31.79
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist	23.17	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.72
15086 - Maintenance Test Pilot, Rotary Wing		38.72
15088 - Non-Maintenance Test/Co-Pilot		38.72
15090 - Technical Instructor	23.88	
15095 - Technical Instructor/Course Developer		29.23
15110 - Test Proctor	20.12	
15120 - Tutor	20.12	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.51	

16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	11.21	
16070 - Finisher, Flatwork, Machine	9.51	
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning	9.51	
16130 - Presser, Machine, Shirts	9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51
16190 - Sewing Machine Operator	12.00	
16220 - Tailor	12.79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.00
19040 - Tool And Die Maker	27.60	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.06	
21030 - Material Coordinator	17.75	
21040 - Material Expediter	17.75	
21050 - Material Handling Laborer	14.31	
21071 - Order Filler	11.97	
21080 - Production Line Worker (Food Processing)		18.06
21110 - Shipping Packer	19.77	
21130 - Shipping/Receiving Clerk	19.77	
21140 - Store Worker I	11.86	
21150 - Stock Clerk	15.74	
21210 - Tools And Parts Attendant	18.06	
21410 - Warehouse Specialist	18.06	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	25.13	
23019 - Aircraft Logs and Records Technician	19.16	
23021 - Aircraft Mechanic I	23.71	
23022 - Aircraft Mechanic II	25.13	
23023 - Aircraft Mechanic III	26.53	
23040 - Aircraft Mechanic Helper	16.71	
23050 - Aircraft, Painter	22.00	
23060 - Aircraft Servicer	19.16	
23070 - Aircraft Survival Flight Equipment Technician		22.00
23080 - Aircraft Worker	20.60	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.71
23110 - Appliance Mechanic	22.00	
23120 - Bicycle Repairer	17.76	
23125 - Cable Splicer	27.09	
23130 - Carpenter, Maintenance	24.06	
23140 - Carpet Layer	20.60	
23160 - Electrician, Maintenance	24.41	
23181 - Electronics Technician Maintenance I	30.59	
23182 - Electronics Technician Maintenance II	32.65	
23183 - Electronics Technician Maintenance III	34.86	
23260 - Fabric Worker	19.16	
23290 - Fire Alarm System Mechanic	23.47	
23310 - Fire Extinguisher Repairer	17.76	
23311 - Fuel Distribution System Mechanic	22.99	



23312 - Fuel Distribution System Operator	17.39
23370 - General Maintenance Worker	16.35
23380 - Ground Support Equipment Mechanic	23.71
23381 - Ground Support Equipment Servicer	19.16
23382 - Ground Support Equipment Worker	20.60
23391 - Gunsmith I	17.76
23392 - Gunsmith II	20.60
23393 - Gunsmith III	23.47
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.68
23430 - Heavy Equipment Mechanic	27.36
23440 - Heavy Equipment Operator	22.80
23460 - Instrument Mechanic	23.47
23465 - Laboratory/Shelter Mechanic	22.00
23470 - Laborer	14.31
23510 - Locksmith	22.00
23530 - Machinery Maintenance Mechanic	25.79
23550 - Machinist, Maintenance	21.29
23580 - Maintenance Trades Helper	14.92
23591 - Metrology Technician I	23.47
23592 - Metrology Technician II	24.89
23593 - Metrology Technician III	26.29
23640 - Millwright	24.95
23710 - Office Appliance Repairer	22.00
23760 - Painter, Maintenance	19.86
23790 - Pipefitter, Maintenance	27.42
23810 - Plumber, Maintenance	25.70
23820 - Pneudraulic Systems Mechanic	23.47
23850 - Rigger	28.34
23870 - Scale Mechanic	20.60
23890 - Sheet-Metal Worker, Maintenance	24.00
23910 - Small Engine Mechanic	17.42
23931 - Telecommunications Mechanic I	23.02
23932 - Telecommunications Mechanic II	24.25
23950 - Telephone Lineman	24.64
23960 - Welder, Combination, Maintenance	21.09
23965 - Well Driller	23.47
23970 - Woodcraft Worker	23.47
23980 - Woodworker	17.76
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	12.97
24610 - Chore Aide	10.60
24620 - Family Readiness And Support Services Coordinator	14.10
24630 - Homemaker	15.93
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	16.99
27007 - Baggage Inspector	13.83
27008 - Corrections Officer	20.47
27010 - Court Security Officer	20.54
27030 - Detection Dog Handler	15.74
27040 - Detention Officer	20.47
27070 - Firefighter	20.75
27101 - Guard I	13.83
27102 - Guard II	15.74
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.66
28042 - Carnival Equipment Repairer	13.77
28043 - Carnival Worker	9.46
28210 - Gate Attendant/Gate Tender	16.06
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	17.97
28510 - Recreation Aide/Health Facility Attendant	13.12
28515 - Recreation Specialist	21.97
28630 - Sports Official	14.31
28690 - Swimming Pool Operator	15.97
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) (see 2)	40.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	19.84
30022 - Archeological Technician II	22.20
30023 - Archeological Technician III	27.50
30030 - Cartographic Technician	27.50
30040 - Civil Engineering Technician	21.39
30051 - Cryogenic Technician I	30.46
30052 - Cryogenic Technician II	33.64
30061 - Drafter/CAD Operator I	19.84
30062 - Drafter/CAD Operator II	22.20
30063 - Drafter/CAD Operator III	24.74
30064 - Drafter/CAD Operator IV	30.46
30081 - Engineering Technician I	15.28
30082 - Engineering Technician II	17.15
30083 - Engineering Technician III	19.19
30084 - Engineering Technician IV	23.77
30085 - Engineering Technician V	29.07
30086 - Engineering Technician VI	35.18
30090 - Environmental Technician	28.66
30095 - Evidence Control Specialist	27.50
30210 - Laboratory Technician	29.37

30221 - Latent Fingerprint Technician I		30.46
30222 - Latent Fingerprint Technician II		33.64
30240 - Mathematical Technician		27.50
30361 - Paralegal/Legal Assistant I		19.44
30362 - Paralegal/Legal Assistant II		24.08
30363 - Paralegal/Legal Assistant III		29.45
30364 - Paralegal/Legal Assistant IV		35.63
30375 - Petroleum Supply Specialist		33.64
30390 - Photo-Optics Technician		27.32
30395 - Radiation Control Technician		33.64
30461 - Technical Writer I		27.50
30462 - Technical Writer II		33.64
30463 - Technical Writer III		40.70
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
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		30.98
31020 - Bus Aide		13.34
31030 - Bus Driver		18.95
31043 - Driver Courier		15.83
31260 - Parking and Lot Attendant		12.06
31290 - Shuttle Bus Driver		15.65
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		17.22
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		22.29
31364 - Truckdriver, Tractor-Trailer		22.29
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.80
99050 - Desk Clerk		11.45
99095 - Embalmer		26.55
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		14.12
99252 - Laboratory Animal Caretaker II		15.36
99260 - Marketing Analyst		28.98
99310 - Mortician		26.55
99410 - Pest Controller		19.65
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		19.40
99711 - Recycling Specialist		23.50
99730 - Refuse Collector		17.53
99810 - Sales Clerk		11.96
99820 - School Crossing Guard		12.43
99830 - Survey Party Chief		24.06
99831 - Surveying Aide		16.73

99832 - Surveying Technician	22.96
99840 - Vending Machine Attendant	17.22
99841 - Vending Machine Repairer	21.73
99842 - Vending Machine Repairer Helper	17.22

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or

successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor

prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy



of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5271  
Daniel W. Simms | Division of | Revision No.: 16  
Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Baylor, Wilbarger

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.18	
01012 - Accounting Clerk II	15.93	
01013 - Accounting Clerk III	17.81	
01020 - Administrative Assistant	23.71	
01035 - Court Reporter	17.04	
01041 - Customer Service Representative I	13.46	
01042 - Customer Service Representative II	14.69	
01043 - Customer Service Representative III	16.50	
01051 - Data Entry Operator I	15.07	
01052 - Data Entry Operator II	16.45	
01060 - Dispatcher, Motor Vehicle	21.63	
01070 - Document Preparation Clerk	14.07	
01090 - Duplicating Machine Operator	14.07	
01111 - General Clerk I	12.56	
01112 - General Clerk II	13.70	
01113 - General Clerk III	15.38	
01120 - Housing Referral Assistant	18.99	
01141 - Messenger Courier	11.11	

01191 - Order Clerk I	16.56
01192 - Order Clerk II	18.06
01261 - Personnel Assistant (Employment) I	15.37
01262 - Personnel Assistant (Employment) II	17.19
01263 - Personnel Assistant (Employment) III	19.16
01270 - Production Control Clerk	19.95
01290 - Rental Clerk	13.46
01300 - Scheduler, Maintenance	15.24
01311 - Secretary I	15.24
01312 - Secretary II	17.04
01313 - Secretary III	18.99
01320 - Service Order Dispatcher	21.06
01410 - Supply Technician	23.71
01420 - Survey Worker	14.27
01460 - Switchboard Operator/Receptionist	11.72
01531 - Travel Clerk I	11.83
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.66
01611 - Word Processor I	13.57
01612 - Word Processor II	15.24
01613 - Word Processor III	17.04
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.39
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	14.63
05400 - Transmission Repair Specialist	24.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	11.25
07042 - Cook II	13.05
07070 - Dishwasher	9.24
07130 - Food Service Worker	10.82
07210 - Meat Cutter	15.74
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.58
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	18.58
09090 - Furniture Refinisher Helper	14.13
09110 - Furniture Repairer, Minor	16.44
09130 - Upholsterer	18.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.84

11060 - Elevator Operator	11.78
11090 - Gardener	17.53
11122 - Housekeeping Aide	11.78
11150 - Janitor	11.78
11210 - Laborer, Grounds Maintenance	13.30
11240 - Maid or Houseman	10.24
11260 - Pruner	12.02
11270 - Tractor Operator	16.11
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	13.04
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	32.95
12015 - Certified Physical Therapist Assistant	32.23
12020 - Dental Assistant	15.81
12025 - Dental Hygienist	35.39
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	16.54
12071 - Licensed Practical Nurse I	16.55
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	14.18
12130 - Medical Laboratory Technician	24.14
12160 - Medical Record Clerk	15.75
12190 - Medical Record Technician	17.61
12195 - Medical Transcriptionist	18.39
12210 - Nuclear Medicine Technologist	40.68
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	14.89
12236 - Optical Technician	16.55
12250 - Pharmacy Technician	17.46
12280 - Phlebotomist	14.18
12305 - Radiologic Technologist	25.26
12311 - Registered Nurse I	24.91
12312 - Registered Nurse II	30.48
12313 - Registered Nurse II, Specialist	30.48
12314 - Registered Nurse III	36.88
12315 - Registered Nurse III, Anesthetist	36.88
12316 - Registered Nurse IV	44.20
12317 - Scheduler (Drug and Alcohol Testing)	22.93
12320 - Substance Abuse Treatment Counselor	22.78
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.10
13012 - Exhibits Specialist II	22.43
13013 - Exhibits Specialist III	27.44
13041 - Illustrator I	18.10
13042 - Illustrator II	22.43
13043 - Illustrator III	27.44
13047 - Librarian	24.84

13050 - Library Aide/Clerk		12.23	
13054 - Library Information Technology Systems Administrator			22.43
13058 - Library Technician		17.14	
13061 - Media Specialist I		16.19	
13062 - Media Specialist II		18.10	
13063 - Media Specialist III		20.18	
13071 - Photographer I		16.19	
13072 - Photographer II		18.10	
13073 - Photographer III		22.43	
13074 - Photographer IV		27.44	
13075 - Photographer V		33.20	
13090 - Technical Order Library Clerk			14.55
13110 - Video Teleconference Technician			19.12
14000 - Information Technology Occupations			
14041 - Computer Operator I		16.47	
14042 - Computer Operator II		18.41	
14043 - Computer Operator III		20.55	
14044 - Computer Operator IV		23.63	
14045 - Computer Operator V		26.24	
14071 - Computer Programmer I	(see 1)	21.10	
14072 - Computer Programmer II	(see 1)	26.14	
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)	26.99	
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator			16.47
14160 - Personal Computer Support Technician			23.63
14170 - System Support Specialist		26.97	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			26.70
15020 - Aircrew Training Devices Instructor (Rated)			32.32
15030 - Air Crew Training Devices Instructor (Pilot)			38.72
15050 - Computer Based Training Specialist / Instructor			26.70
15060 - Educational Technologist		31.79	
15070 - Flight Instructor (Pilot)		38.72	
15080 - Graphic Artist		23.17	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			38.72
15086 - Maintenance Test Pilot, Rotary Wing			38.72
15088 - Non-Maintenance Test/Co-Pilot			38.72
15090 - Technical Instructor		23.46	
15095 - Technical Instructor/Course Developer			28.70
15110 - Test Proctor		18.94	
15120 - Tutor		18.94	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		9.51	
16030 - Counter Attendant		9.51	
16040 - Dry Cleaner		11.21	
16070 - Finisher, Flatwork, Machine			9.51
16090 - Presser, Hand		9.51	
16110 - Presser, Machine, Drycleaning			9.51
16130 - Presser, Machine, Shirts		9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry			9.51

16190 - Sewing Machine Operator	12.00	
16220 - Tailor	12.79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.00
19040 - Tool And Die Maker	27.60	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.06	
21030 - Material Coordinator	19.95	
21040 - Material Expediter	19.95	
21050 - Material Handling Laborer	14.31	
21071 - Order Filler	11.97	
21080 - Production Line Worker (Food Processing)		18.06
21110 - Shipping Packer	19.77	
21130 - Shipping/Receiving Clerk	19.77	
21140 - Store Worker I	11.86	
21150 - Stock Clerk	15.74	
21210 - Tools And Parts Attendant	18.06	
21410 - Warehouse Specialist	18.06	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.89	
23019 - Aircraft Logs and Records Technician		19.16
23021 - Aircraft Mechanic I	23.47	
23022 - Aircraft Mechanic II	24.89	
23023 - Aircraft Mechanic III	26.29	
23040 - Aircraft Mechanic Helper	16.32	
23050 - Aircraft, Painter	22.00	
23060 - Aircraft Servicer	19.16	
23070 - Aircraft Survival Flight Equipment Technician		22.00
23080 - Aircraft Worker	20.60	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.60
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.47
23110 - Appliance Mechanic	22.00	
23120 - Bicycle Repairer	17.76	
23125 - Cable Splicer	27.09	
23130 - Carpenter, Maintenance	24.06	
23140 - Carpet Layer	20.60	
23160 - Electrician, Maintenance	24.41	
23181 - Electronics Technician Maintenance I		30.86
23182 - Electronics Technician Maintenance II		32.65
23183 - Electronics Technician Maintenance III		34.86
23260 - Fabric Worker	19.16	
23290 - Fire Alarm System Mechanic	23.47	
23310 - Fire Extinguisher Repairer	17.76	
23311 - Fuel Distribution System Mechanic	22.99	
23312 - Fuel Distribution System Operator	17.80	
23370 - General Maintenance Worker	16.35	
23380 - Ground Support Equipment Mechanic		23.47
23381 - Ground Support Equipment Servicer		19.16
23382 - Ground Support Equipment Worker		20.60
23391 - Gunsmith I	17.76	
23392 - Gunsmith II	20.60	

23393 - Gunsmith III	23.47	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.68
23430 - Heavy Equipment Mechanic	27.36	
23440 - Heavy Equipment Operator	22.80	
23460 - Instrument Mechanic	23.47	
23465 - Laboratory/Shelter Mechanic	22.00	
23470 - Laborer	14.31	
23510 - Locksmith	22.00	
23530 - Machinery Maintenance Mechanic		25.79
23550 - Machinist, Maintenance	21.29	
23580 - Maintenance Trades Helper	13.90	
23591 - Metrology Technician I	23.47	
23592 - Metrology Technician II	24.89	
23593 - Metrology Technician III	26.29	
23640 - Millwright	24.95	
23710 - Office Appliance Repairer	22.00	
23760 - Painter, Maintenance	19.86	
23790 - Pipefitter, Maintenance	27.42	
23810 - Plumber, Maintenance	25.70	
23820 - Pneudraulic Systems Mechanic		23.47
23850 - Rigger	28.06	
23870 - Scale Mechanic	20.60	
23890 - Sheet-Metal Worker, Maintenance		25.21
23910 - Small Engine Mechanic	18.49	
23931 - Telecommunications Mechanic I	23.02	
23932 - Telecommunications Mechanic II	24.24	
23950 - Telephone Lineman	24.64	
23960 - Welder, Combination, Maintenance		21.09
23965 - Well Driller	23.47	
23970 - Woodcraft Worker	23.47	
23980 - Woodworker	17.76	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.10	
24570 - Child Care Attendant	9.42	
24580 - Child Care Center Clerk	11.74	
24610 - Chore Aide	10.60	
24620 - Family Readiness And Support Services Coordinator		14.10
24630 - Homemaker	14.10	
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	16.99	
27007 - Baggage Inspector	13.83	
27008 - Corrections Officer	20.47	
27010 - Court Security Officer	20.54	
27030 - Detection Dog Handler	15.46	

27040 - Detention Officer	20.47	
27070 - Firefighter	20.75	
27101 - Guard I	13.83	
27102 - Guard II	15.46	
27131 - Police Officer I	21.27	
27132 - Police Officer II	23.64	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.66	
28042 - Carnival Equipment Repairer	13.77	
28043 - Carnival Worker	9.68	
28210 - Gate Attendant/Gate Tender	16.06	
28310 - Lifeguard	12.11	
28350 - Park Attendant (Aide)	17.97	
28510 - Recreation Aide/Health Facility Attendant	13.12	
28515 - Recreation Specialist	21.97	
28630 - Sports Official	14.31	
28690 - Swimming Pool Operator	15.97	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	31.80	
29020 - Hatch Tender	31.80	
29030 - Line Handler	31.80	
29041 - Stevedore I	29.57	
29042 - Stevedore II	33.96	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	19.84	
30022 - Archeological Technician II	22.20	
30023 - Archeological Technician III	27.50	
30030 - Cartographic Technician	27.50	
30040 - Civil Engineering Technician	22.91	
30051 - Cryogenic Technician I	30.46	
30052 - Cryogenic Technician II	33.64	
30061 - Drafter/CAD Operator I	19.84	
30062 - Drafter/CAD Operator II	22.20	
30063 - Drafter/CAD Operator III	24.74	
30064 - Drafter/CAD Operator IV	30.46	
30081 - Engineering Technician I	15.28	
30082 - Engineering Technician II	17.15	
30083 - Engineering Technician III	19.19	
30084 - Engineering Technician IV	23.77	
30085 - Engineering Technician V	29.07	
30086 - Engineering Technician VI	35.18	
30090 - Environmental Technician	27.72	
30095 - Evidence Control Specialist	27.50	
30210 - Laboratory Technician	29.37	
30221 - Latent Fingerprint Technician I	30.46	
30222 - Latent Fingerprint Technician II	33.64	
30240 - Mathematical Technician	27.50	
30361 - Paralegal/Legal Assistant I	19.44	
30362 - Paralegal/Legal Assistant II	24.08	
30363 - Paralegal/Legal Assistant III	29.45	
30364 - Paralegal/Legal Assistant IV	35.63	



30375 - Petroleum Supply Specialist		33.64
30390 - Photo-Optics Technician		26.72
30395 - Radiation Control Technician		33.64
30461 - Technical Writer I		27.50
30462 - Technical Writer II		33.64
30463 - Technical Writer III		40.70
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		30.46
30502 - Weather Forecaster II		37.04
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.74
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.34
31030 - Bus Driver		18.95
31043 - Driver Courier		15.83
31260 - Parking and Lot Attendant		12.30
31290 - Shuttle Bus Driver		15.65
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		17.22
31362 - Truckdriver, Medium		18.58
31363 - Truckdriver, Heavy		22.29
31364 - Truckdriver, Tractor-Trailer		22.29
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.80
99050 - Desk Clerk		10.07
99095 - Embalmer		26.55
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		14.12
99252 - Laboratory Animal Caretaker II		15.36
99260 - Marketing Analyst		28.98
99310 - Mortician		26.55
99410 - Pest Controller		20.25
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		19.40
99711 - Recycling Specialist		23.50
99730 - Refuse Collector		17.53
99810 - Sales Clerk		11.96
99820 - School Crossing Guard		12.81
99830 - Survey Party Chief		25.32
99831 - Surveying Aide		17.00
99832 - Surveying Technician		22.96
99840 - Vending Machine Attendant		17.22
99841 - Vending Machine Repairer		21.73
99842 - Vending Machine Repairer Helper		17.22

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5273  
Daniel W. Simms | Division of | Revision No.: 17  
Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Cooke, Delta, Fannin, Navarro

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.62	
01012 - Accounting Clerk II	16.42	
01013 - Accounting Clerk III	18.36	
01020 - Administrative Assistant	26.46	
01035 - Court Reporter	25.88	
01041 - Customer Service Representative I	12.20	
01042 - Customer Service Representative II	13.73	
01043 - Customer Service Representative III	14.97	
01051 - Data Entry Operator I	13.42	
01052 - Data Entry Operator II	14.65	
01060 - Dispatcher, Motor Vehicle	21.36	
01070 - Document Preparation Clerk	15.66	
01090 - Duplicating Machine Operator	15.66	
01111 - General Clerk I	13.67	
01112 - General Clerk II	14.92	
01113 - General Clerk III	17.46	
01120 - Housing Referral Assistant	21.60	
01141 - Messenger Courier	13.04	



01191 - Order Clerk I	17.69
01192 - Order Clerk II	19.30
01261 - Personnel Assistant (Employment) I	17.43
01262 - Personnel Assistant (Employment) II	19.49
01263 - Personnel Assistant (Employment) III	21.72
01270 - Production Control Clerk	21.36
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	13.02
01612 - Word Processor II	16.83
01613 - Word Processor III	19.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.25
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	15.09
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.58
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.14
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.49
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.85
09090 - Furniture Refinisher Helper	13.22
09110 - Furniture Repairer, Minor	15.16
09130 - Upholsterer	18.18
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.00

11060 - Elevator Operator	11.90
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.25
11240 - Maid or Houseman	10.23
11260 - Pruner	11.92
11270 - Tractor Operator	15.79
11330 - Trail Maintenance Worker	13.25
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.42
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	34.63
12015 - Certified Physical Therapist Assistant	36.11
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.62
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.42
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	18.42
12210 - Nuclear Medicine Technologist	43.24
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.03
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	16.52
12280 - Phlebotomist	15.80
12305 - Radiologic Technologist	27.88
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)	24.53
12320 - Substance Abuse Treatment Counselor	25.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56

13050 - Library Aide/Clerk	14.33	
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician	16.29	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	16.50	
13072 - Photographer II	18.46	
13073 - Photographer III	22.87	
13074 - Photographer IV	27.97	
13075 - Photographer V	33.85	
13090 - Technical Order Library Clerk		18.01
13110 - Video Teleconference Technician		23.75
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.13	
14042 - Computer Operator II	19.16	
14043 - Computer Operator III	21.36	
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		17.13
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist	25.36	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	32.83	
15070 - Flight Instructor (Pilot)	46.12	
15080 - Graphic Artist	24.97	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	24.21	
15095 - Technical Instructor/Course Developer		29.60
15110 - Test Proctor	19.54	
15120 - Tutor	19.54	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.77	
16030 - Counter Attendant	10.77	
16040 - Dry Cleaner	13.57	
16070 - Finisher, Flatwork, Machine		10.77
16090 - Presser, Hand	10.77	
16110 - Presser, Machine, Drycleaning		10.77
16130 - Presser, Machine, Shirts	10.77	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.77

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	15.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.18
19040 - Tool And Die Maker	22.87	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.36	
21030 - Material Coordinator	20.05	
21040 - Material Expediter	20.05	
21050 - Material Handling Laborer	13.45	
21071 - Order Filler	13.57	
21080 - Production Line Worker (Food Processing)		18.36
21110 - Shipping Packer	14.55	
21130 - Shipping/Receiving Clerk	14.55	
21140 - Store Worker I	12.59	
21150 - Stock Clerk	17.21	
21210 - Tools And Parts Attendant	18.36	
21410 - Warehouse Specialist	18.36	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.47	
23019 - Aircraft Logs and Records Technician		24.36
23021 - Aircraft Mechanic I	29.07	
23022 - Aircraft Mechanic II	30.47	
23023 - Aircraft Mechanic III	31.89	
23040 - Aircraft Mechanic Helper	20.98	
23050 - Aircraft, Painter	27.47	
23060 - Aircraft Servicer	24.36	
23070 - Aircraft Survival Flight Equipment Technician		27.47
23080 - Aircraft Worker	25.95	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.07
23110 - Appliance Mechanic	21.19	
23120 - Bicycle Repairer	17.48	
23125 - Cable Splicer	28.70	
23130 - Carpenter, Maintenance	17.25	
23140 - Carpet Layer	19.29	
23160 - Electrician, Maintenance	21.28	
23181 - Electronics Technician Maintenance I	28.40	
23182 - Electronics Technician Maintenance II	29.93	
23183 - Electronics Technician Maintenance III	32.18	
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.65	
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21.30	
23312 - Fuel Distribution System Operator	16.68	
23370 - General Maintenance Worker	17.88	
23380 - Ground Support Equipment Mechanic	29.07	
23381 - Ground Support Equipment Servicer	24.36	
23382 - Ground Support Equipment Worker	25.95	
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	

23393 - Gunsmith III	22.36	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.08
23430 - Heavy Equipment Mechanic	22.27	
23440 - Heavy Equipment Operator	20.02	
23460 - Instrument Mechanic	22.51	
23465 - Laboratory/Shelter Mechanic	21.19	
23470 - Laborer	13.45	
23510 - Locksmith	21.19	
23530 - Machinery Maintenance Mechanic		25.85
23550 - Machinist, Maintenance	19.62	
23580 - Maintenance Trades Helper	13.56	
23591 - Metrology Technician I	22.51	
23592 - Metrology Technician II	23.59	
23593 - Metrology Technician III	24.69	
23640 - Millwright	26.96	
23710 - Office Appliance Repairer	21.19	
23760 - Painter, Maintenance	17.34	
23790 - Pipefitter, Maintenance	23.15	
23810 - Plumber, Maintenance	21.94	
23820 - Pneudraulic Systems Mechanic		22.36
23850 - Rigger	22.02	
23870 - Scale Mechanic	20.01	
23890 - Sheet-Metal Worker, Maintenance		22.02
23910 - Small Engine Mechanic	20.01	
23931 - Telecommunications Mechanic I		31.20
23932 - Telecommunications Mechanic II		32.79
23950 - Telephone Lineman	31.33	
23960 - Welder, Combination, Maintenance		18.93
23965 - Well Driller	24.29	
23970 - Woodcraft Worker	22.36	
23980 - Woodworker	17.48	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.07	
24570 - Child Care Attendant	10.73	
24580 - Child Care Center Clerk	13.39	
24610 - Chore Aide	10.10	
24620 - Family Readiness And Support Services Coordinator		15.07
24630 - Homemaker	17.11	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.03	
25040 - Sewage Plant Operator	17.63	
25070 - Stationary Engineer	23.03	
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		17.63
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.51	
27007 - Baggage Inspector	15.51	
27008 - Corrections Officer	19.82	
27010 - Court Security Officer	23.50	
27030 - Detection Dog Handler	18.61	

27040 - Detention Officer	19.99	
27070 - Firefighter	22.87	
27101 - Guard I	15.51	
27102 - Guard II	18.61	
27131 - Police Officer I	27.08	
27132 - Police Officer II	30.10	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.54	
28042 - Carnival Equipment Repairer	14.60	
28043 - Carnival Worker	10.45	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	11.57	
28515 - Recreation Specialist	19.34	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	21.99	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.18	
29020 - Hatch Tender	21.18	
29030 - Line Handler	21.18	
29041 - Stevedore I	19.90	
29042 - Stevedore II	22.42	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	23.51	
30051 - Cryogenic Technician I	27.39	
30052 - Cryogenic Technician II	30.24	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	25.73	
30095 - Evidence Control Specialist	24.73	
30210 - Laboratory Technician	29.22	
30221 - Latent Fingerprint Technician I	27.39	
30222 - Latent Fingerprint Technician II	30.24	
30240 - Mathematical Technician	27.75	
30361 - Paralegal/Legal Assistant I	20.47	
30362 - Paralegal/Legal Assistant II	25.36	
30363 - Paralegal/Legal Assistant III	31.02	
30364 - Paralegal/Legal Assistant IV	37.54	

30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		13.60
31030 - Bus Driver		18.80
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		12.25
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		12.71
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.06
31364 - Truckdriver, Tractor-Trailer		21.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		9.94
99050 - Desk Clerk		10.66
99095 - Embalmer		27.28
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		13.15
99252 - Laboratory Animal Caretaker II		14.37
99260 - Marketing Analyst		30.18
99310 - Mortician		27.28
99410 - Pest Controller		18.98
99510 - Photofinishing Worker		14.89
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		22.87
99730 - Refuse Collector		17.30
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		14.11
99830 - Survey Party Chief		27.28
99831 - Surveying Aide		16.34
99832 - Surveying Technician		20.94
99840 - Vending Machine Attendant		18.30
99841 - Vending Machine Repairer		22.63
99842 - Vending Machine Repairer Helper		18.30

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5275  
 Daniel W. Simms Division of | Revision No.: 17  
 Director Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Erath, Palo Pinto

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.42
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		26.46
01035 - Court Reporter		25.88
01041 - Customer Service Representative I		12.20
01042 - Customer Service Representative II		13.73
01043 - Customer Service Representative III		14.97
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher, Motor Vehicle		23.32
01070 - Document Preparation Clerk		15.66
01090 - Duplicating Machine Operator		15.66
01111 - General Clerk I		13.67
01112 - General Clerk II		14.92
01113 - General Clerk III		17.46
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		13.04

01191 - Order Clerk I	17.69
01192 - Order Clerk II	19.30
01261 - Personnel Assistant (Employment) I	17.43
01262 - Personnel Assistant (Employment) II	19.49
01263 - Personnel Assistant (Employment) III	21.72
01270 - Production Control Clerk	21.36
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	20.70
01410 - Supply Technician	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	13.02
01612 - Word Processor II	16.83
01613 - Word Processor III	19.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.49
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	15.09
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.58
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.14
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.49
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	16.19
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	14.23
09130 - Upholsterer	15.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.00

11060 - Elevator Operator	11.90
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.25
11240 - Maid or Houseman	10.23
11260 - Pruner	11.92
11270 - Tractor Operator	15.79
11330 - Trail Maintenance Worker	13.25
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	34.63
12015 - Certified Physical Therapist Assistant	36.11
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.62
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	18.42
12210 - Nuclear Medicine Technologist	43.24
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.03
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	16.52
12280 - Phlebotomist	15.80
12305 - Radiologic Technologist	27.88
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)	24.53
12320 - Substance Abuse Treatment Counselor	25.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.77
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	37.82
13047 - Librarian	31.56



13050 - Library Aide/Clerk	14.33	
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician	15.98	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	16.50	
13072 - Photographer II	18.46	
13073 - Photographer III	22.87	
13074 - Photographer IV	27.97	
13075 - Photographer V	33.85	
13090 - Technical Order Library Clerk		18.01
13110 - Video Teleconference Technician		23.75
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.13	
14042 - Computer Operator II	19.16	
14043 - Computer Operator III	21.36	
14044 - Computer Operator IV	24.67	
14045 - Computer Operator V	27.62	
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.13
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist	25.36	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	32.83	
15070 - Flight Instructor (Pilot)	50.81	
15080 - Graphic Artist	24.97	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	24.21	
15095 - Technical Instructor/Course Developer		29.60
15110 - Test Proctor	19.54	
15120 - Tutor	19.54	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.77	
16030 - Counter Attendant	10.77	
16040 - Dry Cleaner	13.57	
16070 - Finisher, Flatwork, Machine		10.77
16090 - Presser, Hand	10.77	
16110 - Presser, Machine, Drycleaning		10.77
16130 - Presser, Machine, Shirts	10.77	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.77

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	15.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.91
19040 - Tool And Die Maker	22.87	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.36	
21030 - Material Coordinator	20.05	
21040 - Material Expediter	20.05	
21050 - Material Handling Laborer	13.45	
21071 - Order Filler	13.57	
21080 - Production Line Worker (Food Processing)		18.36
21110 - Shipping Packer	14.55	
21130 - Shipping/Receiving Clerk	14.55	
21140 - Store Worker I	12.59	
21150 - Stock Clerk	17.21	
21210 - Tools And Parts Attendant	18.36	
21410 - Warehouse Specialist	18.36	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.47	
23019 - Aircraft Logs and Records Technician		24.36
23021 - Aircraft Mechanic I	29.07	
23022 - Aircraft Mechanic II	30.47	
23023 - Aircraft Mechanic III	31.89	
23040 - Aircraft Mechanic Helper	20.98	
23050 - Aircraft, Painter	23.51	
23060 - Aircraft Servicer	24.36	
23070 - Aircraft Survival Flight Equipment Technician		23.51
23080 - Aircraft Worker	25.87	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.07
23110 - Appliance Mechanic	21.19	
23120 - Bicycle Repairer	17.48	
23125 - Cable Splicer	29.32	
23130 - Carpenter, Maintenance	17.25	
23140 - Carpet Layer	18.56	
23160 - Electrician, Maintenance	21.28	
23181 - Electronics Technician Maintenance I	28.40	
23182 - Electronics Technician Maintenance II	29.93	
23183 - Electronics Technician Maintenance III	31.55	
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.65	
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21.30	
23312 - Fuel Distribution System Operator	16.68	
23370 - General Maintenance Worker	17.88	
23380 - Ground Support Equipment Mechanic	29.07	
23381 - Ground Support Equipment Servicer	24.36	
23382 - Ground Support Equipment Worker	25.87	
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	

23393 - Gunsmith III	22.36	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.08
23430 - Heavy Equipment Mechanic	22.27	
23440 - Heavy Equipment Operator	20.02	
23460 - Instrument Mechanic	22.51	
23465 - Laboratory/Shelter Mechanic	21.19	
23470 - Laborer	13.45	
23510 - Locksmith	21.19	
23530 - Machinery Maintenance Mechanic		25.85
23550 - Machinist, Maintenance	19.62	
23580 - Maintenance Trades Helper	13.56	
23591 - Metrology Technician I	22.51	
23592 - Metrology Technician II	23.59	
23593 - Metrology Technician III	24.69	
23640 - Millwright	26.96	
23710 - Office Appliance Repairer	21.19	
23760 - Painter, Maintenance	17.34	
23790 - Pipefitter, Maintenance	23.15	
23810 - Plumber, Maintenance	21.94	
23820 - Pneudraulic Systems Mechanic		22.36
23850 - Rigger	22.02	
23870 - Scale Mechanic	20.01	
23890 - Sheet-Metal Worker, Maintenance		22.02
23910 - Small Engine Mechanic	20.01	
23931 - Telecommunications Mechanic I		31.20
23932 - Telecommunications Mechanic II		32.79
23950 - Telephone Lineman	31.33	
23960 - Welder, Combination, Maintenance		18.93
23965 - Well Driller	24.29	
23970 - Woodcraft Worker	22.36	
23980 - Woodworker	17.48	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.07	
24570 - Child Care Attendant	10.73	
24580 - Child Care Center Clerk	13.39	
24610 - Chore Aide	10.10	
24620 - Family Readiness And Support Services Coordinator		15.07
24630 - Homemaker	17.73	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.03	
25040 - Sewage Plant Operator	17.63	
25070 - Stationary Engineer	23.03	
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		17.63
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.51	
27007 - Baggage Inspector	15.51	
27008 - Corrections Officer	19.82	
27010 - Court Security Officer	23.50	
27030 - Detection Dog Handler	18.61	

27040 - Detention Officer	21.13	
27070 - Firefighter	22.87	
27101 - Guard I	15.51	
27102 - Guard II	18.61	
27131 - Police Officer I	27.08	
27132 - Police Officer II	30.10	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.54	
28042 - Carnival Equipment Repairer	14.60	
28043 - Carnival Worker	10.45	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	11.57	
28515 - Recreation Specialist	19.34	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	18.88	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.18	
29020 - Hatch Tender	21.18	
29030 - Line Handler	21.18	
29041 - Stevedore I	19.90	
29042 - Stevedore II	22.42	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	24.64	
30051 - Cryogenic Technician I	27.39	
30052 - Cryogenic Technician II	30.24	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	25.73	
30095 - Evidence Control Specialist	24.73	
30210 - Laboratory Technician	29.22	
30221 - Latent Fingerprint Technician I	27.39	
30222 - Latent Fingerprint Technician II	30.24	
30240 - Mathematical Technician	27.75	
30361 - Paralegal/Legal Assistant I	20.47	
30362 - Paralegal/Legal Assistant II	25.36	
30363 - Paralegal/Legal Assistant III	31.02	
30364 - Paralegal/Legal Assistant IV	37.54	

30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		13.60
31030 - Bus Driver		18.80
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		12.25
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		12.71
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.06
31364 - Truckdriver, Tractor-Trailer		21.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		9.94
99050 - Desk Clerk		10.66
99095 - Embalmer		27.28
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		13.15
99252 - Laboratory Animal Caretaker II		14.37
99260 - Marketing Analyst		30.18
99310 - Mortician		27.28
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		14.50
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		22.87
99730 - Refuse Collector		17.30
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		14.11
99830 - Survey Party Chief		28.69
99831 - Surveying Aide		16.63
99832 - Surveying Technician		20.94
99840 - Vending Machine Attendant		18.30
99841 - Vending Machine Repairer		22.63
99842 - Vending Machine Repairer Helper		18.30

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the



following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5277  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Camp, Cass, Cherokee, Franklin, Harrison, Marion, Morris, Panola, Red River, Titus

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.42
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		23.33
01035 - Court Reporter		28.17
01041 - Customer Service Representative I		12.83
01042 - Customer Service Representative II		14.43
01043 - Customer Service Representative III		15.74
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher, Motor Vehicle		18.85
01070 - Document Preparation Clerk		15.19
01090 - Duplicating Machine Operator		15.19
01111 - General Clerk I		13.67
01112 - General Clerk II		14.92
01113 - General Clerk III		16.74
01120 - Housing Referral Assistant		18.22

01141 - Messenger Courier	13.04
01191 - Order Clerk I	17.69
01192 - Order Clerk II	19.30
01261 - Personnel Assistant (Employment) I	16.94
01262 - Personnel Assistant (Employment) II	19.05
01263 - Personnel Assistant (Employment) III	21.13
01270 - Production Control Clerk	20.05
01290 - Rental Clerk	12.73
01300 - Scheduler, Maintenance	14.62
01311 - Secretary I	14.62
01312 - Secretary II	16.35
01313 - Secretary III	18.22
01320 - Service Order Dispatcher	16.84
01410 - Supply Technician	23.33
01420 - Survey Worker	14.17
01460 - Switchboard Operator/Receptionist	11.90
01531 - Travel Clerk I	12.98
01532 - Travel Clerk II	13.93
01533 - Travel Clerk III	14.72
01611 - Word Processor I	13.48
01612 - Word Processor II	15.15
01613 - Word Processor III	16.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.25
05010 - Automotive Electrician	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	15.76
05400 - Transmission Repair Specialist	22.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	10.16
07042 - Cook II	11.63
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.12
07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	12.00
11060 - Elevator Operator	11.90
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.25
11240 - Maid or Houseman	10.23
11260 - Pruner	11.92
11270 - Tractor Operator	15.79
11330 - Trail Maintenance Worker	13.25
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.42
12011 - Breath Alcohol Technician	19.67
12012 - Certified Occupational Therapist Assistant	32.53
12015 - Certified Physical Therapist Assistant	35.81
12020 - Dental Assistant	17.38
12025 - Dental Hygienist	36.11
12030 - EKG Technician	21.12
12035 - Electroneurodiagnostic Technologist	21.12
12040 - Emergency Medical Technician	16.42
12071 - Licensed Practical Nurse I	17.60
12072 - Licensed Practical Nurse II	19.67
12073 - Licensed Practical Nurse III	21.93
12100 - Medical Assistant	14.42
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	14.92
12190 - Medical Record Technician	16.68
12195 - Medical Transcriptionist	16.34
12210 - Nuclear Medicine Technologist	43.24
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	20.89
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	16.52
12280 - Phlebotomist	13.35
12305 - Radiologic Technologist	27.88
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)	24.37
12320 - Substance Abuse Treatment Counselor	24.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.00
13012 - Exhibits Specialist II	22.29
13013 - Exhibits Specialist III	27.27
13041 - Illustrator I	18.00
13042 - Illustrator II	22.29
13043 - Illustrator III	27.27

13047 - Librarian	24.69	
13050 - Library Aide/Clerk	11.39	
13054 - Library Information Technology Systems Administrator		22.29
13058 - Library Technician	13.32	
13061 - Media Specialist I	16.09	
13062 - Media Specialist II	18.00	
13063 - Media Specialist III	20.06	
13071 - Photographer I	16.09	
13072 - Photographer II	18.00	
13073 - Photographer III	22.29	
13074 - Photographer IV	27.27	
13075 - Photographer V	33.00	
13090 - Technical Order Library Clerk		14.30
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.13	
14042 - Computer Operator II	19.16	
14043 - Computer Operator III	21.36	
14044 - Computer Operator IV	23.74	
14045 - Computer Operator V	24.49	
14071 - Computer Programmer I	(see 1)	23.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.13
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist		26.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.48
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist	32.16	
15070 - Flight Instructor (Pilot)	46.12	
15080 - Graphic Artist	18.90	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	18.38	
15095 - Technical Instructor/Course Developer		22.48
15110 - Test Proctor	14.83	
15120 - Tutor	14.83	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.77	
16030 - Counter Attendant	10.77	
16040 - Dry Cleaner	13.57	
16070 - Finisher, Flatwork, Machine		10.77
16090 - Presser, Hand	10.77	
16110 - Presser, Machine, Drycleaning		10.77
16130 - Presser, Machine, Shirts		10.77

16160 - Presser, Machine, Wearing Apparel, Laundry	10.77
16190 - Sewing Machine Operator	14.22
16220 - Tailor	15.05
16250 - Washer, Machine	11.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.96
19040 - Tool And Die Maker	23.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.36
21030 - Material Coordinator	20.05
21040 - Material Expediter	20.05
21050 - Material Handling Laborer	13.45
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	18.36
21110 - Shipping Packer	14.55
21130 - Shipping/Receiving Clerk	14.55
21140 - Store Worker I	12.59
21150 - Stock Clerk	17.21
21210 - Tools And Parts Attendant	18.36
21410 - Warehouse Specialist	18.36
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.54
23019 - Aircraft Logs and Records Technician	20.97
23021 - Aircraft Mechanic I	25.25
23022 - Aircraft Mechanic II	26.54
23023 - Aircraft Mechanic III	27.89
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft, Painter	22.78
23060 - Aircraft Servicer	20.97
23070 - Aircraft Survival Flight Equipment Technician	22.78
23080 - Aircraft Worker	22.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.25
23110 - Appliance Mechanic	21.19
23120 - Bicycle Repairer	17.48
23125 - Cable Splicer	29.32
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	19.29
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	27.54
23182 - Electronics Technician Maintenance II	29.15
23183 - Electronics Technician Maintenance III	30.77
23260 - Fabric Worker	18.77
23290 - Fire Alarm System Mechanic	21.65
23310 - Fire Extinguisher Repairer	17.48
23311 - Fuel Distribution System Mechanic	21.30
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.88
23380 - Ground Support Equipment Mechanic	25.25
23381 - Ground Support Equipment Servicer	20.97
23382 - Ground Support Equipment Worker	22.20
23391 - Gunsmith I	17.48



23392 - Gunsmith II	20.01	
23393 - Gunsmith III	22.36	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.08
23430 - Heavy Equipment Mechanic	22.27	
23440 - Heavy Equipment Operator	20.02	
23460 - Instrument Mechanic	22.36	
23465 - Laboratory/Shelter Mechanic	21.19	
23470 - Laborer	13.45	
23510 - Locksmith	21.19	
23530 - Machinery Maintenance Mechanic		25.85
23550 - Machinist, Maintenance	19.62	
23580 - Maintenance Trades Helper	15.27	
23591 - Metrology Technician I	22.36	
23592 - Metrology Technician II	23.51	
23593 - Metrology Technician III	24.64	
23640 - Millwright	24.84	
23710 - Office Appliance Repairer	21.19	
23760 - Painter, Maintenance	18.11	
23790 - Pipefitter, Maintenance	23.15	
23810 - Plumber, Maintenance	21.94	
23820 - Pneudraulic Systems Mechanic		22.36
23850 - Rigger	22.02	
23870 - Scale Mechanic	20.01	
23890 - Sheet-Metal Worker, Maintenance		22.02
23910 - Small Engine Mechanic	20.01	
23931 - Telecommunications Mechanic I	31.20	
23932 - Telecommunications Mechanic II	32.79	
23950 - Telephone Lineman	34.77	
23960 - Welder, Combination, Maintenance		19.17
23965 - Well Driller	25.52	
23970 - Woodcraft Worker	22.36	
23980 - Woodworker	17.48	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.91	
24570 - Child Care Attendant	9.49	
24580 - Child Care Center Clerk	13.02	
24610 - Chore Aide	10.10	
24620 - Family Readiness And Support Services Coordinator		14.91
24630 - Homemaker	14.91	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.03	
25040 - Sewage Plant Operator	19.87	
25070 - Stationary Engineer	23.71	
25190 - Ventilation Equipment Tender	16.66	
25210 - Water Treatment Plant Operator	18.06	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.09	
27007 - Baggage Inspector	14.06	
27008 - Corrections Officer	19.82	
27010 - Court Security Officer	19.65	

27030 - Detection Dog Handler	15.74	
27040 - Detention Officer	19.82	
27070 - Firefighter	18.39	
27101 - Guard I	14.06	
27102 - Guard II	15.74	
27131 - Police Officer I	22.46	
27132 - Police Officer II	24.96	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.51	
28042 - Carnival Equipment Repairer	14.60	
28043 - Carnival Worker	10.20	
28210 - Gate Attendant/Gate Tender	13.96	
28310 - Lifeguard	11.70	
28350 - Park Attendant (Aide)	15.62	
28510 - Recreation Aide/Health Facility Attendant		11.40
28515 - Recreation Specialist	19.31	
28630 - Sports Official	12.43	
28690 - Swimming Pool Operator	16.70	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.18	
29020 - Hatch Tender	21.18	
29030 - Line Handler	21.18	
29041 - Stevedore I	19.90	
29042 - Stevedore II	22.42	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		43.42
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		29.95
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		32.97
30021 - Archeological Technician I	17.84	
30022 - Archeological Technician II	19.96	
30023 - Archeological Technician III	24.73	
30030 - Cartographic Technician	24.73	
30040 - Civil Engineering Technician	23.23	
30051 - Cryogenic Technician I	27.39	
30052 - Cryogenic Technician II	30.24	
30061 - Drafter/CAD Operator I	17.84	
30062 - Drafter/CAD Operator II	19.96	
30063 - Drafter/CAD Operator III	22.25	
30064 - Drafter/CAD Operator IV	27.39	
30081 - Engineering Technician I	16.35	
30082 - Engineering Technician II	19.60	
30083 - Engineering Technician III	21.92	
30084 - Engineering Technician IV	27.16	
30085 - Engineering Technician V	33.21	
30086 - Engineering Technician VI	40.19	
30090 - Environmental Technician	25.56	
30095 - Evidence Control Specialist	24.73	
30210 - Laboratory Technician	29.22	
30221 - Latent Fingerprint Technician I	27.39	
30222 - Latent Fingerprint Technician II	30.24	
30240 - Mathematical Technician	24.73	
30361 - Paralegal/Legal Assistant I	20.47	
30362 - Paralegal/Legal Assistant II	25.36	
30363 - Paralegal/Legal Assistant III	31.02	

30364 - Paralegal/Legal Assistant IV		37.54
30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		24.44
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		24.73
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.25
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		13.60
31030 - Bus Driver		18.80
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		12.25
31290 - Shuttle Bus Driver		13.16
31310 - Taxi Driver		12.71
31361 - Truckdriver, Light		13.16
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		21.05
31364 - Truckdriver, Tractor-Trailer		21.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		9.94
99050 - Desk Clerk		10.66
99095 - Embalmer		27.28
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		11.61
99252 - Laboratory Animal Caretaker II		12.51
99260 - Marketing Analyst		28.74
99310 - Mortician		27.28
99410 - Pest Controller		16.27
99510 - Photofinishing Worker		14.50
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		22.87
99730 - Refuse Collector		17.30
99810 - Sales Clerk		12.21
99820 - School Crossing Guard		14.11
99830 - Survey Party Chief		24.42
99831 - Surveying Aide		14.96
99832 - Surveying Technician		20.50
99840 - Vending Machine Attendant		18.30
99841 - Vending Machine Repairer		22.63
99842 - Vending Machine Repairer Helper		18.30

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms 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 | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5279  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Angelina, Jasper, Nacogdoches, Polk, Sabine, San Augustine, Shelby, Tyler

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.49
01012 - Accounting Clerk II		18.52
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		24.52
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		11.89
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.21
01052 - Data Entry Operator II		14.86
01060 - Dispatcher, Motor Vehicle		17.85
01070 - Document Preparation Clerk		14.88
01090 - Duplicating Machine Operator		14.88
01111 - General Clerk I		13.67
01112 - General Clerk II		14.92
01113 - General Clerk III		16.74
01120 - Housing Referral Assistant		18.72

01141 - Messenger Courier	12.02
01191 - Order Clerk I	14.04
01192 - Order Clerk II	15.33
01261 - Personnel Assistant (Employment) I	16.39
01262 - Personnel Assistant (Employment) II	18.66
01263 - Personnel Assistant (Employment) III	20.80
01270 - Production Control Clerk	23.27
01290 - Rental Clerk	15.24
01300 - Scheduler, Maintenance	14.77
01311 - Secretary I	14.77
01312 - Secretary II	16.52
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	15.96
01410 - Supply Technician	24.52
01420 - Survey Worker	15.42
01460 - Switchboard Operator/Receptionist	12.92
01531 - Travel Clerk I	15.72
01532 - Travel Clerk II	16.90
01533 - Travel Clerk III	18.12
01611 - Word Processor I	14.51
01612 - Word Processor II	16.29
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.43
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.17
07041 - Cook I	10.35
07042 - Cook II	12.06
07070 - Dishwasher	9.18
07130 - Food Service Worker	9.44
07210 - Meat Cutter	13.76
07260 - Waiter/Waitress	10.08
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	11.36
11060 - Elevator Operator	11.14
11090 - Gardener	17.66
11122 - Housekeeping Aide	11.14
11150 - Janitor	11.14
11210 - Laborer, Grounds Maintenance	13.13
11240 - Maid or Houseman	9.67
11260 - Pruner	11.69
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	13.13
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	34.68
12015 - Certified Physical Therapist Assistant	34.84
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	40.36
12030 - EKG Technician	29.71
12035 - Electroneurodiagnostic Technologist	29.71
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	17.53
12072 - Licensed Practical Nurse II	19.60
12073 - Licensed Practical Nurse III	21.85
12100 - Medical Assistant	13.89
12130 - Medical Laboratory Technician	25.76
12160 - Medical Record Clerk	14.56
12190 - Medical Record Technician	16.30
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	43.08
12221 - Nursing Assistant I	11.81
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	15.86
12236 - Optical Technician	17.53
12250 - Pharmacy Technician	16.90
12280 - Phlebotomist	16.09
12305 - Radiologic Technologist	24.65
12311 - Registered Nurse I	26.95
12312 - Registered Nurse II	32.97
12313 - Registered Nurse II, Specialist	32.97
12314 - Registered Nurse III	39.90
12315 - Registered Nurse III, Anesthetist	39.90
12316 - Registered Nurse IV	47.81
12317 - Scheduler (Drug and Alcohol Testing)	24.29
12320 - Substance Abuse Treatment Counselor	24.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	20.41
13042 - Illustrator II	24.06
13043 - Illustrator III	28.94

13047 - Librarian		26.20
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		23.66
13058 - Library Technician		12.92
13061 - Media Specialist I		17.07
13062 - Media Specialist II		19.10
13063 - Media Specialist III		21.29
13071 - Photographer I		17.07
13072 - Photographer II		19.10
13073 - Photographer III		23.66
13074 - Photographer IV		28.94
13075 - Photographer V		35.01
13090 - Technical Order Library Clerk		16.04
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.73
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)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.73
14160 - Personal Computer Support Technician		28.05
14170 - System Support Specialist		32.89
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.78
15020 - Aircrew Training Devices Instructor (Rated)		39.66
15030 - Air Crew Training Devices Instructor (Pilot)		47.54
15050 - Computer Based Training Specialist / Instructor		32.78
15060 - Educational Technologist		32.42
15070 - Flight Instructor (Pilot)		47.54
15080 - Graphic Artist		21.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.54
15086 - Maintenance Test Pilot, Rotary Wing		47.54
15088 - Non-Maintenance Test/Co-Pilot		47.54
15090 - Technical Instructor		20.42
15095 - Technical Instructor/Course Developer		24.98
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.88
16030 - Counter Attendant		10.88
16040 - Dry Cleaner		13.96
16070 - Finisher, Flatwork, Machine		10.88
16090 - Presser, Hand		10.88
16110 - Presser, Machine, Drycleaning		10.88
16130 - Presser, Machine, Shirts		10.88

16160 - Presser, Machine, Wearing Apparel, Laundry	10.88
16190 - Sewing Machine Operator	14.76
16220 - Tailor	15.89
16250 - Washer, Machine	11.92
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	15.40
21030 - Material Coordinator	23.27
21040 - Material Expediter	23.27
21050 - Material Handling Laborer	12.14
21071 - Order Filler	11.63
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	15.30
21130 - Shipping/Receiving Clerk	15.30
21140 - Store Worker I	13.00
21150 - Stock Clerk	18.56
21210 - Tools And Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.73
23019 - Aircraft Logs and Records Technician	19.48
23021 - Aircraft Mechanic I	23.70
23022 - Aircraft Mechanic II	24.73
23023 - Aircraft Mechanic III	25.78
23040 - Aircraft Mechanic Helper	16.42
23050 - Aircraft, Painter	22.46
23060 - Aircraft Servicer	19.48
23070 - Aircraft Survival Flight Equipment Technician	22.46
23080 - Aircraft Worker	20.95
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.70
23110 - Appliance Mechanic	25.08
23120 - Bicycle Repairer	17.98
23125 - Cable Splicer	30.91
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	20.95
23160 - Electrician, Maintenance	24.22
23181 - Electronics Technician Maintenance I	27.81
23182 - Electronics Technician Maintenance II	29.93
23183 - Electronics Technician Maintenance III	31.56
23260 - Fabric Worker	19.48
23290 - Fire Alarm System Mechanic	23.33
23310 - Fire Extinguisher Repairer	17.98
23311 - Fuel Distribution System Mechanic	20.16
23312 - Fuel Distribution System Operator	16.24
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	23.70
23381 - Ground Support Equipment Servicer	19.48
23382 - Ground Support Equipment Worker	20.95
23391 - Gunsmith I	17.98

23392 - Gunsmith II	20.95	
23393 - Gunsmith III	23.70	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.28
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.38
23430 - Heavy Equipment Mechanic	26.17	
23440 - Heavy Equipment Operator	20.16	
23460 - Instrument Mechanic	23.70	
23465 - Laboratory/Shelter Mechanic	22.46	
23470 - Laborer	12.14	
23510 - Locksmith	22.46	
23530 - Machinery Maintenance Mechanic		23.92
23550 - Machinist, Maintenance	21.70	
23580 - Maintenance Trades Helper	15.06	
23591 - Metrology Technician I	23.70	
23592 - Metrology Technician II	24.73	
23593 - Metrology Technician III	25.78	
23640 - Millwright	25.49	
23710 - Office Appliance Repairer	22.46	
23760 - Painter, Maintenance	19.25	
23790 - Pipefitter, Maintenance	29.70	
23810 - Plumber, Maintenance	28.17	
23820 - Pneudraulic Systems Mechanic		23.70
23850 - Rigger	23.70	
23870 - Scale Mechanic	20.95	
23890 - Sheet-Metal Worker, Maintenance		23.70
23910 - Small Engine Mechanic	20.64	
23931 - Telecommunications Mechanic I	33.50	
23932 - Telecommunications Mechanic II	34.96	
23950 - Telephone Lineman	32.09	
23960 - Welder, Combination, Maintenance		20.65
23965 - Well Driller	26.84	
23970 - Woodcraft Worker	23.70	
23980 - Woodworker	17.98	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.34	
24570 - Child Care Attendant	10.35	
24580 - Child Care Center Clerk	12.93	
24610 - Chore Aide	9.12	
24620 - Family Readiness And Support Services Coordinator		16.34
24630 - Homemaker	16.34	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.95	
25040 - Sewage Plant Operator	19.38	
25070 - Stationary Engineer	23.95	
25190 - Ventilation Equipment Tender	16.60	
25210 - Water Treatment Plant Operator	19.25	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	15.54	
27007 - Baggage Inspector	12.53	
27008 - Corrections Officer	19.31	
27010 - Court Security Officer	21.58	

27030 - Detection Dog Handler	14.01	
27040 - Detention Officer	19.31	
27070 - Firefighter	22.28	
27101 - Guard I	12.53	
27102 - Guard II	14.01	
27131 - Police Officer I	22.63	
27132 - Police Officer II	25.15	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.27	
28042 - Carnival Equipment Repairer	13.43	
28043 - Carnival Worker	8.89	
28210 - Gate Attendant/Gate Tender	15.40	
28310 - Lifeguard	12.71	
28350 - Park Attendant (Aide)	17.85	
28510 - Recreation Aide/Health Facility Attendant	13.43	
28515 - Recreation Specialist	19.10	
28630 - Sports Official	15.14	
28690 - Swimming Pool Operator	16.40	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	26.73	
29020 - Hatch Tender	26.73	
29030 - Line Handler	26.73	
29041 - Stevedore I	24.73	
29042 - Stevedore II	27.56	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
30021 - Archeological Technician I	18.49	
30022 - Archeological Technician II	20.68	
30023 - Archeological Technician III	25.62	
30030 - Cartographic Technician	25.96	
30040 - Civil Engineering Technician	24.06	
30051 - Cryogenic Technician I	28.37	
30052 - Cryogenic Technician II	31.34	
30061 - Drafter/CAD Operator I	18.49	
30062 - Drafter/CAD Operator II	20.68	
30063 - Drafter/CAD Operator III	23.05	
30064 - Drafter/CAD Operator IV	28.37	
30081 - Engineering Technician I	16.68	
30082 - Engineering Technician II	18.71	
30083 - Engineering Technician III	22.66	
30084 - Engineering Technician IV	28.07	
30085 - Engineering Technician V	34.03	
30086 - Engineering Technician VI	38.38	
30090 - Environmental Technician	24.86	
30095 - Evidence Control Specialist	25.62	
30210 - Laboratory Technician	29.43	
30221 - Latent Fingerprint Technician I	28.37	
30222 - Latent Fingerprint Technician II	31.34	
30240 - Mathematical Technician	25.62	
30361 - Paralegal/Legal Assistant I	22.36	
30362 - Paralegal/Legal Assistant II	27.70	
30363 - Paralegal/Legal Assistant III	33.89	



30364 - Paralegal/Legal Assistant IV	41.01	
30375 - Petroleum Supply Specialist	31.34	
30390 - Photo-Optics Technician	25.62	
30395 - Radiation Control Technician	31.34	
30461 - Technical Writer I	25.62	
30462 - Technical Writer II	31.34	
30463 - Technical Writer III	37.93	
30491 - Unexploded Ordnance (UXO) Technician I		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I	28.37	
30502 - Weather Forecaster II	34.52	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.05
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.62	
31020 - Bus Aide	13.12	
31030 - Bus Driver	19.13	
31043 - Driver Courier	11.74	
31260 - Parking and Lot Attendant	11.46	
31290 - Shuttle Bus Driver	12.72	
31310 - Taxi Driver	11.98	
31361 - Truckdriver, Light	12.72	
31362 - Truckdriver, Medium	13.70	
31363 - Truckdriver, Heavy	20.57	
31364 - Truckdriver, Tractor-Trailer	20.57	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.37	
99030 - Cashier	10.28	
99050 - Desk Clerk	9.91	
99095 - Embalmer	29.44	
99130 - Flight Follower	29.44	
99251 - Laboratory Animal Caretaker I	18.59	
99252 - Laboratory Animal Caretaker II	20.60	
99260 - Marketing Analyst	28.73	
99310 - Mortician	29.44	
99410 - Pest Controller	18.15	
99510 - Photofinishing Worker	15.47	
99710 - Recycling Laborer	16.81	
99711 - Recycling Specialist	20.66	
99730 - Refuse Collector	15.00	
99810 - Sales Clerk	11.80	
99820 - School Crossing Guard	14.80	
99830 - Survey Party Chief	24.00	
99831 - Surveying Aide	13.65	
99832 - Surveying Technician	17.91	
99840 - Vending Machine Attendant	20.42	
99841 - Vending Machine Repairer	26.05	
99842 - Vending Machine Repairer Helper	20.42	

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms 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 | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5283  
 Daniel W. Simms | Division of | Revision No.: 18  
 Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Houston, Trinity

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.49
01012 - Accounting Clerk II		18.52
01013 - Accounting Clerk III		20.71
01020 - Administrative Assistant		25.91
01035 - Court Reporter		22.04
01041 - Customer Service Representative I		11.89
01042 - Customer Service Representative II		13.12
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher, Motor Vehicle		17.85
01070 - Document Preparation Clerk		16.23
01090 - Duplicating Machine Operator		16.23
01111 - General Clerk I		13.67
01112 - General Clerk II		14.92
01113 - General Clerk III		16.74
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		14.21



01191 - Order Clerk I	14.87	
01192 - Order Clerk II	16.42	
01261 - Personnel Assistant (Employment) I		16.69
01262 - Personnel Assistant (Employment) II		18.66
01263 - Personnel Assistant (Employment) III		20.80
01270 - Production Control Clerk	21.09	
01290 - Rental Clerk	15.28	
01300 - Scheduler, Maintenance	16.59	
01311 - Secretary I	16.59	
01312 - Secretary II	18.57	
01313 - Secretary III	20.69	
01320 - Service Order Dispatcher	15.96	
01410 - Supply Technician	25.91	
01420 - Survey Worker	17.79	
01460 - Switchboard Operator/Receptionist		12.92
01531 - Travel Clerk I	15.72	
01532 - Travel Clerk II	16.90	
01533 - Travel Clerk III	18.12	
01611 - Word Processor I	14.51	
01612 - Word Processor II	16.29	
01613 - Word Processor III	18.22	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.76
05010 - Automotive Electrician	23.79	
05040 - Automotive Glass Installer	21.96	
05070 - Automotive Worker	21.96	
05110 - Mobile Equipment Servicer	20.23	
05130 - Motor Equipment Metal Mechanic	25.76	
05160 - Motor Equipment Metal Worker	21.96	
05190 - Motor Vehicle Mechanic	25.76	
05220 - Motor Vehicle Mechanic Helper	19.40	
05250 - Motor Vehicle Upholstery Worker	20.83	
05280 - Motor Vehicle Wrecker	21.96	
05310 - Painter, Automotive	23.79	
05340 - Radiator Repair Specialist	22.88	
05370 - Tire Repairer	15.92	
05400 - Transmission Repair Specialist	25.76	
07000 - Food Preparation And Service Occupations		
07010 - Baker	12.17	
07041 - Cook I	10.35	
07042 - Cook II	11.97	
07070 - Dishwasher	9.18	
07130 - Food Service Worker	9.44	
07210 - Meat Cutter	14.20	
07260 - Waiter/Waitress	10.08	
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	11.36	

11060 - Elevator Operator	11.14
11090 - Gardener	17.66
11122 - Housekeeping Aide	11.14
11150 - Janitor	11.14
11210 - Laborer, Grounds Maintenance	13.13
11240 - Maid or Houseman	9.67
11260 - Pruner	11.69
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	13.13
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	38.16
12015 - Certified Physical Therapist Assistant	39.49
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	40.36
12030 - EKG Technician	29.71
12035 - Electroneurodiagnostic Technologist	29.71
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	13.89
12130 - Medical Laboratory Technician	27.76
12160 - Medical Record Clerk	14.56
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	43.08
12221 - Nursing Assistant I	11.81
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	16.79
12236 - Optical Technician	17.53
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	16.09
12305 - Radiologic Technologist	26.70
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	24.29
12320 - Substance Abuse Treatment Counselor	24.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	26.69

13050 - Library Aide/Clerk	12.77	
13054 - Library Information Technology Systems 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	17.07	
13072 - Photographer II	19.10	
13073 - Photographer III	23.66	
13074 - Photographer IV	28.94	
13075 - Photographer V	35.01	
13090 - Technical Order Library Clerk		16.04
13110 - Video Teleconference Technician		17.07
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)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist	32.42	
15070 - Flight Instructor (Pilot)	47.98	
15080 - Graphic Artist	27.43	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.54
15086 - Maintenance Test Pilot, Rotary Wing		47.54
15088 - Non-Maintenance Test/Co-Pilot		47.54
15090 - Technical Instructor	22.43	
15095 - Technical Instructor/Course Developer		27.43
15110 - Test Proctor	18.43	
15120 - Tutor	18.43	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.88	
16030 - Counter Attendant	10.88	
16040 - Dry Cleaner	13.96	
16070 - Finisher, Flatwork, Machine		10.88
16090 - Presser, Hand	10.88	
16110 - Presser, Machine, Drycleaning		10.88
16130 - Presser, Machine, Shirts	10.88	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.88

16190 - Sewing Machine Operator	14.76
16220 - Tailor	15.89
16250 - Washer, Machine	11.92
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	14.39
21030 - Material Coordinator	21.41
21040 - Material Expediter	21.41
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.63
21080 - Production Line Worker (Food Processing)	14.39
21110 - Shipping Packer	15.30
21130 - Shipping/Receiving Clerk	15.30
21140 - Store Worker I	13.00
21150 - Stock Clerk	18.56
21210 - Tools And Parts Attendant	14.39
21410 - Warehouse Specialist	14.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23019 - Aircraft Logs and Records Technician	24.44
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23070 - Aircraft Survival Flight Equipment Technician	25.61
23080 - Aircraft Worker	25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.07
23110 - Appliance Mechanic	25.08
23120 - Bicycle Repairer	17.98
23125 - Cable Splicer	30.91
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	20.95
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	27.92
23182 - Electronics Technician Maintenance II	29.93
23183 - Electronics Technician Maintenance III	31.56
23260 - Fabric Worker	19.48
23290 - Fire Alarm System Mechanic	23.33
23310 - Fire Extinguisher Repairer	17.98
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	17.98
23392 - Gunsmith II	20.95

23393 - Gunsmith III	23.70	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.95
23430 - Heavy Equipment Mechanic		26.17
23440 - Heavy Equipment Operator		19.34
23460 - Instrument Mechanic		25.87
23465 - Laboratory/Shelter Mechanic		22.46
23470 - Laborer	12.14	
23510 - Locksmith	22.46	
23530 - Machinery Maintenance Mechanic		24.33
23550 - Machinist, Maintenance		21.70
23580 - Maintenance Trades Helper		14.94
23591 - Metrology Technician I		25.87
23592 - Metrology Technician II		27.14
23593 - Metrology Technician III		28.38
23640 - Millwright	25.49	
23710 - Office Appliance Repairer		22.46
23760 - Painter, Maintenance		18.99
23790 - Pipefitter, Maintenance		29.68
23810 - Plumber, Maintenance		28.17
23820 - Pneudraulic Systems Mechanic		23.70
23850 - Rigger	23.70	
23870 - Scale Mechanic		20.95
23890 - Sheet-Metal Worker, Maintenance		23.70
23910 - Small Engine Mechanic		20.64
23931 - Telecommunications Mechanic I		33.50
23932 - Telecommunications Mechanic II		34.96
23950 - Telephone Lineman		32.09
23960 - Welder, Combination, Maintenance		20.65
23965 - Well Driller	27.70	
23970 - Woodcraft Worker		23.70
23980 - Woodworker		17.98
24000 - Personal Needs Occupations		
24550 - Case Manager		16.34
24570 - Child Care Attendant		10.65
24580 - Child Care Center Clerk		13.27
24610 - Chore Aide		9.12
24620 - Family Readiness And Support Services Coordinator		16.34
24630 - Homemaker		16.84
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.95	
25040 - Sewage Plant Operator		18.70
25070 - Stationary Engineer		23.95
25190 - Ventilation Equipment Tender		16.42
25210 - Water Treatment Plant Operator		18.32
27000 - Protective Service Occupations		
27004 - Alarm Monitor		16.14
27007 - Baggage Inspector		12.53
27008 - Corrections Officer		19.62
27010 - Court Security Officer		21.18
27030 - Detection Dog Handler		17.90

27040 - Detention Officer	19.62	
27070 - Firefighter	20.56	
27101 - Guard I	12.53	
27102 - Guard II	17.90	
27131 - Police Officer I	24.19	
27132 - Police Officer II	26.88	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.27	
28042 - Carnival Equipment Repairer	13.43	
28043 - Carnival Worker	8.89	
28210 - Gate Attendant/Gate Tender	14.27	
28310 - Lifeguard	12.71	
28350 - Park Attendant (Aide)	15.96	
28510 - Recreation Aide/Health Facility Attendant	11.65	
28515 - Recreation Specialist	19.61	
28630 - Sports Official	12.71	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	27.31	
29020 - Hatch Tender	27.31	
29030 - Line Handler	27.31	
29041 - Stevedore I	25.64	
29042 - Stevedore II	28.93	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
30021 - Archeological Technician I	21.56	
30022 - Archeological Technician II	25.47	
30023 - Archeological Technician III	30.62	
30030 - Cartographic Technician	30.62	
30040 - Civil Engineering Technician	30.03	
30051 - Cryogenic Technician I	28.37	
30052 - Cryogenic Technician II	31.34	
30061 - Drafter/CAD Operator I	21.56	
30062 - Drafter/CAD Operator II	24.71	
30063 - Drafter/CAD Operator III	27.56	
30064 - Drafter/CAD Operator IV	33.10	
30081 - Engineering Technician I	20.02	
30082 - Engineering Technician II	22.48	
30083 - Engineering Technician III	25.15	
30084 - Engineering Technician IV	31.09	
30085 - Engineering Technician V	38.65	
30086 - Engineering Technician VI	46.10	
30090 - Environmental Technician	29.96	
30095 - Evidence Control Specialist	29.96	
30210 - Laboratory Technician	25.92	
30221 - Latent Fingerprint Technician I	28.37	
30222 - Latent Fingerprint Technician II	31.34	
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		31.34
30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		31.34
30461 - Technical Writer I		25.62
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.93
30491 - Unexploded Ordnance (UXO) Technician I		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I		28.93
30502 - Weather Forecaster II		35.17
30620 - Weather Observer, Combined Upper Air Or	(see 2)	27.56
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.62
31020 - Bus Aide		13.12
31030 - Bus Driver		19.13
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		11.46
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		12.69
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.57
31364 - Truckdriver, Tractor-Trailer		20.57
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.37
99030 - Cashier		10.28
99050 - Desk Clerk		11.72
99095 - Embalmer		29.44
99130 - Flight Follower		29.44
99251 - Laboratory Animal Caretaker I		17.41
99252 - Laboratory Animal Caretaker II		18.99
99260 - Marketing Analyst		28.73
99310 - Mortician		29.44
99410 - Pest Controller		19.12
99510 - Photofinishing Worker		15.47
99710 - Recycling Laborer		16.81
99711 - Recycling Specialist		20.66
99730 - Refuse Collector		15.00
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		14.80
99830 - Survey Party Chief		20.96
99831 - Surveying Aide		14.35
99832 - Surveying Technician		18.13
99840 - Vending Machine Attendant		20.42
99841 - Vending Machine Repairer		25.53
99842 - Vending Machine Repairer Helper		20.42

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms 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 | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5287  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Blanco, Burnet, Fayette, Lee, Llano, Milam, San Saba

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.78
01012 - Accounting Clerk II		18.83
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		21.80
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		13.95
01042 - Customer Service Representative II		15.70
01043 - Customer Service Representative III		17.13
01051 - Data Entry Operator I		14.29
01052 - Data Entry Operator II		15.78
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		13.82

01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	20.48
01290 - Rental Clerk	14.07
01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	14.86
01612 - Word Processor II	16.67
01613 - Word Processor III	18.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	20.80
05040 - Automotive Glass Installer	19.44
05070 - Automotive Worker	19.44
05110 - Mobile Equipment Servicer	16.77
05130 - Motor Equipment Metal Mechanic	22.05
05160 - Motor Equipment Metal Worker	19.44
05190 - Motor Vehicle Mechanic	22.05
05220 - Motor Vehicle Mechanic Helper	15.43
05250 - Motor Vehicle Upholstery Worker	18.09
05280 - Motor Vehicle Wrecker	19.44
05310 - Painter, Automotive	20.80
05340 - Radiator Repair Specialist	19.44
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	22.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.72
07041 - Cook I	11.29
07042 - Cook II	13.09
07070 - Dishwasher	9.51
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer, Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.08

11060 - Elevator Operator	11.18
11090 - Gardener	18.88
11122 - Housekeeping Aide	11.18
11150 - Janitor	11.18
11210 - Laborer, Grounds Maintenance	14.35
11240 - Maid or Houseman	9.78
11260 - Pruner	12.83
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	33.49
12015 - Certified Physical Therapist Assistant	29.13
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	41.16
12030 - EKG Technician	32.28
12035 - Electroneurodiagnostic Technologist	32.28
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	17.84
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	15.04
12190 - Medical Record Technician	16.82
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	43.83
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	14.65
12236 - Optical Technician	17.84
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.49
12305 - Radiologic Technologist	27.71
12311 - Registered Nurse I	27.00
12312 - Registered Nurse II	33.03
12313 - Registered Nurse II, Specialist	33.03
12314 - Registered Nurse III	39.97
12315 - Registered Nurse III, Anesthetist	39.97
12316 - Registered Nurse IV	47.90
12317 - Scheduler (Drug and Alcohol Testing)	24.71
12320 - Substance Abuse Treatment Counselor	21.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	27.60
13047 - Librarian	24.77



13050 - Library Aide/Clerk		13.39	
13054 - Library Information Technology Systems Administrator			22.38
13058 - Library Technician		16.88	
13061 - Media Specialist I		16.14	
13062 - Media Specialist II		18.05	
13063 - Media Specialist III		20.14	
13071 - Photographer I		16.60	
13072 - Photographer II		18.57	
13073 - Photographer III		23.01	
13074 - Photographer IV		28.15	
13075 - Photographer V		34.06	
13090 - Technical Order Library Clerk			16.82
13110 - Video Teleconference Technician			16.06
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)		25.43
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			17.41
14160 - Personal Computer Support Technician			24.14
14170 - System Support Specialist		22.88	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			34.56
15020 - Aircrew Training Devices Instructor (Rated)			41.82
15030 - Air Crew Training Devices Instructor (Pilot)			50.12
15050 - Computer Based Training Specialist / Instructor			34.56
15060 - Educational Technologist		33.26	
15070 - Flight Instructor (Pilot)		50.12	
15080 - Graphic Artist		22.13	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			45.50
15086 - Maintenance Test Pilot, Rotary Wing			45.50
15088 - Non-Maintenance Test/Co-Pilot			45.50
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		10.03	
16030 - Counter Attendant		10.03	
16040 - Dry Cleaner		12.17	
16070 - Finisher, Flatwork, Machine			10.03
16090 - Presser, Hand		10.03	
16110 - Presser, Machine, Drycleaning			10.03
16130 - Presser, Machine, Shirts		10.03	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.03

16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.63	
21030 - Material Coordinator	20.48	
21040 - Material Expediter	20.48	
21050 - Material Handling Laborer	13.50	
21071 - Order Filler	13.21	
21080 - Production Line Worker (Food Processing)		15.63
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	11.95	
21150 - Stock Clerk	16.66	
21210 - Tools And Parts Attendant	15.63	
21410 - Warehouse Specialist	15.63	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.73	
23019 - Aircraft Logs and Records Technician		19.26
23021 - Aircraft Mechanic I	23.47	
23022 - Aircraft Mechanic II	24.73	
23023 - Aircraft Mechanic III	26.02	
23040 - Aircraft Mechanic Helper	16.50	
23050 - Aircraft, Painter	22.14	
23060 - Aircraft Servicer	19.26	
23070 - Aircraft Survival Flight Equipment Technician		22.14
23080 - Aircraft Worker	20.70	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.47
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41	
23125 - Cable Splicer	28.48	
23130 - Carpenter, Maintenance	18.84	
23140 - Carpet Layer	19.02	
23160 - Electrician, Maintenance	24.70	
23181 - Electronics Technician Maintenance I	27.85	
23182 - Electronics Technician Maintenance II	31.80	
23183 - Electronics Technician Maintenance III	33.66	
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.58	
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	20.49	
23312 - Fuel Distribution System Operator	15.88	
23370 - General Maintenance Worker	16.18	
23380 - Ground Support Equipment Mechanic	23.47	
23381 - Ground Support Equipment Servicer	19.26	
23382 - Ground Support Equipment Worker	20.70	
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	

23393 - Gunsmith III	21.58	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.36
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.45
23430 - Heavy Equipment Mechanic	24.43	
23440 - Heavy Equipment Operator	18.92	
23460 - Instrument Mechanic	21.58	
23465 - Laboratory/Shelter Mechanic	20.35	
23470 - Laborer	13.50	
23510 - Locksmith	20.35	
23530 - Machinery Maintenance Mechanic		27.49
23550 - Machinist, Maintenance	21.04	
23580 - Maintenance Trades Helper	14.11	
23591 - Metrology Technician I	21.58	
23592 - Metrology Technician II	22.74	
23593 - Metrology Technician III	23.92	
23640 - Millwright	23.87	
23710 - Office Appliance Repairer	20.35	
23760 - Painter, Maintenance	18.50	
23790 - Pipefitter, Maintenance	24.61	
23810 - Plumber, Maintenance	23.21	
23820 - Pneudraulic Systems Mechanic		21.58
23850 - Rigger	21.58	
23870 - Scale Mechanic	19.02	
23890 - Sheet-Metal Worker, Maintenance		21.08
23910 - Small Engine Mechanic	20.84	
23931 - Telecommunications Mechanic I	29.14	
23932 - Telecommunications Mechanic II	30.60	
23950 - Telephone Lineman	25.08	
23960 - Welder, Combination, Maintenance		19.79
23965 - Well Driller	22.86	
23970 - Woodcraft Worker	21.58	
23980 - Woodworker	16.41	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.88	
24570 - Child Care Attendant	9.71	
24580 - Child Care Center Clerk	12.11	
24610 - Chore Aide	10.31	
24620 - Family Readiness And Support Services Coordinator		14.88
24630 - Homemaker	16.64	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.66	
25040 - Sewage Plant Operator	18.94	
25070 - Stationary Engineer	24.66	
25190 - Ventilation Equipment Tender	17.46	
25210 - Water Treatment Plant Operator	18.94	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.80	
27007 - Baggage Inspector	14.54	
27008 - Corrections Officer	20.46	
27010 - Court Security Officer	21.19	
27030 - Detection Dog Handler	16.26	

27040 - Detention Officer	20.46	
27070 - Firefighter	21.54	
27101 - Guard I	14.54	
27102 - Guard II	16.26	
27131 - Police Officer I	23.59	
27132 - Police Officer II	26.22	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.30	
28042 - Carnival Equipment Repairer	14.45	
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	12.83	
28310 - Lifeguard	11.01	
28350 - Park Attendant (Aide)	14.35	
28510 - Recreation Aide/Health Facility Attendant	10.47	
28515 - Recreation Specialist	17.50	
28630 - Sports Official	11.43	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.64	
29020 - Hatch Tender	23.64	
29030 - Line Handler	23.64	
29041 - Stevedore I	22.00	
29042 - Stevedore II	25.28	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
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	25.78	
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	16.57	
30082 - Engineering Technician II	18.59	
30083 - Engineering Technician III	20.80	
30084 - Engineering Technician IV	25.77	
30085 - Engineering Technician V	31.53	
30086 - Engineering Technician VI	38.15	
30090 - Environmental Technician	28.76	
30095 - Evidence Control Specialist	28.76	
30210 - Laboratory Technician	24.08	
30221 - Latent Fingerprint Technician I	31.86	
30222 - Latent Fingerprint Technician II	35.19	
30240 - Mathematical Technician	28.76	
30361 - Paralegal/Legal Assistant I	20.07	
30362 - Paralegal/Legal Assistant II	24.87	
30363 - Paralegal/Legal Assistant III	30.42	
30364 - Paralegal/Legal Assistant IV	36.80	

30375 - Petroleum Supply Specialist	35.19	
30390 - Photo-Optics Technician	28.76	
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		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I	31.86	
30502 - Weather Forecaster II	38.75	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.88
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	28.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.62	
31020 - Bus Aide	12.42	
31030 - Bus Driver	17.20	
31043 - Driver Courier	14.33	
31260 - Parking and Lot Attendant	11.13	
31290 - Shuttle Bus Driver	15.57	
31310 - Taxi Driver	13.26	
31361 - Truckdriver, Light	15.57	
31362 - Truckdriver, Medium	16.79	
31363 - Truckdriver, Heavy	18.94	
31364 - Truckdriver, Tractor-Trailer	18.94	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.37	
99030 - Cashier	11.05	
99050 - Desk Clerk	10.65	
99095 - Embalmer	30.45	
99130 - Flight Follower	29.44	
99251 - Laboratory Animal Caretaker I		12.28
99252 - Laboratory Animal Caretaker II		13.38
99260 - Marketing Analyst	33.05	
99310 - Mortician	30.45	
99410 - Pest Controller	22.57	
99510 - Photofinishing Worker	15.47	
99710 - Recycling Laborer	18.36	
99711 - Recycling Specialist	22.12	
99730 - Refuse Collector	16.68	
99810 - Sales Clerk	11.63	
99820 - School Crossing Guard	12.82	
99830 - Survey Party Chief	24.75	
99831 - Surveying Aide	17.01	
99832 - Surveying Technician	21.77	
99840 - Vending Machine Attendant	18.22	
99841 - Vending Machine Repairer	22.95	
99842 - Vending Machine Repairer Helper	18.22	

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the



following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5289  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Grimes, Madison, Walker, Washington

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.83	
01012 - Accounting Clerk II	18.90	
01013 - Accounting Clerk III	21.14	
01020 - Administrative Assistant	25.91	
01035 - Court Reporter	21.79	
01041 - Customer Service Representative I	13.95	
01042 - Customer Service Representative II	15.70	
01043 - Customer Service Representative III	17.13	
01051 - Data Entry Operator I	14.46	
01052 - Data Entry Operator II	15.78	
01060 - Dispatcher, Motor Vehicle	17.39	
01070 - Document Preparation Clerk	13.57	
01090 - Duplicating Machine Operator	13.57	
01111 - General Clerk I	14.90	
01112 - General Clerk II	16.26	
01113 - General Clerk III	18.26	
01120 - Housing Referral Assistant	20.69	
01141 - Messenger Courier	13.82	

01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	18.09
01263 - Personnel Assistant (Employment) III	20.16
01270 - Production Control Clerk	20.48
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.72
07041 - Cook I	11.29
07042 - Cook II	13.09
07070 - Dishwasher	9.51
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer, Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.08

11060 - Elevator Operator	11.18
11090 - Gardener	18.88
11122 - Housekeeping Aide	11.18
11150 - Janitor	11.18
11210 - Laborer, Grounds Maintenance	14.35
11240 - Maid or Houseman	9.78
11260 - Pruner	12.83
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	33.49
12015 - Certified Physical Therapist Assistant	32.64
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	40.65
12030 - EKG Technician	32.28
12035 - Electroneurodiagnostic Technologist	32.28
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	15.04
12190 - Medical Record Technician	16.82
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	43.83
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	16.79
12236 - Optical Technician	17.84
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	17.27
12305 - Radiologic Technologist	27.71
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	24.71
12320 - Substance Abuse Treatment Counselor	21.55
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	13.39	
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician	16.04	
13061 - Media Specialist I	17.39	
13062 - Media Specialist II	19.46	
13063 - Media Specialist III	21.68	
13071 - Photographer I	15.55	
13072 - Photographer II	18.15	
13073 - Photographer III	22.56	
13074 - Photographer IV	27.49	
13075 - Photographer V	33.07	
13090 - Technical Order Library Clerk		16.82
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	22.88	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.56
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		50.12
15050 - Computer Based Training Specialist / Instructor		34.56
15060 - Educational Technologist	31.90	
15070 - Flight Instructor (Pilot)	50.12	
15080 - Graphic Artist	26.72	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.50
15086 - Maintenance Test Pilot, Rotary Wing		45.50
15088 - Non-Maintenance Test/Co-Pilot		45.50
15090 - Technical Instructor	24.67	
15095 - Technical Instructor/Course Developer		30.17
15110 - Test Proctor	20.27	
15120 - Tutor	20.27	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.03	
16030 - Counter Attendant	10.03	
16040 - Dry Cleaner	12.17	
16070 - Finisher, Flatwork, Machine		10.03
16090 - Presser, Hand	10.03	
16110 - Presser, Machine, Drycleaning		10.03
16130 - Presser, Machine, Shirts	10.03	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.03

16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.75	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.72	
21030 - Material Coordinator	20.48	
21040 - Material Expediter	20.48	
21050 - Material Handling Laborer	13.50	
21071 - Order Filler	13.21	
21080 - Production Line Worker (Food Processing)		15.72
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	11.95	
21150 - Stock Clerk	16.66	
21210 - Tools And Parts Attendant	15.72	
21410 - Warehouse Specialist	15.72	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.47	
23019 - Aircraft Logs and Records Technician		24.44
23021 - Aircraft Mechanic I	28.07	
23022 - Aircraft Mechanic II	29.47	
23023 - Aircraft Mechanic III	30.94	
23040 - Aircraft Mechanic Helper	21.98	
23050 - Aircraft, Painter	25.61	
23060 - Aircraft Servicer	24.44	
23070 - Aircraft Survival Flight Equipment Technician		25.61
23080 - Aircraft Worker	25.76	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.07
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41	
23125 - Cable Splicer	28.48	
23130 - Carpenter, Maintenance	19.71	
23140 - Carpet Layer	19.02	
23160 - Electrician, Maintenance	26.51	
23181 - Electronics Technician Maintenance I	29.73	
23182 - Electronics Technician Maintenance II	31.80	
23183 - Electronics Technician Maintenance III	33.66	
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.58	
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	23.06	
23312 - Fuel Distribution System Operator	17.96	
23370 - General Maintenance Worker	18.08	
23380 - Ground Support Equipment Mechanic	28.07	
23381 - Ground Support Equipment Servicer	24.44	
23382 - Ground Support Equipment Worker	25.76	
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	



23393 - Gunsmith III	21.58	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.95
23430 - Heavy Equipment Mechanic		24.44
23440 - Heavy Equipment Operator		19.26
23460 - Instrument Mechanic	25.87	
23465 - Laboratory/Shelter Mechanic		20.35
23470 - Laborer	13.50	
23510 - Locksmith	20.35	
23530 - Machinery Maintenance Mechanic		27.49
23550 - Machinist, Maintenance		21.04
23580 - Maintenance Trades Helper		14.94
23591 - Metrology Technician I		25.87
23592 - Metrology Technician II		26.99
23593 - Metrology Technician III		28.14
23640 - Millwright	23.87	
23710 - Office Appliance Repairer		20.35
23760 - Painter, Maintenance		18.99
23790 - Pipefitter, Maintenance		24.61
23810 - Plumber, Maintenance		23.21
23820 - Pneudraulic Systems Mechanic		21.58
23850 - Rigger	21.58	
23870 - Scale Mechanic		19.02
23890 - Sheet-Metal Worker, Maintenance		21.47
23910 - Small Engine Mechanic		20.84
23931 - Telecommunications Mechanic I		28.92
23932 - Telecommunications Mechanic II		30.48
23950 - Telephone Lineman		25.52
23960 - Welder, Combination, Maintenance		20.27
23965 - Well Driller	22.89	
23970 - Woodcraft Worker		21.58
23980 - Woodworker		16.41
24000 - Personal Needs Occupations		
24550 - Case Manager		15.00
24570 - Child Care Attendant		10.65
24580 - Child Care Center Clerk		13.27
24610 - Chore Aide	10.29	
24620 - Family Readiness And Support Services Coordinator		15.00
24630 - Homemaker		16.84
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.66	
25040 - Sewage Plant Operator		18.94
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		17.26
25210 - Water Treatment Plant Operator		18.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.80	
27007 - Baggage Inspector		14.54
27008 - Corrections Officer		20.46
27010 - Court Security Officer		21.18
27030 - Detection Dog Handler		17.90

27040 - Detention Officer	20.46	
27070 - Firefighter	20.41	
27101 - Guard I	14.54	
27102 - Guard II	17.90	
27131 - Police Officer I	24.19	
27132 - Police Officer II	26.88	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.30	
28042 - Carnival Equipment Repairer	14.45	
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	13.90	
28310 - Lifeguard	12.38	
28350 - Park Attendant (Aide)	15.55	
28510 - Recreation Aide/Health Facility Attendant	11.35	
28515 - Recreation Specialist	17.83	
28630 - Sports Official	12.38	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.64	
29020 - Hatch Tender	23.64	
29030 - Line Handler	23.64	
29041 - Stevedore I	22.00	
29042 - Stevedore II	25.28	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
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	31.86	
30052 - Cryogenic Technician II	35.19	
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	28.76	
30210 - Laboratory Technician	25.07	
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		35.19
30390 - Photo-Optics Technician		30.62
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		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I		31.86
30502 - Weather Forecaster II		38.75
30620 - Weather Observer, Combined Upper Air Or	(see 2)	27.56
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.62
31020 - Bus Aide		12.42
31030 - Bus Driver		17.62
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.57
31310 - Taxi Driver		12.69
31361 - Truckdriver, Light		15.57
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.32
31364 - Truckdriver, Tractor-Trailer		20.32
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.37
99030 - Cashier		11.05
99050 - Desk Clerk		11.72
99095 - Embalmer		30.45
99130 - Flight Follower		29.44
99251 - Laboratory Animal Caretaker I		12.02
99252 - Laboratory Animal Caretaker II		13.06
99260 - Marketing Analyst		33.05
99310 - Mortician		30.45
99410 - Pest Controller		22.57
99510 - Photofinishing Worker		15.47
99710 - Recycling Laborer		19.14
99711 - Recycling Specialist		23.16
99730 - Refuse Collector		17.14
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		12.82
99830 - Survey Party Chief		25.17
99831 - Surveying Aide		17.23
99832 - Surveying Technician		21.77
99840 - Vending Machine Attendant		18.22
99841 - Vending Machine Repairer		22.95
99842 - Vending Machine Repairer Helper		18.22

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.



When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5291  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Frio

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.78
01012 - Accounting Clerk II		18.83
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		13.95
01042 - Customer Service Representative II		15.70
01043 - Customer Service Representative III		17.13
01051 - Data Entry Operator I		13.57
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		17.39
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		19.00
01141 - Messenger Courier		13.82

01191 - Order Clerk I	14.41	
01192 - Order Clerk II	15.72	
01261 - Personnel Assistant (Employment) I		16.16
01262 - Personnel Assistant (Employment) II		18.09
01263 - Personnel Assistant (Employment) III		20.16
01270 - Production Control Clerk	20.48	
01290 - Rental Clerk	13.77	
01300 - Scheduler, Maintenance	15.23	
01311 - Secretary I	15.23	
01312 - Secretary II	17.05	
01313 - Secretary III	19.00	
01320 - Service Order Dispatcher	15.55	
01410 - Supply Technician	21.69	
01420 - Survey Worker	14.74	
01460 - Switchboard Operator/Receptionist		13.03
01531 - Travel Clerk I	13.18	
01532 - Travel Clerk II	14.00	
01533 - Travel Clerk III	14.49	
01611 - Word Processor I	13.57	
01612 - Word Processor II	15.23	
01613 - Word Processor III	17.05	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.05
05010 - Automotive Electrician	20.80	
05040 - Automotive Glass Installer	19.44	
05070 - Automotive Worker	19.44	
05110 - Mobile Equipment Servicer	16.77	
05130 - Motor Equipment Metal Mechanic	22.05	
05160 - Motor Equipment Metal Worker	19.44	
05190 - Motor Vehicle Mechanic	22.05	
05220 - Motor Vehicle Mechanic Helper	15.43	
05250 - Motor Vehicle Upholstery Worker	18.09	
05280 - Motor Vehicle Wrecker	19.44	
05310 - Painter, Automotive	20.80	
05340 - Radiator Repair Specialist	19.44	
05370 - Tire Repairer	13.86	
05400 - Transmission Repair Specialist	22.05	
07000 - Food Preparation And Service Occupations		
07010 - Baker	12.72	
07041 - Cook I	11.29	
07042 - Cook II	13.09	
07070 - Dishwasher	9.51	
07130 - Food Service Worker	9.97	
07210 - Meat Cutter	15.18	
07260 - Waiter/Waitress	9.05	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	21.25	
09040 - Furniture Handler	12.11	
09080 - Furniture Refinisher	19.77	
09090 - Furniture Refinisher Helper	14.67	
09110 - Furniture Repairer, Minor	17.19	
09130 - Upholsterer	19.59	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	12.67	

11060 - Elevator Operator	11.18
11090 - Gardener	18.88
11122 - Housekeeping Aide	11.18
11150 - Janitor	11.18
11210 - Laborer, Grounds Maintenance	14.35
11240 - Maid or Houseman	9.78
11260 - Pruner	12.83
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	33.49
12015 - Certified Physical Therapist Assistant	30.60
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	40.65
12030 - EKG Technician	32.28
12035 - Electroneurodiagnostic Technologist	32.28
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	17.84
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	15.04
12190 - Medical Record Technician	16.82
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	43.83
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	15.79
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.27
12305 - Radiologic Technologist	27.71
12311 - Registered Nurse I	27.00
12312 - Registered Nurse II	33.03
12313 - Registered Nurse II, Specialist	33.03
12314 - Registered Nurse III	39.97
12315 - Registered Nurse III, Anesthetist	39.97
12316 - Registered Nurse IV	47.90
12317 - Scheduler (Drug and Alcohol Testing)	24.71
12320 - Substance Abuse Treatment Counselor	21.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.38
13012 - Exhibits Specialist II	21.54
13013 - Exhibits Specialist III	26.37
13041 - Illustrator I	17.38
13042 - Illustrator II	21.54
13043 - Illustrator III	26.37
13047 - Librarian	23.88

13050 - Library Aide/Clerk		18.30	
13054 - Library Information Technology Systems Administrator			21.54
13058 - Library Technician		14.17	
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			16.82
13110 - Video Teleconference Technician			15.65
14000 - Information Technology Occupations			
14041 - Computer Operator I		14.98	
14042 - Computer Operator II		16.76	
14043 - Computer Operator III		18.73	
14044 - Computer Operator IV		20.90	
14045 - Computer Operator V		21.80	
14071 - Computer Programmer I	(see 1)	20.83	
14072 - Computer Programmer II	(see 1)	25.80	
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)		
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator			14.98
14160 - Personal Computer Support Technician			20.90
14170 - System Support Specialist		22.88	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			31.36
15020 - Aircrew Training Devices Instructor (Rated)			37.96
15030 - Air Crew Training Devices Instructor (Pilot)			45.50
15050 - Computer Based Training Specialist / Instructor			31.36
15060 - Educational Technologist		31.90	
15070 - Flight Instructor (Pilot)		45.50	
15080 - Graphic Artist		19.83	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			45.50
15086 - Maintenance Test Pilot, Rotary Wing			45.50
15088 - Non-Maintenance Test/Co-Pilot			45.50
15090 - Technical Instructor		19.50	
15095 - Technical Instructor/Course Developer			23.62
15110 - Test Proctor		15.01	
15120 - Tutor		15.01	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		10.03	
16030 - Counter Attendant		10.03	
16040 - Dry Cleaner		12.17	
16070 - Finisher, Flatwork, Machine			10.03
16090 - Presser, Hand		10.03	
16110 - Presser, Machine, Drycleaning			10.03
16130 - Presser, Machine, Shirts		10.03	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.03

16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	14.88	
21030 - Material Coordinator	20.48	
21040 - Material Expediter	20.48	
21050 - Material Handling Laborer	13.50	
21071 - Order Filler	13.21	
21080 - Production Line Worker (Food Processing)		14.88
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	11.95	
21150 - Stock Clerk	16.66	
21210 - Tools And Parts Attendant	14.88	
21410 - Warehouse Specialist	14.88	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	23.91	
23019 - Aircraft Logs and Records Technician		18.62
23021 - Aircraft Mechanic I	22.69	
23022 - Aircraft Mechanic II	23.91	
23023 - Aircraft Mechanic III	25.15	
23040 - Aircraft Mechanic Helper	15.89	
23050 - Aircraft, Painter	21.40	
23060 - Aircraft Servicer	18.62	
23070 - Aircraft Survival Flight Equipment Technician		21.40
23080 - Aircraft Worker	20.01	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		22.69
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41	
23125 - Cable Splicer	28.48	
23130 - Carpenter, Maintenance	16.91	
23140 - Carpet Layer	19.02	
23160 - Electrician, Maintenance	24.23	
23181 - Electronics Technician Maintenance I	24.65	
23182 - Electronics Technician Maintenance II	27.38	
23183 - Electronics Technician Maintenance III	29.03	
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.58	
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	18.21	
23312 - Fuel Distribution System Operator	13.85	
23370 - General Maintenance Worker	16.18	
23380 - Ground Support Equipment Mechanic	22.69	
23381 - Ground Support Equipment Servicer	18.62	
23382 - Ground Support Equipment Worker	20.01	
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	

23393 - Gunsmith III	21.58	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		18.05
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		18.98
23430 - Heavy Equipment Mechanic		23.25
23440 - Heavy Equipment Operator		18.74
23460 - Instrument Mechanic	21.58	
23465 - Laboratory/Shelter Mechanic		20.35
23470 - Laborer	13.50	
23510 - Locksmith	20.35	
23530 - Machinery Maintenance Mechanic		23.54
23550 - Machinist, Maintenance	21.04	
23580 - Maintenance Trades Helper		14.11
23591 - Metrology Technician I	21.58	
23592 - Metrology Technician II	22.74	
23593 - Metrology Technician III	23.92	
23640 - Millwright	22.77	
23710 - Office Appliance Repairer	20.35	
23760 - Painter, Maintenance	17.87	
23790 - Pipefitter, Maintenance	21.31	
23810 - Plumber, Maintenance	20.74	
23820 - Pneudraulic Systems Mechanic		21.58
23850 - Rigger	21.58	
23870 - Scale Mechanic	19.02	
23890 - Sheet-Metal Worker, Maintenance		20.54
23910 - Small Engine Mechanic	19.64	
23931 - Telecommunications Mechanic I	28.92	
23932 - Telecommunications Mechanic II	30.48	
23950 - Telephone Lineman	25.08	
23960 - Welder, Combination, Maintenance		19.79
23965 - Well Driller	20.86	
23970 - Woodcraft Worker	21.58	
23980 - Woodworker	16.41	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.85	
24570 - Child Care Attendant	9.46	
24580 - Child Care Center Clerk	11.80	
24610 - Chore Aide	10.31	
24620 - Family Readiness And Support Services Coordinator		14.85
24630 - Homemaker	14.85	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.66	
25040 - Sewage Plant Operator	18.94	
25070 - Stationary Engineer	24.66	
25190 - Ventilation Equipment Tender	17.26	
25210 - Water Treatment Plant Operator	18.94	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.80	
27007 - Baggage Inspector	14.54	
27008 - Corrections Officer	20.46	
27010 - Court Security Officer	20.47	
27030 - Detection Dog Handler	16.26	

27040 - Detention Officer	20.46	
27070 - Firefighter	17.58	
27101 - Guard I	14.54	
27102 - Guard II	16.26	
27131 - Police Officer I	23.59	
27132 - Police Officer II	26.22	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.30	
28042 - Carnival Equipment Repairer	14.45	
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	12.83	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.35	
28510 - Recreation Aide/Health Facility Attendant	10.47	
28515 - Recreation Specialist	17.50	
28630 - Sports Official	11.43	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.03	
29020 - Hatch Tender	21.03	
29030 - Line Handler	21.03	
29041 - Stevedore I	19.65	
29042 - Stevedore II	22.50	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
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	18.63	
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	16.37	
30082 - Engineering Technician II	18.39	
30083 - Engineering Technician III	20.56	
30084 - Engineering Technician IV	25.47	
30085 - Engineering Technician V	31.16	
30086 - Engineering Technician VI	37.71	
30090 - Environmental Technician	28.74	
30095 - Evidence Control Specialist	28.76	
30210 - Laboratory Technician	22.80	
30221 - Latent Fingerprint Technician I	31.86	
30222 - Latent Fingerprint Technician II	35.19	
30240 - Mathematical Technician	28.76	
30361 - Paralegal/Legal Assistant I	17.97	
30362 - Paralegal/Legal Assistant II	22.26	
30363 - Paralegal/Legal Assistant III	27.23	
30364 - Paralegal/Legal Assistant IV	32.93	



30375 - Petroleum Supply Specialist		35.19
30390 - Photo-Optics Technician		23.40
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		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I		31.86
30502 - Weather Forecaster II		38.75
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.88
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	28.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.62
31020 - Bus Aide		11.29
31030 - Bus Driver		16.56
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.57
31310 - Taxi Driver		11.80
31361 - Truckdriver, Light		15.57
31362 - Truckdriver, Medium		16.79
31363 - Truckdriver, Heavy		18.94
31364 - Truckdriver, Tractor-Trailer		18.94
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.37
99030 - Cashier		11.05
99050 - Desk Clerk		10.52
99095 - Embalmer		30.45
99130 - Flight Follower		29.44
99251 - Laboratory Animal Caretaker I		15.08
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		33.05
99310 - Mortician		30.45
99410 - Pest Controller		22.57
99510 - Photofinishing Worker		15.47
99710 - Recycling Laborer		17.25
99711 - Recycling Specialist		20.88
99730 - Refuse Collector		16.10
99810 - Sales Clerk		11.63
99820 - School Crossing Guard		12.82
99830 - Survey Party Chief		26.03
99831 - Surveying Aide		17.69
99832 - Surveying Technician		21.77
99840 - Vending Machine Attendant		18.22
99841 - Vending Machine Repairer		21.52
99842 - Vending Machine Repairer Helper		18.22

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5293  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Gillespie, Kerr

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.78
01012 - Accounting Clerk II		18.83
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		21.96
01035 - Court Reporter		22.14
01041 - Customer Service Representative I		13.95
01042 - Customer Service Representative II		15.70
01043 - Customer Service Representative III		17.13
01051 - Data Entry Operator I		13.57
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		17.39
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		13.82



01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	17.04
01262 - Personnel Assistant (Employment) II	19.23
01263 - Personnel Assistant (Employment) III	21.26
01270 - Production Control Clerk	20.48
01290 - Rental Clerk	14.90
01300 - Scheduler, Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.86
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	21.96
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	13.57
01612 - Word Processor II	15.23
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.05
05010 - Automotive Electrician	20.80
05040 - Automotive Glass Installer	19.44
05070 - Automotive Worker	19.44
05110 - Mobile Equipment Servicer	16.77
05130 - Motor Equipment Metal Mechanic	22.05
05160 - Motor Equipment Metal Worker	19.44
05190 - Motor Vehicle Mechanic	22.05
05220 - Motor Vehicle Mechanic Helper	15.43
05250 - Motor Vehicle Upholstery Worker	18.09
05280 - Motor Vehicle Wrecker	19.44
05310 - Painter, Automotive	20.80
05340 - Radiator Repair Specialist	19.44
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	22.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.72
07041 - Cook I	11.29
07042 - Cook II	13.09
07070 - Dishwasher	9.51
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer, Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.08

11060 - Elevator Operator	11.18
11090 - Gardener	18.88
11122 - Housekeeping Aide	11.18
11150 - Janitor	11.18
11210 - Laborer, Grounds Maintenance	14.35
11240 - Maid or Houseman	9.78
11260 - Pruner	12.83
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	33.49
12015 - Certified Physical Therapist Assistant	33.96
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	40.65
12030 - EKG Technician	32.28
12035 - Electroneurodiagnostic Technologist	32.28
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	17.84
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	15.04
12190 - Medical Record Technician	16.82
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	43.83
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	14.94
12236 - Optical Technician	17.84
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.37
12305 - Radiologic Technologist	27.71
12311 - Registered Nurse I	27.00
12312 - Registered Nurse II	33.03
12313 - Registered Nurse II, Specialist	33.03
12314 - Registered Nurse III	39.97
12315 - Registered Nurse III, Anesthetist	39.97
12316 - Registered Nurse IV	47.90
12317 - Scheduler (Drug and Alcohol Testing)	24.71
12320 - Substance Abuse Treatment Counselor	21.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.12
13012 - Exhibits Specialist II	22.45
13013 - Exhibits Specialist III	27.46
13041 - Illustrator I	18.68
13042 - Illustrator II	23.15
13043 - Illustrator III	26.62
13047 - Librarian	25.63

13050 - Library Aide/Clerk		13.39	
13054 - Library Information Technology Systems Administrator			23.15
13058 - Library Technician		14.44	
13061 - Media Specialist I		15.87	
13062 - Media Specialist II		17.79	
13063 - Media Specialist III		19.84	
13071 - Photographer I		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			16.82
13110 - Video Teleconference Technician			16.33
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)		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			17.41
14160 - Personal Computer Support Technician			24.14
14170 - System Support Specialist		22.88	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			34.56
15020 - Aircrew Training Devices Instructor (Rated)			41.82
15030 - Air Crew Training Devices Instructor (Pilot)			50.12
15050 - Computer Based Training Specialist / Instructor			34.56
15060 - Educational Technologist		30.19	
15070 - Flight Instructor (Pilot)		50.12	
15080 - Graphic Artist		22.57	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			45.50
15086 - Maintenance Test Pilot, Rotary Wing			45.50
15088 - Non-Maintenance Test/Co-Pilot			45.50
15090 - Technical Instructor		20.82	
15095 - Technical Instructor/Course Developer			25.48
15110 - Test Proctor		16.81	
15120 - Tutor		16.81	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		10.03	
16030 - Counter Attendant		10.03	
16040 - Dry Cleaner		12.17	
16070 - Finisher, Flatwork, Machine			10.03
16090 - Presser, Hand		10.03	
16110 - Presser, Machine, Drycleaning			10.03
16130 - Presser, Machine, Shirts		10.03	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.03

16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.63	
21030 - Material Coordinator	20.48	
21040 - Material Expediter	20.48	
21050 - Material Handling Laborer	13.50	
21071 - Order Filler	13.21	
21080 - Production Line Worker (Food Processing)		15.63
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	11.95	
21150 - Stock Clerk	16.66	
21210 - Tools And Parts Attendant	15.63	
21410 - Warehouse Specialist	15.63	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.11	
23019 - Aircraft Logs and Records Technician		18.62
23021 - Aircraft Mechanic I	22.86	
23022 - Aircraft Mechanic II	24.11	
23023 - Aircraft Mechanic III	25.39	
23040 - Aircraft Mechanic Helper	16.05	
23050 - Aircraft, Painter	21.40	
23060 - Aircraft Servicer	18.62	
23070 - Aircraft Survival Flight Equipment Technician		21.40
23080 - Aircraft Worker	20.01	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		22.86
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41	
23125 - Cable Splicer	28.48	
23130 - Carpenter, Maintenance	16.91	
23140 - Carpet Layer	19.02	
23160 - Electrician, Maintenance	24.70	
23181 - Electronics Technician Maintenance I	29.73	
23182 - Electronics Technician Maintenance II	31.80	
23183 - Electronics Technician Maintenance III	33.70	
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.58	
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	19.16	
23312 - Fuel Distribution System Operator	15.76	
23370 - General Maintenance Worker	16.18	
23380 - Ground Support Equipment Mechanic	22.86	
23381 - Ground Support Equipment Servicer	18.62	
23382 - Ground Support Equipment Worker	20.01	
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	

23393 - Gunsmith III	21.58	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.19
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.30
23430 - Heavy Equipment Mechanic		23.36
23440 - Heavy Equipment Operator		18.92
23460 - Instrument Mechanic	21.58	
23465 - Laboratory/Shelter Mechanic		20.35
23470 - Laborer	13.50	
23510 - Locksmith	20.35	
23530 - Machinery Maintenance Mechanic		25.73
23550 - Machinist, Maintenance		21.04
23580 - Maintenance Trades Helper		14.11
23591 - Metrology Technician I		21.58
23592 - Metrology Technician II		22.74
23593 - Metrology Technician III		23.92
23640 - Millwright	23.87	
23710 - Office Appliance Repairer		20.35
23760 - Painter, Maintenance		18.96
23790 - Pipefitter, Maintenance		24.35
23810 - Plumber, Maintenance		22.97
23820 - Pneudraulic Systems Mechanic		21.58
23850 - Rigger	21.58	
23870 - Scale Mechanic		19.02
23890 - Sheet-Metal Worker, Maintenance		20.96
23910 - Small Engine Mechanic		20.84
23931 - Telecommunications Mechanic I		28.92
23932 - Telecommunications Mechanic II		30.48
23950 - Telephone Lineman		25.08
23960 - Welder, Combination, Maintenance		19.79
23965 - Well Driller	20.86	
23970 - Woodcraft Worker		21.58
23980 - Woodworker		16.41
24000 - Personal Needs Occupations		
24550 - Case Manager		14.88
24570 - Child Care Attendant		9.46
24580 - Child Care Center Clerk		12.07
24610 - Chore Aide	10.91	
24620 - Family Readiness And Support Services Coordinator		14.88
24630 - Homemaker		15.00
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.66	
25040 - Sewage Plant Operator		18.94
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		17.26
25210 - Water Treatment Plant Operator		18.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.80	
27007 - Baggage Inspector		14.54
27008 - Corrections Officer		21.15
27010 - Court Security Officer		21.15
27030 - Detection Dog Handler		16.26

27040 - Detention Officer	21.15	
27070 - Firefighter	22.59	
27101 - Guard I	14.54	
27102 - Guard II	16.26	
27131 - Police Officer I	23.59	
27132 - Police Officer II	26.22	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.30	
28042 - Carnival Equipment Repairer	14.45	
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	12.83	
28310 - Lifeguard	11.05	
28350 - Park Attendant (Aide)	14.35	
28510 - Recreation Aide/Health Facility Attendant	10.47	
28515 - Recreation Specialist	17.50	
28630 - Sports Official	11.43	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.64	
29020 - Hatch Tender	23.64	
29030 - Line Handler	23.64	
29041 - Stevedore I	22.00	
29042 - Stevedore II	25.28	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
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	20.21	
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	16.66	
30082 - Engineering Technician II	18.71	
30083 - Engineering Technician III	20.93	
30084 - Engineering Technician IV	25.93	
30085 - Engineering Technician V	31.71	
30086 - Engineering Technician VI	38.37	
30090 - Environmental Technician	28.74	
30095 - Evidence Control Specialist	28.76	
30210 - Laboratory Technician	23.19	
30221 - Latent Fingerprint Technician I	31.86	
30222 - Latent Fingerprint Technician II	35.19	
30240 - Mathematical Technician	28.76	
30361 - Paralegal/Legal Assistant I	17.97	
30362 - Paralegal/Legal Assistant II	22.26	
30363 - Paralegal/Legal Assistant III	27.23	
30364 - Paralegal/Legal Assistant IV	32.93	

30375 - Petroleum Supply Specialist	35.19	
30390 - Photo-Optics Technician	26.11	
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		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I	31.86	
30502 - Weather Forecaster II	38.75	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.88
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	28.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.62	
31020 - Bus Aide	12.95	
31030 - Bus Driver	17.62	
31043 - Driver Courier	14.33	
31260 - Parking and Lot Attendant	11.13	
31290 - Shuttle Bus Driver	15.57	
31310 - Taxi Driver	12.49	
31361 - Truckdriver, Light	15.57	
31362 - Truckdriver, Medium	16.79	
31363 - Truckdriver, Heavy	18.94	
31364 - Truckdriver, Tractor-Trailer	18.94	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.37	
99030 - Cashier	11.05	
99050 - Desk Clerk	10.65	
99095 - Embalmer	30.45	
99130 - Flight Follower	29.44	
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.11
99260 - Marketing Analyst	33.05	
99310 - Mortician	30.45	
99410 - Pest Controller	22.57	
99510 - Photofinishing Worker	15.47	
99710 - Recycling Laborer	18.36	
99711 - Recycling Specialist	21.70	
99730 - Refuse Collector	16.49	
99810 - Sales Clerk	11.63	
99820 - School Crossing Guard	12.82	
99830 - Survey Party Chief	26.15	
99831 - Surveying Aide	18.22	
99832 - Surveying Technician	21.77	
99840 - Vending Machine Attendant	18.22	
99841 - Vending Machine Repairer	22.95	
99842 - Vending Machine Repairer Helper	18.22	

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5295  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Bosque, 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		16.78
01012 - Accounting Clerk II		18.83
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		13.95
01042 - Customer Service Representative II		15.70
01043 - Customer Service Representative III		17.13
01051 - Data Entry Operator I		13.57
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		17.39
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		19.00

01141 - Messenger Courier	13.82
01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	18.09
01263 - Personnel Assistant (Employment) III	20.16
01270 - Production Control Clerk	20.48
01290 - Rental Clerk	13.65
01300 - Scheduler, Maintenance	15.23
01311 - Secretary I	15.23
01312 - Secretary II	17.05
01313 - Secretary III	19.00
01320 - Service Order Dispatcher	15.55
01410 - Supply Technician	21.69
01420 - Survey Worker	14.36
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	13.57
01612 - Word Processor II	15.23
01613 - Word Processor III	17.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.05
05010 - Automotive Electrician	20.80
05040 - Automotive Glass Installer	19.44
05070 - Automotive Worker	19.44
05110 - Mobile Equipment Servicer	16.77
05130 - Motor Equipment Metal Mechanic	22.05
05160 - Motor Equipment Metal Worker	19.44
05190 - Motor Vehicle Mechanic	22.05
05220 - Motor Vehicle Mechanic Helper	15.43
05250 - Motor Vehicle Upholstery Worker	18.09
05280 - Motor Vehicle Wrecker	19.44
05310 - Painter, Automotive	20.80
05340 - Radiator Repair Specialist	19.44
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	22.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.72
07041 - Cook I	11.29
07042 - Cook II	13.09
07070 - Dishwasher	9.51
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer, Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	13.08
11060 - Elevator Operator	11.18
11090 - Gardener	18.88
11122 - Housekeeping Aide	11.18
11150 - Janitor	11.18
11210 - Laborer, Grounds Maintenance	14.35
11240 - Maid or Houseman	9.78
11260 - Pruner	12.83
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	33.49
12015 - Certified Physical Therapist Assistant	31.11
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	40.65
12030 - EKG Technician	32.28
12035 - Electroneurodiagnostic Technologist	32.28
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	17.84
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	15.04
12190 - Medical Record Technician	16.82
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	43.83
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	14.65
12236 - Optical Technician	17.84
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.28
12305 - Radiologic Technologist	27.71
12311 - Registered Nurse I	27.00
12312 - Registered Nurse II	33.03
12313 - Registered Nurse II, Specialist	33.03
12314 - Registered Nurse III	39.97
12315 - Registered Nurse III, Anesthetist	39.97
12316 - Registered Nurse IV	47.90
12317 - Scheduler (Drug and Alcohol Testing)	24.71
12320 - Substance Abuse Treatment Counselor	21.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.38
13012 - Exhibits Specialist II	21.54
13013 - Exhibits Specialist III	26.34
13041 - Illustrator I	17.38
13042 - Illustrator II	21.54
13043 - Illustrator III	26.34



13047 - Librarian		23.85
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		21.54
13058 - Library Technician		15.66
13061 - Media Specialist I		15.55
13062 - Media Specialist II		17.38
13063 - Media Specialist III		19.38
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		16.82
13110 - Video Teleconference Technician		15.65
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)	20.83
14072 - Computer Programmer II	(see 1)	25.80
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.91
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		47.16
15050 - Computer Based Training Specialist / Instructor		32.91
15060 - Educational Technologist		30.19
15070 - Flight Instructor (Pilot)		47.16
15080 - Graphic Artist		19.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.50
15086 - Maintenance Test Pilot, Rotary Wing		45.50
15088 - Non-Maintenance Test/Co-Pilot		45.50
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		10.03
16030 - Counter Attendant		10.03
16040 - Dry Cleaner		12.17
16070 - Finisher, Flatwork, Machine		10.03
16090 - Presser, Hand		10.03
16110 - Presser, Machine, Drycleaning		10.03
16130 - Presser, Machine, Shirts		10.03

16160 - Presser, Machine, Wearing Apparel, Laundry		10.03
16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.63	
21030 - Material Coordinator	20.48	
21040 - Material Expediter	20.48	
21050 - Material Handling Laborer	13.50	
21071 - Order Filler	13.21	
21080 - Production Line Worker (Food Processing)		15.63
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	11.95	
21150 - Stock Clerk	16.66	
21210 - Tools And Parts Attendant	15.63	
21410 - Warehouse Specialist	15.63	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.24	
23019 - Aircraft Logs and Records Technician		18.80
23021 - Aircraft Mechanic I	22.86	
23022 - Aircraft Mechanic II	24.24	
23023 - Aircraft Mechanic III	25.48	
23040 - Aircraft Mechanic Helper	16.05	
23050 - Aircraft, Painter	21.59	
23060 - Aircraft Servicer	18.80	
23070 - Aircraft Survival Flight Equipment Technician		21.59
23080 - Aircraft Worker	20.20	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		22.86
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41	
23125 - Cable Splicer	28.48	
23130 - Carpenter, Maintenance	16.91	
23140 - Carpet Layer	19.02	
23160 - Electrician, Maintenance	24.70	
23181 - Electronics Technician Maintenance I	28.26	
23182 - Electronics Technician Maintenance II	30.20	
23183 - Electronics Technician Maintenance III	32.75	
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.58	
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	20.55	
23312 - Fuel Distribution System Operator	15.86	
23370 - General Maintenance Worker	16.18	
23380 - Ground Support Equipment Mechanic		22.86
23381 - Ground Support Equipment Servicer		18.80
23382 - Ground Support Equipment Worker		20.20
23391 - Gunsmith I	16.41	

23392 - Gunsmith II	19.02	
23393 - Gunsmith III	21.58	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.19
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.30
23430 - Heavy Equipment Mechanic	23.25	
23440 - Heavy Equipment Operator	18.92	
23460 - Instrument Mechanic	21.58	
23465 - Laboratory/Shelter Mechanic	20.35	
23470 - Laborer	13.50	
23510 - Locksmith	20.35	
23530 - Machinery Maintenance Mechanic		27.47
23550 - Machinist, Maintenance	21.04	
23580 - Maintenance Trades Helper	14.20	
23591 - Metrology Technician I	21.58	
23592 - Metrology Technician II	22.74	
23593 - Metrology Technician III	23.92	
23640 - Millwright	23.87	
23710 - Office Appliance Repairer	20.35	
23760 - Painter, Maintenance	18.96	
23790 - Pipefitter, Maintenance	24.40	
23810 - Plumber, Maintenance	22.97	
23820 - Pneudraulic Systems Mechanic		21.58
23850 - Rigger	21.58	
23870 - Scale Mechanic	19.02	
23890 - Sheet-Metal Worker, Maintenance		20.96
23910 - Small Engine Mechanic	20.84	
23931 - Telecommunications Mechanic I	30.87	
23932 - Telecommunications Mechanic II	32.53	
23950 - Telephone Lineman	25.08	
23960 - Welder, Combination, Maintenance		19.79
23965 - Well Driller	22.86	
23970 - Woodcraft Worker	21.58	
23980 - Woodworker	16.41	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.88	
24570 - Child Care Attendant	9.49	
24580 - Child Care Center Clerk	11.84	
24610 - Chore Aide	10.42	
24620 - Family Readiness And Support Services Coordinator		14.88
24630 - Homemaker	14.88	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.66	
25040 - Sewage Plant Operator	18.94	
25070 - Stationary Engineer	24.66	
25190 - Ventilation Equipment Tender	17.26	
25210 - Water Treatment Plant Operator	18.94	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.80	
27007 - Baggage Inspector	14.54	
27008 - Corrections Officer	20.46	
27010 - Court Security Officer	20.47	

27030 - Detection Dog Handler	16.26	
27040 - Detention Officer	20.46	
27070 - Firefighter	17.44	
27101 - Guard I	14.54	
27102 - Guard II	16.26	
27131 - Police Officer I	23.59	
27132 - Police Officer II	26.22	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.30	
28042 - Carnival Equipment Repairer	14.45	
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	12.83	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.35	
28510 - Recreation Aide/Health Facility Attendant	10.47	
28515 - Recreation Specialist	17.58	
28630 - Sports Official	11.43	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.64	
29020 - Hatch Tender	23.64	
29030 - Line Handler	23.64	
29041 - Stevedore I	22.00	
29042 - Stevedore II	25.28	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
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	21.12	
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	16.37	
30082 - Engineering Technician II	18.39	
30083 - Engineering Technician III	20.56	
30084 - Engineering Technician IV	26.53	
30085 - Engineering Technician V	31.84	
30086 - Engineering Technician VI	37.71	
30090 - Environmental Technician	28.76	
30095 - Evidence Control Specialist	28.76	
30210 - Laboratory Technician	23.53	
30221 - Latent Fingerprint Technician I	31.86	
30222 - Latent Fingerprint Technician II	35.19	
30240 - Mathematical Technician	28.76	
30361 - Paralegal/Legal Assistant I	17.97	
30362 - Paralegal/Legal Assistant II	22.26	
30363 - Paralegal/Legal Assistant III	27.23	

30364 - Paralegal/Legal Assistant IV	32.93	
30375 - Petroleum Supply Specialist	35.19	
30390 - Photo-Optics Technician	26.61	
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		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I	31.86	
30502 - Weather Forecaster II	38.75	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.88
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	28.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.62	
31020 - Bus Aide	12.07	
31030 - Bus Driver	17.25	
31043 - Driver Courier	14.33	
31260 - Parking and Lot Attendant	11.13	
31290 - Shuttle Bus Driver	15.57	
31310 - Taxi Driver	11.96	
31361 - Truckdriver, Light	15.57	
31362 - Truckdriver, Medium	16.79	
31363 - Truckdriver, Heavy	18.94	
31364 - Truckdriver, Tractor-Trailer	18.94	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.37	
99030 - Cashier	11.05	
99050 - Desk Clerk	10.52	
99095 - Embalmer	30.45	
99130 - Flight Follower	29.44	
99251 - Laboratory Animal Caretaker I	12.28	
99252 - Laboratory Animal Caretaker II	13.06	
99260 - Marketing Analyst	33.05	
99310 - Mortician	30.45	
99410 - Pest Controller	22.57	
99510 - Photofinishing Worker	15.47	
99710 - Recycling Laborer	17.25	
99711 - Recycling Specialist	20.88	
99730 - Refuse Collector	15.58	
99810 - Sales Clerk	11.63	
99820 - School Crossing Guard	12.82	
99830 - Survey Party Chief	25.47	
99831 - Surveying Aide	15.90	
99832 - Surveying Technician	21.77	
99840 - Vending Machine Attendant	18.22	
99841 - Vending Machine Repairer	22.95	
99842 - Vending Machine Repairer Helper	18.22	

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage



determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5301  
Daniel W. Simms | Division of | Revision No.: 16  
Director | Wage Determinations | Date Of Last Revision: 05/28/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Dimmit, La Salle, Maverick, Zavala

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.52	
01012 - Accounting Clerk II	16.30	
01013 - Accounting Clerk III	18.24	
01020 - Administrative Assistant	26.77	
01035 - Court Reporter	16.30	
01041 - Customer Service Representative I	11.57	
01042 - Customer Service Representative II	13.01	
01043 - Customer Service Representative III	14.20	
01051 - Data Entry Operator I	13.73	
01052 - Data Entry Operator II	14.98	
01060 - Dispatcher, Motor Vehicle	17.52	
01070 - Document Preparation Clerk	12.98	
01090 - Duplicating Machine Operator	12.98	
01111 - General Clerk I	12.59	
01112 - General Clerk II	13.74	
01113 - General Clerk III	15.43	
01120 - Housing Referral Assistant	18.17	
01141 - Messenger Courier	10.59	

01191 - Order Clerk I	13.43	
01192 - Order Clerk II	14.65	
01261 - Personnel Assistant (Employment) I		15.44
01262 - Personnel Assistant (Employment) II		17.30
01263 - Personnel Assistant (Employment) III		19.28
01270 - Production Control Clerk	20.34	
01290 - Rental Clerk	14.29	
01300 - Scheduler, Maintenance	14.58	
01311 - Secretary I	14.58	
01312 - Secretary II	16.30	
01313 - Secretary III	18.17	
01320 - Service Order Dispatcher	15.51	
01410 - Supply Technician	26.77	
01420 - Survey Worker	15.82	
01460 - Switchboard Operator/Receptionist		12.42
01531 - Travel Clerk I	13.44	
01532 - Travel Clerk II	14.24	
01533 - Travel Clerk III	15.01	
01611 - Word Processor I	12.98	
01612 - Word Processor II	14.58	
01613 - Word Processor III	16.30	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		15.09
05010 - Automotive Electrician	14.96	
05040 - Automotive Glass Installer	14.03	
05070 - Automotive Worker	14.03	
05110 - Mobile Equipment Servicer	12.16	
05130 - Motor Equipment Metal Mechanic	15.91	
05160 - Motor Equipment Metal Worker	14.03	
05190 - Motor Vehicle Mechanic	15.91	
05220 - Motor Vehicle Mechanic Helper	11.32	
05250 - Motor Vehicle Upholstery Worker	13.08	
05280 - Motor Vehicle Wrecker	14.03	
05310 - Painter, Automotive	14.96	
05340 - Radiator Repair Specialist	14.03	
05370 - Tire Repairer	12.81	
05400 - Transmission Repair Specialist	15.91	
07000 - Food Preparation And Service Occupations		
07010 - Baker	11.31	
07041 - Cook I	11.38	
07042 - Cook II	13.14	
07070 - Dishwasher	9.07	
07130 - Food Service Worker	9.74	
07210 - Meat Cutter	14.18	
07260 - Waiter/Waitress	9.04	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	14.71	
09040 - Furniture Handler	9.99	
09080 - Furniture Refinisher	14.72	
09090 - Furniture Refinisher Helper	11.24	
09110 - Furniture Repairer, Minor	12.96	
09130 - Upholsterer	14.72	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	13.19	

11060 - Elevator Operator	12.66
11090 - Gardener	15.25
11122 - Housekeeping Aide	10.46
11150 - Janitor	10.46
11210 - Laborer, Grounds Maintenance	11.94
11240 - Maid or Houseman	10.24
11260 - Pruner	10.73
11270 - Tractor Operator	14.16
11330 - Trail Maintenance Worker	11.94
11360 - Window Cleaner	11.61
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	19.48
12012 - Certified Occupational Therapist Assistant	26.73
12015 - Certified Physical Therapist Assistant	30.60
12020 - Dental Assistant	14.34
12025 - Dental Hygienist	40.67
12030 - EKG Technician	29.52
12035 - Electroneurodiagnostic Technologist	29.52
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	17.41
12072 - Licensed Practical Nurse II	19.48
12073 - Licensed Practical Nurse III	21.71
12100 - Medical Assistant	14.59
12130 - Medical Laboratory Technician	25.44
12160 - Medical Record Clerk	15.15
12190 - Medical Record Technician	16.94
12195 - Medical Transcriptionist	17.41
12210 - Nuclear Medicine Technologist	42.80
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.18
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	18.28
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	17.59
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	29.02
12311 - Registered Nurse I	25.88
12312 - Registered Nurse II	31.68
12313 - Registered Nurse II, Specialist	31.68
12314 - Registered Nurse III	38.30
12315 - Registered Nurse III, Anesthetist	38.30
12316 - Registered Nurse IV	45.94
12317 - Scheduler (Drug and Alcohol Testing)	24.13
12320 - Substance Abuse Treatment Counselor	23.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.83
13012 - Exhibits Specialist II	24.56
13013 - Exhibits Specialist III	30.05
13041 - Illustrator I	19.83
13042 - Illustrator II	24.56
13043 - Illustrator III	30.05
13047 - Librarian	27.21

13050 - Library Aide/Clerk		18.30	
13054 - Library Information Technology Systems Administrator			24.56
13058 - Library Technician		15.99	
13061 - Media Specialist I		17.73	
13062 - Media Specialist II		19.83	
13063 - Media Specialist III		22.10	
13071 - Photographer I		17.73	
13072 - Photographer II		19.83	
13073 - Photographer III		24.56	
13074 - Photographer IV		30.05	
13075 - Photographer V		36.35	
13090 - Technical Order Library Clerk			14.97
13110 - Video Teleconference Technician			17.73
14000 - Information Technology Occupations			
14041 - Computer Operator I		12.38	
14042 - Computer Operator II		13.85	
14043 - Computer Operator III		15.48	
14044 - Computer Operator IV		17.27	
14045 - Computer Operator V		19.18	
14071 - Computer Programmer I	(see 1)	19.12	
14072 - Computer Programmer II	(see 1)	22.69	
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)		
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
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)			26.31
15020 - Aircrew Training Devices Instructor (Rated)			31.84
15030 - Air Crew Training Devices Instructor (Pilot)			38.16
15050 - Computer Based Training Specialist / Instructor			26.31
15060 - Educational Technologist		36.01	
15070 - Flight Instructor (Pilot)		38.16	
15080 - Graphic Artist		25.98	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			38.16
15086 - Maintenance Test Pilot, Rotary Wing			38.16
15088 - Non-Maintenance Test/Co-Pilot			38.16
15090 - Technical Instructor		22.40	
15095 - Technical Instructor/Course Developer			25.98
15110 - Test Proctor		14.88	
15120 - Tutor		14.88	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations			
16010 - Assembler		10.03	
16030 - Counter Attendant		10.03	
16040 - Dry Cleaner		12.17	
16070 - Finisher, Flatwork, Machine			10.03
16090 - Presser, Hand		10.03	
16110 - Presser, Machine, Drycleaning			10.03
16130 - Presser, Machine, Shirts		10.03	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.03

16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	26.02	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	11.75	
21030 - Material Coordinator	20.34	
21040 - Material Expediter	20.34	
21050 - Material Handling Laborer	12.92	
21071 - Order Filler	13.16	
21080 - Production Line Worker (Food Processing)		11.75
21110 - Shipping Packer	13.04	
21130 - Shipping/Receiving Clerk	13.04	
21140 - Store Worker I	11.66	
21150 - Stock Clerk	15.82	
21210 - Tools And Parts Attendant	11.75	
21410 - Warehouse Specialist	11.75	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.10	
23019 - Aircraft Logs and Records Technician	23.32	
23021 - Aircraft Mechanic I	28.46	
23022 - Aircraft Mechanic II	30.10	
23023 - Aircraft Mechanic III	31.72	
23040 - Aircraft Mechanic Helper	20.12	
23050 - Aircraft, Painter	26.79	
23060 - Aircraft Servicer	23.32	
23070 - Aircraft Survival Flight Equipment Technician		26.79
23080 - Aircraft Worker	25.01	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.46
23110 - Appliance Mechanic	20.84	
23120 - Bicycle Repairer	16.85	
23125 - Cable Splicer	30.11	
23130 - Carpenter, Maintenance	20.06	
23140 - Carpet Layer	19.47	
23160 - Electrician, Maintenance	24.76	
23181 - Electronics Technician Maintenance I	24.65	
23182 - Electronics Technician Maintenance II	28.33	
23183 - Electronics Technician Maintenance III	30.10	
23260 - Fabric Worker	18.14	
23290 - Fire Alarm System Mechanic	22.14	
23310 - Fire Extinguisher Repairer	16.85	
23311 - Fuel Distribution System Mechanic	20.05	
23312 - Fuel Distribution System Operator	14.64	
23370 - General Maintenance Worker	13.13	
23380 - Ground Support Equipment Mechanic	28.46	
23381 - Ground Support Equipment Servicer	23.32	
23382 - Ground Support Equipment Worker	25.01	
23391 - Gunsmith I	16.85	
23392 - Gunsmith II	19.47	



23393 - Gunsmith III	22.14	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		19.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		20.42
23430 - Heavy Equipment Mechanic	22.14	
23440 - Heavy Equipment Operator	20.97	
23460 - Instrument Mechanic	22.14	
23465 - Laboratory/Shelter Mechanic	20.84	
23470 - Laborer	12.92	
23510 - Locksmith	20.84	
23530 - Machinery Maintenance Mechanic		22.02
23550 - Machinist, Maintenance	23.72	
23580 - Maintenance Trades Helper	13.01	
23591 - Metrology Technician I	22.14	
23592 - Metrology Technician II	23.41	
23593 - Metrology Technician III	24.69	
23640 - Millwright	22.14	
23710 - Office Appliance Repairer	20.84	
23760 - Painter, Maintenance	21.85	
23790 - Pipefitter, Maintenance	18.70	
23810 - Plumber, Maintenance	17.60	
23820 - Pneudraulic Systems Mechanic		22.14
23850 - Rigger	22.14	
23870 - Scale Mechanic	19.47	
23890 - Sheet-Metal Worker, Maintenance		23.21
23910 - Small Engine Mechanic	19.47	
23931 - Telecommunications Mechanic I	22.14	
23932 - Telecommunications Mechanic II	23.41	
23950 - Telephone Lineman	20.55	
23960 - Welder, Combination, Maintenance		19.44
23965 - Well Driller	22.14	
23970 - Woodcraft Worker	22.14	
23980 - Woodworker	16.85	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.31	
24570 - Child Care Attendant	10.00	
24580 - Child Care Center Clerk	12.46	
24610 - Chore Aide	9.30	
24620 - Family Readiness And Support Services Coordinator		16.31
24630 - Homemaker	16.31	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.14	
25040 - Sewage Plant Operator	14.45	
25070 - Stationary Engineer	22.14	
25190 - Ventilation Equipment Tender	15.65	
25210 - Water Treatment Plant Operator	14.45	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	15.58	
27007 - Baggage Inspector	13.95	
27008 - Corrections Officer	19.87	
27010 - Court Security Officer	21.21	
27030 - Detection Dog Handler	15.60	

27040 - Detention Officer	19.87	
27070 - Firefighter	23.17	
27101 - Guard I	13.95	
27102 - Guard II	15.60	
27131 - Police Officer I	20.99	
27132 - Police Officer II	24.06	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.27	
28042 - Carnival Equipment Repairer	13.21	
28043 - Carnival Worker	9.35	
28210 - Gate Attendant/Gate Tender	15.38	
28310 - Lifeguard	12.45	
28350 - Park Attendant (Aide)	17.20	
28510 - Recreation Aide/Health Facility Attendant	12.55	
28515 - Recreation Specialist	21.02	
28630 - Sports Official	13.70	
28690 - Swimming Pool Operator	19.10	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	19.47	
29020 - Hatch Tender	19.47	
29030 - Line Handler	19.47	
29041 - Stevedore I	18.14	
29042 - Stevedore II	20.84	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
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	18.88	
30362 - Paralegal/Legal Assistant II	23.39	
30363 - Paralegal/Legal Assistant III	28.61	
30364 - Paralegal/Legal Assistant IV	34.62	

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		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		21.59
30502 - Weather Forecaster II		26.26
30620 - Weather Observer, Combined Upper Air Or	(see 2)	16.36
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	18.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.93
31030 - Bus Driver		19.16
31043 - Driver Courier		13.84
31260 - Parking and Lot Attendant		12.52
31290 - Shuttle Bus Driver		13.55
31310 - Taxi Driver		12.38
31361 - Truckdriver, Light		14.91
31362 - Truckdriver, Medium		16.07
31363 - Truckdriver, Heavy		19.32
31364 - Truckdriver, Tractor-Trailer		19.32
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.34
99050 - Desk Clerk		11.70
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		17.14
99252 - Laboratory Animal Caretaker II		18.46
99260 - Marketing Analyst		35.87
99310 - Mortician		25.60
99410 - Pest Controller		18.80
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		15.34
99711 - Recycling Specialist		18.20
99730 - Refuse Collector		13.78
99810 - Sales Clerk		10.71
99820 - School Crossing Guard		12.98
99830 - Survey Party Chief		20.20
99831 - Surveying Aide		13.74
99832 - Surveying Technician		16.90
99840 - Vending Machine Attendant		17.14
99841 - Vending Machine Repairer		21.32
99842 - Vending Machine Repairer Helper		17.14

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.



When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5303  
Daniel W. Simms | Division of | Revision No.: 16  
Director | Wage Determinations | Date Of Last Revision: 05/28/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Edwards, Kinney, Real, Uvalde, Val Verde

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.76	
01012 - Accounting Clerk II	16.58	
01013 - Accounting Clerk III	18.54	
01020 - Administrative Assistant	26.77	
01035 - Court Reporter	22.14	
01041 - Customer Service Representative I	11.57	
01042 - Customer Service Representative II	13.01	
01043 - Customer Service Representative III	14.20	
01051 - Data Entry Operator I	13.73	
01052 - Data Entry Operator II	14.98	
01060 - Dispatcher, Motor Vehicle	19.65	
01070 - Document Preparation Clerk	13.27	
01090 - Duplicating Machine Operator	13.27	
01111 - General Clerk I	12.59	
01112 - General Clerk II	13.74	
01113 - General Clerk III	15.45	
01120 - Housing Referral Assistant	19.91	
01141 - Messenger Courier	11.03	

01191 - Order Clerk I	13.75	
01192 - Order Clerk II	15.01	
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk	20.34	
01290 - Rental Clerk	14.90	
01300 - Scheduler, Maintenance	15.96	
01311 - Secretary I	15.96	
01312 - Secretary II	17.86	
01313 - Secretary III	19.91	
01320 - Service Order Dispatcher	17.56	
01410 - Supply Technician	26.77	
01420 - Survey Worker	16.65	
01460 - Switchboard Operator/Receptionist		13.08
01531 - Travel Clerk I	13.44	
01532 - Travel Clerk II	14.24	
01533 - Travel Clerk III	15.01	
01611 - Word Processor I	13.33	
01612 - Word Processor II	15.96	
01613 - Word Processor III	17.86	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.41
05010 - Automotive Electrician	17.75	
05040 - Automotive Glass Installer	16.77	
05070 - Automotive Worker	16.77	
05110 - Mobile Equipment Servicer	14.96	
05130 - Motor Equipment Metal Mechanic		18.68
05160 - Motor Equipment Metal Worker		16.77
05190 - Motor Vehicle Mechanic		18.41
05220 - Motor Vehicle Mechanic Helper		14.17
05250 - Motor Vehicle Upholstery Worker		15.83
05280 - Motor Vehicle Wrecker	16.77	
05310 - Painter, Automotive	17.75	
05340 - Radiator Repair Specialist	16.77	
05370 - Tire Repairer	12.81	
05400 - Transmission Repair Specialist		18.68
07000 - Food Preparation And Service Occupations		
07010 - Baker	12.53	
07041 - Cook I	11.38	
07042 - Cook II	13.14	
07070 - Dishwasher	9.07	
07130 - Food Service Worker		9.74
07210 - Meat Cutter	15.28	
07260 - Waiter/Waitress	9.04	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	16.53	
09040 - Furniture Handler	11.51	
09080 - Furniture Refinisher	16.53	
09090 - Furniture Refinisher Helper	13.20	
09110 - Furniture Repairer, Minor	14.76	
09130 - Upholsterer	16.53	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	13.19	

11060 - Elevator Operator	12.66
11090 - Gardener	15.25
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.94
11240 - Maid or Houseman	10.24
11260 - Pruner	10.82
11270 - Tractor Operator	14.16
11330 - Trail Maintenance Worker	11.94
11360 - Window Cleaner	11.61
12000 - Health Occupations	
12010 - Ambulance Driver	16.78
12011 - Breath Alcohol Technician	19.48
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	34.93
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	40.67
12030 - EKG Technician	29.52
12035 - Electroneurodiagnostic Technologist	29.52
12040 - Emergency Medical Technician	16.78
12071 - Licensed Practical Nurse I	17.41
12072 - Licensed Practical Nurse II	19.48
12073 - Licensed Practical Nurse III	21.71
12100 - Medical Assistant	15.70
12130 - Medical Laboratory Technician	26.24
12160 - Medical Record Clerk	15.15
12190 - Medical Record Technician	16.94
12195 - Medical Transcriptionist	17.41
12210 - Nuclear Medicine Technologist	42.80
12221 - Nursing Assistant I	11.56
12222 - Nursing Assistant II	12.99
12223 - Nursing Assistant III	14.18
12224 - Nursing Assistant IV	15.92
12235 - Optical Dispenser	18.28
12236 - Optical Technician	17.41
12250 - Pharmacy Technician	17.59
12280 - Phlebotomist	15.79
12305 - Radiologic Technologist	29.02
12311 - Registered Nurse I	24.40
12312 - Registered Nurse II	29.85
12313 - Registered Nurse II, Specialist	29.85
12314 - Registered Nurse III	36.11
12315 - Registered Nurse III, Anesthetist	36.11
12316 - Registered Nurse IV	43.28
12317 - Scheduler (Drug and Alcohol Testing)	24.13
12320 - Substance Abuse Treatment Counselor	23.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.83
13012 - Exhibits Specialist II	24.56
13013 - Exhibits Specialist III	30.05
13041 - Illustrator I	19.83
13042 - Illustrator II	24.56
13043 - Illustrator III	30.05
13047 - Librarian	27.21

13050 - Library Aide/Clerk		12.13	
13054 - Library Information Technology Systems 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			14.97
13110 - Video Teleconference Technician			17.73
14000 - Information Technology Occupations			
14041 - Computer Operator I		15.51	
14042 - Computer Operator II		17.35	
14043 - Computer Operator III		19.35	
14044 - Computer Operator IV		21.50	
14045 - Computer Operator V		23.80	
14071 - Computer Programmer I	(see 1)		22.29
14072 - Computer Programmer II	(see 1)		
14073 - Computer Programmer III	(see 1)		
14074 - Computer Programmer IV	(see 1)		
14101 - Computer Systems Analyst I	(see 1)		
14102 - Computer Systems Analyst II	(see 1)		
14103 - Computer Systems Analyst III	(see 1)		
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)			26.31
15020 - Aircrew Training Devices Instructor (Rated)			31.84
15030 - Air Crew Training Devices Instructor (Pilot)			38.16
15050 - Computer Based Training Specialist / Instructor			26.31
15060 - Educational Technologist		36.01	
15070 - Flight Instructor (Pilot)		38.16	
15080 - Graphic Artist		28.17	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			38.16
15086 - Maintenance Test Pilot, Rotary Wing			38.16
15088 - Non-Maintenance Test/Co-Pilot			38.16
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		10.03	
16030 - Counter Attendant		10.03	
16040 - Dry Cleaner		12.17	
16070 - Finisher, Flatwork, Machine			10.03
16090 - Presser, Hand		10.03	
16110 - Presser, Machine, Drycleaning			10.03
16130 - Presser, Machine, Shirts		10.03	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.03

16190 - Sewing Machine Operator		12.86
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	26.02	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	12.22	
21030 - Material Coordinator	20.34	
21040 - Material Expediter	20.34	
21050 - Material Handling Laborer	12.92	
21071 - Order Filler	13.16	
21080 - Production Line Worker (Food Processing)		12.22
21110 - Shipping Packer	13.39	
21130 - Shipping/Receiving Clerk	13.39	
21140 - Store Worker I	11.66	
21150 - Stock Clerk	15.82	
21210 - Tools And Parts Attendant	12.22	
21410 - Warehouse Specialist	12.22	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.10	
23019 - Aircraft Logs and Records Technician	23.32	
23021 - Aircraft Mechanic I	28.46	
23022 - Aircraft Mechanic II	30.10	
23023 - Aircraft Mechanic III	31.72	
23040 - Aircraft Mechanic Helper	20.12	
23050 - Aircraft, Painter	26.79	
23060 - Aircraft Servicer	23.32	
23070 - Aircraft Survival Flight Equipment Technician		26.79
23080 - Aircraft Worker	25.01	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.46
23110 - Appliance Mechanic	20.84	
23120 - Bicycle Repairer	16.85	
23125 - Cable Splicer	30.11	
23130 - Carpenter, Maintenance	20.06	
23140 - Carpet Layer	19.47	
23160 - Electrician, Maintenance	25.05	
23181 - Electronics Technician Maintenance I	26.46	
23182 - Electronics Technician Maintenance II	28.33	
23183 - Electronics Technician Maintenance III	30.10	
23260 - Fabric Worker	18.14	
23290 - Fire Alarm System Mechanic	22.14	
23310 - Fire Extinguisher Repairer	16.85	
23311 - Fuel Distribution System Mechanic	20.05	
23312 - Fuel Distribution System Operator	15.26	
23370 - General Maintenance Worker	15.37	
23380 - Ground Support Equipment Mechanic	28.46	
23381 - Ground Support Equipment Servicer	23.32	
23382 - Ground Support Equipment Worker	25.01	
23391 - Gunsmith I	16.85	
23392 - Gunsmith II	19.47	

23393 - Gunsmith III	22.14	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		19.90
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.04
23430 - Heavy Equipment Mechanic	22.14	
23440 - Heavy Equipment Operator	20.97	
23460 - Instrument Mechanic	22.14	
23465 - Laboratory/Shelter Mechanic	20.84	
23470 - Laborer	12.92	
23510 - Locksmith	20.84	
23530 - Machinery Maintenance Mechanic		22.02
23550 - Machinist, Maintenance	24.22	
23580 - Maintenance Trades Helper	13.01	
23591 - Metrology Technician I	22.14	
23592 - Metrology Technician II	23.41	
23593 - Metrology Technician III	24.69	
23640 - Millwright	22.14	
23710 - Office Appliance Repairer	20.84	
23760 - Painter, Maintenance	21.85	
23790 - Pipefitter, Maintenance	20.99	
23810 - Plumber, Maintenance	19.76	
23820 - Pneudraulic Systems Mechanic		22.14
23850 - Rigger	22.14	
23870 - Scale Mechanic	19.47	
23890 - Sheet-Metal Worker, Maintenance		23.67
23910 - Small Engine Mechanic	19.47	
23931 - Telecommunications Mechanic I		23.02
23932 - Telecommunications Mechanic II		24.35
23950 - Telephone Lineman	21.52	
23960 - Welder, Combination, Maintenance		24.16
23965 - Well Driller	22.14	
23970 - Woodcraft Worker	22.14	
23980 - Woodworker	16.85	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.31	
24570 - Child Care Attendant	10.40	
24580 - Child Care Center Clerk	13.28	
24610 - Chore Aide	10.57	
24620 - Family Readiness And Support Services Coordinator		16.31
24630 - Homemaker	16.31	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.14	
25040 - Sewage Plant Operator	16.47	
25070 - Stationary Engineer	22.14	
25190 - Ventilation Equipment Tender	15.65	
25210 - Water Treatment Plant Operator	16.43	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	15.58	
27007 - Baggage Inspector	13.95	
27008 - Corrections Officer	21.15	
27010 - Court Security Officer	21.21	
27030 - Detection Dog Handler	15.60	

27040 - Detention Officer	21.15	
27070 - Firefighter	23.17	
27101 - Guard I	13.95	
27102 - Guard II	15.60	
27131 - Police Officer I	23.14	
27132 - Police Officer II	25.77	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.27	
28042 - Carnival Equipment Repairer	13.21	
28043 - Carnival Worker	9.35	
28210 - Gate Attendant/Gate Tender	15.38	
28310 - Lifeguard	12.45	
28350 - Park Attendant (Aide)	17.20	
28510 - Recreation Aide/Health Facility Attendant	12.55	
28515 - Recreation Specialist	21.02	
28630 - Sports Official	13.70	
28690 - Swimming Pool Operator	18.46	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	19.47	
29020 - Hatch Tender	19.47	
29030 - Line Handler	19.47	
29041 - Stevedore I	18.14	
29042 - Stevedore II	20.84	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	17.13	
30022 - Archeological Technician II	19.16	
30023 - Archeological Technician III	23.40	
30030 - Cartographic Technician	23.74	
30040 - Civil Engineering Technician	20.21	
30051 - Cryogenic Technician I	21.59	
30052 - Cryogenic Technician II	23.85	
30061 - Drafter/CAD Operator I	17.13	
30062 - Drafter/CAD Operator II	19.16	
30063 - Drafter/CAD Operator III	21.37	
30064 - Drafter/CAD Operator IV	26.29	
30081 - Engineering Technician I	15.91	
30082 - Engineering Technician II	17.86	
30083 - Engineering Technician III	19.98	
30084 - Engineering Technician IV	24.75	
30085 - Engineering Technician V	30.27	
30086 - Engineering Technician VI	36.63	
30090 - Environmental Technician	19.43	
30095 - Evidence Control Specialist	21.82	
30210 - Laboratory Technician	19.16	
30221 - Latent Fingerprint Technician I	21.59	
30222 - Latent Fingerprint Technician II	23.85	
30240 - Mathematical Technician	23.74	
30361 - Paralegal/Legal Assistant I	18.88	
30362 - Paralegal/Legal Assistant II	23.39	
30363 - Paralegal/Legal Assistant III	28.61	
30364 - Paralegal/Legal Assistant IV	34.62	



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		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		26.29
30502 - Weather Forecaster II		28.09
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.37
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.93
31030 - Bus Driver		19.16
31043 - Driver Courier		16.53
31260 - Parking and Lot Attendant		12.52
31290 - Shuttle Bus Driver		16.54
31310 - Taxi Driver		14.67
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.16
31363 - Truckdriver, Heavy		19.32
31364 - Truckdriver, Tractor-Trailer		19.32
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.34
99050 - Desk Clerk		11.72
99095 - Embalmer		25.60
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		17.14
99252 - Laboratory Animal Caretaker II		18.46
99260 - Marketing Analyst		35.87
99310 - Mortician		25.60
99410 - Pest Controller		19.87
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		15.34
99711 - Recycling Specialist		18.20
99730 - Refuse Collector		13.78
99810 - Sales Clerk		10.86
99820 - School Crossing Guard		12.98
99830 - Survey Party Chief		20.28
99831 - Surveying Aide		14.15
99832 - Surveying Technician		16.90
99840 - Vending Machine Attendant		17.14
99841 - Vending Machine Repairer		21.32
99842 - Vending Machine Repairer Helper		17.14

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5305  
Daniel W. Simms | Division of | Revision No.: 14  
Director | Wage Determinations | Date Of Last Revision: 05/28/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Bee, Calhoun, Jim Wells, Kleberg, Live Oak, Refugio

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.71	
01012 - Accounting Clerk II	16.51	
01013 - Accounting Clerk III	18.47	
01020 - Administrative Assistant	24.31	
01035 - Court Reporter	16.80	
01041 - Customer Service Representative I	13.41	
01042 - Customer Service Representative II	14.63	
01043 - Customer Service Representative III	16.43	
01051 - Data Entry Operator I	13.65	
01052 - Data Entry Operator II	14.90	
01060 - Dispatcher, Motor Vehicle	18.58	
01070 - Document Preparation Clerk	13.37	
01090 - Duplicating Machine Operator	13.37	
01111 - General Clerk I	12.98	
01112 - General Clerk II	14.16	
01113 - General Clerk III	15.89	
01120 - Housing Referral Assistant	18.72	
01141 - Messenger Courier	10.90	



01191 - Order Clerk I	15.94
01192 - Order Clerk II	17.39
01261 - Personnel Assistant (Employment) I	15.87
01262 - Personnel Assistant (Employment) II	17.76
01263 - Personnel Assistant (Employment) III	19.79
01270 - Production Control Clerk	23.52
01290 - Rental Clerk	14.10
01300 - Scheduler, Maintenance	15.02
01311 - Secretary I	15.02
01312 - Secretary II	16.80
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	17.14
01410 - Supply Technician	24.31
01420 - Survey Worker	15.95
01460 - Switchboard Operator/Receptionist	12.40
01531 - Travel Clerk I	12.70
01532 - Travel Clerk II	13.95
01533 - Travel Clerk III	15.00
01611 - Word Processor I	13.37
01612 - Word Processor II	15.02
01613 - Word Processor III	16.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.03
05010 - Automotive Electrician	21.49
05040 - Automotive Glass Installer	20.15
05070 - Automotive Worker	20.15
05110 - Mobile Equipment Servicer	17.52
05130 - Motor Equipment Metal Mechanic	22.65
05160 - Motor Equipment Metal Worker	20.15
05190 - Motor Vehicle Mechanic	22.65
05220 - Motor Vehicle Mechanic Helper	16.18
05250 - Motor Vehicle Upholstery Worker	18.84
05280 - Motor Vehicle Wrecker	20.15
05310 - Painter, Automotive	21.49
05340 - Radiator Repair Specialist	20.15
05370 - Tire Repairer	17.57
05400 - Transmission Repair Specialist	22.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.93
07041 - Cook I	10.70
07042 - Cook II	12.31
07070 - Dishwasher	10.02
07130 - Food Service Worker	11.06
07210 - Meat Cutter	13.53
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.36
09040 - Furniture Handler	13.82
09080 - Furniture Refinisher	20.36
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer, Minor	17.85
09130 - Upholsterer	20.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.43

11060 - Elevator Operator	11.13
11090 - Gardener	16.38
11122 - Housekeeping Aide	11.13
11150 - Janitor	11.13
11210 - Laborer, Grounds Maintenance	12.52
11240 - Maid or Houseman	10.46
11260 - Pruner	11.51
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.52
11360 - Window Cleaner	12.47
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	29.07
12015 - Certified Physical Therapist Assistant	37.27
12020 - Dental Assistant	18.50
12025 - Dental Hygienist	34.12
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.82
12073 - Licensed Practical Nurse III	22.09
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	21.87
12160 - Medical Record Clerk	14.80
12190 - Medical Record Technician	16.80
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	37.75
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	17.73
12236 - Optical Technician	17.72
12250 - Pharmacy Technician	16.92
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	26.90
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)	24.55
12320 - Substance Abuse Treatment Counselor	19.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.32
13012 - Exhibits Specialist II	22.70
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	18.32
13042 - Illustrator II	22.70
13043 - Illustrator III	27.76
13047 - Librarian	25.13

13050 - Library Aide/Clerk	10.59	
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician	13.57	
13061 - Media Specialist I	16.37	
13062 - Media Specialist II	18.32	
13063 - Media Specialist III	20.43	
13071 - Photographer I	16.30	
13072 - Photographer II	18.32	
13073 - Photographer III	22.70	
13074 - Photographer IV	27.76	
13075 - Photographer V	33.59	
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.87	
14042 - Computer Operator II	17.74	
14043 - Computer Operator III	19.77	
14044 - Computer Operator IV	21.98	
14045 - Computer Operator V	24.34	
14071 - Computer Programmer I	(see 1)	22.67
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		15.87
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		24.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.47
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist	30.27	
15070 - Flight Instructor (Pilot)	46.12	
15080 - Graphic Artist	21.46	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	24.17	
15095 - Technical Instructor/Course Developer		29.57
15110 - Test Proctor	19.51	
15120 - Tutor	19.51	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.51	
16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	11.17	
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts	9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor	12.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.50
19040 - Tool And Die Maker	28.27	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.31	
21030 - Material Coordinator	23.55	
21040 - Material Expediter	23.55	
21050 - Material Handling Laborer	13.34	
21071 - Order Filler	13.53	
21080 - Production Line Worker (Food Processing)		17.31
21110 - Shipping Packer	15.67	
21130 - Shipping/Receiving Clerk	15.67	
21140 - Store Worker I	13.50	
21150 - Stock Clerk	18.49	
21210 - Tools And Parts Attendant	17.31	
21410 - Warehouse Specialist	17.31	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	33.41	
23019 - Aircraft Logs and Records Technician	28.18	
23021 - Aircraft Mechanic I	32.03	
23022 - Aircraft Mechanic II	33.41	
23023 - Aircraft Mechanic III	34.82	
23040 - Aircraft Mechanic Helper	25.28	
23050 - Aircraft, Painter	27.17	
23060 - Aircraft Servicer	28.18	
23070 - Aircraft Survival Flight Equipment Technician		27.17
23080 - Aircraft Worker	29.43	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		29.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		32.03
23110 - Appliance Mechanic	23.50	
23120 - Bicycle Repairer	19.15	
23125 - Cable Splicer	32.30	
23130 - Carpenter, Maintenance	19.56	
23140 - Carpet Layer	22.03	
23160 - Electrician, Maintenance	23.96	
23181 - Electronics Technician Maintenance I	32.62	
23182 - Electronics Technician Maintenance II	34.79	
23183 - Electronics Technician Maintenance III	36.66	
23260 - Fabric Worker	20.59	
23290 - Fire Alarm System Mechanic	23.73	
23310 - Fire Extinguisher Repairer	19.15	
23311 - Fuel Distribution System Mechanic	24.91	
23312 - Fuel Distribution System Operator	20.32	
23370 - General Maintenance Worker	15.21	
23380 - Ground Support Equipment Mechanic	32.03	
23381 - Ground Support Equipment Servicer	28.18	
23382 - Ground Support Equipment Worker	29.43	
23391 - Gunsmith I	19.15	
23392 - Gunsmith II	22.03	

23393 - Gunsmith III	24.76	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.24
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		22.23
23430 - Heavy Equipment Mechanic	26.38	
23440 - Heavy Equipment Operator	21.92	
23460 - Instrument Mechanic	24.76	
23465 - Laboratory/Shelter Mechanic	23.50	
23470 - Laborer	13.51	
23510 - Locksmith	23.50	
23530 - Machinery Maintenance Mechanic		27.23
23550 - Machinist, Maintenance	23.06	
23580 - Maintenance Trades Helper	15.20	
23591 - Metrology Technician I	24.76	
23592 - Metrology Technician II	25.91	
23593 - Metrology Technician III	27.07	
23640 - Millwright	28.27	
23710 - Office Appliance Repairer	22.17	
23760 - Painter, Maintenance	20.44	
23790 - Pipefitter, Maintenance	23.76	
23810 - Plumber, Maintenance	22.84	
23820 - Pneudraulic Systems Mechanic		24.76
23850 - Rigger	24.16	
23870 - Scale Mechanic	22.03	
23890 - Sheet-Metal Worker, Maintenance		23.54
23910 - Small Engine Mechanic	20.78	
23931 - Telecommunications Mechanic I	23.40	
23932 - Telecommunications Mechanic II	24.48	
23950 - Telephone Lineman	30.76	
23960 - Welder, Combination, Maintenance		21.57
23965 - Well Driller	25.50	
23970 - Woodcraft Worker	24.76	
23980 - Woodworker	19.15	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.78	
24570 - Child Care Attendant	9.18	
24580 - Child Care Center Clerk	11.45	
24610 - Chore Aide	10.08	
24620 - Family Readiness And Support Services Coordinator		15.78
24630 - Homemaker	15.78	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.36	
25040 - Sewage Plant Operator	18.32	
25070 - Stationary Engineer	23.36	
25190 - Ventilation Equipment Tender	17.52	
25210 - Water Treatment Plant Operator	18.16	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	14.87	
27007 - Baggage Inspector	13.11	
27008 - Corrections Officer	19.97	
27010 - Court Security Officer	19.97	
27030 - Detection Dog Handler	15.39	

27040 - Detention Officer	19.97	
27070 - Firefighter	20.34	
27101 - Guard I	13.11	
27102 - Guard II	15.39	
27131 - Police Officer I	23.49	
27132 - Police Officer II	26.10	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.31	
28042 - Carnival Equipment Repairer	14.42	
28043 - Carnival Worker	10.10	
28210 - Gate Attendant/Gate Tender	12.94	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.48	
28510 - Recreation Aide/Health Facility Attendant	10.57	
28515 - Recreation Specialist	17.94	
28630 - Sports Official	11.54	
28690 - Swimming Pool Operator	16.58	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	28.88	
29020 - Hatch Tender	28.88	
29030 - Line Handler	28.88	
29041 - Stevedore I	27.00	
29042 - Stevedore II	30.26	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.86	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.63	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.83	
30021 - Archeological Technician I	19.90	
30022 - Archeological Technician II	22.26	
30023 - Archeological Technician III	27.58	
30030 - Cartographic Technician	27.58	
30040 - Civil Engineering Technician	22.71	
30051 - Cryogenic Technician I	30.54	
30052 - Cryogenic Technician II	33.73	
30061 - Drafter/CAD Operator I	19.90	
30062 - Drafter/CAD Operator II	22.26	
30063 - Drafter/CAD Operator III	24.82	
30064 - Drafter/CAD Operator IV	30.54	
30081 - Engineering Technician I	17.94	
30082 - Engineering Technician II	20.15	
30083 - Engineering Technician III	22.54	
30084 - Engineering Technician IV	27.92	
30085 - Engineering Technician V	34.15	
30086 - Engineering Technician VI	41.33	
30090 - Environmental Technician	26.42	
30095 - Evidence Control Specialist	27.58	
30210 - Laboratory Technician	28.96	
30221 - Latent Fingerprint Technician I	30.54	
30222 - Latent Fingerprint Technician II	33.73	
30240 - Mathematical Technician	27.58	
30361 - Paralegal/Legal Assistant I	17.91	
30362 - Paralegal/Legal Assistant II	22.19	
30363 - Paralegal/Legal Assistant III	27.14	
30364 - Paralegal/Legal Assistant IV	32.84	

30375 - Petroleum Supply Specialist	33.73	
30390 - Photo-Optics Technician	25.86	
30395 - Radiation Control Technician	33.73	
30461 - Technical Writer I	27.58	
30462 - Technical Writer II	33.73	
30463 - Technical Writer III	40.81	
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I	30.54	
30502 - Weather Forecaster II	37.15	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.82
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.26	
31020 - Bus Aide	13.15	
31030 - Bus Driver	18.15	
31043 - Driver Courier	11.98	
31260 - Parking and Lot Attendant	11.57	
31290 - Shuttle Bus Driver	12.80	
31310 - Taxi Driver	10.71	
31361 - Truckdriver, Light	12.80	
31362 - Truckdriver, Medium	15.17	
31363 - Truckdriver, Heavy	19.41	
31364 - Truckdriver, Tractor-Trailer	19.41	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.19	
99030 - Cashier	10.74	
99050 - Desk Clerk	9.43	
99095 - Embalmer	29.15	
99130 - Flight Follower	29.15	
99251 - Laboratory Animal Caretaker I		10.64
99252 - Laboratory Animal Caretaker II		11.53
99260 - Marketing Analyst	28.76	
99310 - Mortician	29.15	
99410 - Pest Controller	18.59	
99510 - Photofinishing Worker	15.32	
99710 - Recycling Laborer	16.73	
99711 - Recycling Specialist	20.20	
99730 - Refuse Collector	15.00	
99810 - Sales Clerk	10.96	
99820 - School Crossing Guard	14.92	
99830 - Survey Party Chief	23.67	
99831 - Surveying Aide	15.92	
99832 - Surveying Technician	19.58	
99840 - Vending Machine Attendant	19.16	
99841 - Vending Machine Repairer	22.14	
99842 - Vending Machine Repairer Helper	19.16	

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5307  
Daniel W. Simms | Division of | Revision No.: 14  
Director | Wage Determinations | Date Of Last Revision: 05/28/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Colorado, Jackson, Lavaca, Matagorda, Wharton

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.98	
01012 - Accounting Clerk II	17.66	
01013 - Accounting Clerk III	19.79	
01020 - Administrative Assistant	25.91	
01035 - Court Reporter	21.79	
01041 - Customer Service Representative I	13.41	
01042 - Customer Service Representative II	14.63	
01043 - Customer Service Representative III	16.43	
01051 - Data Entry Operator I	13.65	
01052 - Data Entry Operator II	14.90	
01060 - Dispatcher, Motor Vehicle	18.58	
01070 - Document Preparation Clerk	13.41	
01090 - Duplicating Machine Operator	13.41	
01111 - General Clerk I	12.98	
01112 - General Clerk II	14.16	
01113 - General Clerk III	15.89	
01120 - Housing Referral Assistant	20.69	
01141 - Messenger Courier	12.55	

01191 - Order Clerk I	15.94
01192 - Order Clerk II	17.39
01261 - Personnel Assistant (Employment) I	15.87
01262 - Personnel Assistant (Employment) II	17.76
01263 - Personnel Assistant (Employment) III	19.79
01270 - Production Control Clerk	23.11
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	16.68
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	12.40
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	17.57
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.40
07041 - Cook I	10.70
07042 - Cook II	12.31
07070 - Dishwasher	10.02
07130 - Food Service Worker	11.06
07210 - Meat Cutter	13.53
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.36
09040 - Furniture Handler	12.69
09080 - Furniture Refinisher	20.36
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer, Minor	17.85
09130 - Upholsterer	20.36
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.43

11060 - Elevator Operator	11.13
11090 - Gardener	16.69
11122 - Housekeeping Aide	11.13
11150 - Janitor	11.13
11210 - Laborer, Grounds Maintenance	12.79
11240 - Maid or Houseman	10.46
11260 - Pruner	11.20
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	12.79
11360 - Window Cleaner	12.47
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	29.07
12015 - Certified Physical Therapist Assistant	35.90
12020 - Dental Assistant	18.50
12025 - Dental Hygienist	34.12
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	22.39
12160 - Medical Record Clerk	15.02
12190 - Medical Record Technician	16.80
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	19.82
12236 - Optical Technician	17.72
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	26.90
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	24.55
12320 - Substance Abuse Treatment Counselor	19.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	26.69



13050 - Library Aide/Clerk	10.84	
13054 - Library Information Technology Systems 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	16.37	
13072 - Photographer II	18.32	
13073 - Photographer III	22.70	
13074 - Photographer IV	27.76	
13075 - Photographer V	33.59	
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.31	
14042 - Computer Operator II	19.37	
14043 - Computer Operator III	21.59	
14044 - Computer Operator IV	24.00	
14045 - Computer Operator V	26.57	
14071 - Computer Programmer I	(see 1)	26.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.31
14160 - Personal Computer Support Technician		24.00
14170 - System Support Specialist	24.59	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist	30.27	
15070 - Flight Instructor (Pilot)	47.98	
15080 - Graphic Artist	26.72	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.98
15086 - Maintenance Test Pilot, Rotary Wing		47.98
15088 - Non-Maintenance Test/Co-Pilot		47.98
15090 - Technical Instructor	25.74	
15095 - Technical Instructor/Course Developer		31.48
15110 - Test Proctor	20.78	
15120 - Tutor	20.78	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.51	
16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	12.06	
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts	9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.79	
16220 - Tailor	13.75	
16250 - Washer, Machine	10.32	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.50
19040 - Tool And Die Maker	28.27	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.31	
21030 - Material Coordinator	23.52	
21040 - Material Expediter	23.52	
21050 - Material Handling Laborer	13.51	
21071 - Order Filler	13.53	
21080 - Production Line Worker (Food Processing)		17.31
21110 - Shipping Packer	15.67	
21130 - Shipping/Receiving Clerk	15.67	
21140 - Store Worker I	13.26	
21150 - Stock Clerk	18.49	
21210 - Tools And Parts Attendant	17.31	
21410 - Warehouse Specialist	17.31	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	37.05	
23019 - Aircraft Logs and Records Technician	29.44	
23021 - Aircraft Mechanic I	35.41	
23022 - Aircraft Mechanic II	37.05	
23023 - Aircraft Mechanic III	38.71	
23040 - Aircraft Mechanic Helper	25.28	
23050 - Aircraft, Painter	33.60	
23060 - Aircraft Servicer	29.44	
23070 - Aircraft Survival Flight Equipment Technician		33.60
23080 - Aircraft Worker	31.50	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		31.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		35.41
23110 - Appliance Mechanic	23.50	
23120 - Bicycle Repairer	19.15	
23125 - Cable Splicer	32.30	
23130 - Carpenter, Maintenance	19.71	
23140 - Carpet Layer	22.03	
23160 - Electrician, Maintenance	26.51	
23181 - Electronics Technician Maintenance I	32.62	
23182 - Electronics Technician Maintenance II	34.79	
23183 - Electronics Technician Maintenance III	36.66	
23260 - Fabric Worker	20.59	
23290 - Fire Alarm System Mechanic	24.76	
23310 - Fire Extinguisher Repairer	19.15	
23311 - Fuel Distribution System Mechanic	22.92	
23312 - Fuel Distribution System Operator	17.73	
23370 - General Maintenance Worker	18.08	
23380 - Ground Support Equipment Mechanic	35.41	
23381 - Ground Support Equipment Servicer	29.44	
23382 - Ground Support Equipment Worker	31.50	
23391 - Gunsmith I	19.15	
23392 - Gunsmith II	22.03	

23393 - Gunsmith III	24.76	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.77
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.82
23430 - Heavy Equipment Mechanic		26.38
23440 - Heavy Equipment Operator		21.92
23460 - Instrument Mechanic	25.87	
23465 - Laboratory/Shelter Mechanic		23.50
23470 - Laborer	13.35	
23510 - Locksmith	23.50	
23530 - Machinery Maintenance Mechanic		27.23
23550 - Machinist, Maintenance	22.89	
23580 - Maintenance Trades Helper	15.20	
23591 - Metrology Technician I	25.87	
23592 - Metrology Technician II	26.99	
23593 - Metrology Technician III	28.14	
23640 - Millwright	28.60	
23710 - Office Appliance Repairer	23.50	
23760 - Painter, Maintenance	20.44	
23790 - Pipefitter, Maintenance	25.87	
23810 - Plumber, Maintenance	24.98	
23820 - Pneudraulic Systems Mechanic		24.76
23850 - Rigger	24.16	
23870 - Scale Mechanic	22.03	
23890 - Sheet-Metal Worker, Maintenance		23.36
23910 - Small Engine Mechanic	20.78	
23931 - Telecommunications Mechanic I	23.89	
23932 - Telecommunications Mechanic II	24.95	
23950 - Telephone Lineman	33.31	
23960 - Welder, Combination, Maintenance		21.57
23965 - Well Driller	27.70	
23970 - Woodcraft Worker	24.76	
23980 - Woodworker	19.15	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.64	
24570 - Child Care Attendant	10.65	
24580 - Child Care Center Clerk	13.27	
24610 - Chore Aide	10.08	
24620 - Family Readiness And Support Services Coordinator		16.64
24630 - Homemaker	16.84	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.42	
25040 - Sewage Plant Operator	18.70	
25070 - Stationary Engineer	24.42	
25190 - Ventilation Equipment Tender	16.69	
25210 - Water Treatment Plant Operator	18.32	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.14	
27007 - Baggage Inspector	13.76	
27008 - Corrections Officer	19.62	
27010 - Court Security Officer	21.18	
27030 - Detection Dog Handler	17.90	

27040 - Detention Officer	19.62	
27070 - Firefighter	20.41	
27101 - Guard I	13.76	
27102 - Guard II	17.90	
27131 - Police Officer I	24.19	
27132 - Police Officer II	26.88	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.31	
28042 - Carnival Equipment Repairer	14.42	
28043 - Carnival Worker	9.84	
28210 - Gate Attendant/Gate Tender	13.90	
28310 - Lifeguard	12.38	
28350 - Park Attendant (Aide)	15.55	
28510 - Recreation Aide/Health Facility Attendant	11.35	
28515 - Recreation Specialist	17.83	
28630 - Sports Official	12.38	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	28.89	
29020 - Hatch Tender	28.89	
29030 - Line Handler	28.89	
29041 - Stevedore I	27.00	
29042 - Stevedore II	30.81	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.86	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.63	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.83	
30021 - Archeological Technician I	21.56	
30022 - Archeological Technician II	25.47	
30023 - Archeological Technician III	30.62	
30030 - Cartographic Technician	30.62	
30040 - Civil Engineering Technician	30.03	
30051 - Cryogenic Technician I	30.54	
30052 - Cryogenic Technician II	33.73	
30061 - Drafter/CAD Operator I	21.56	
30062 - Drafter/CAD Operator II	24.71	
30063 - Drafter/CAD Operator III	27.56	
30064 - Drafter/CAD Operator IV	33.10	
30081 - Engineering Technician I	20.02	
30082 - Engineering Technician II	22.48	
30083 - Engineering Technician III	25.15	
30084 - Engineering Technician IV	31.09	
30085 - Engineering Technician V	38.65	
30086 - Engineering Technician VI	46.10	
30090 - Environmental Technician	29.96	
30095 - Evidence Control Specialist	27.58	
30210 - Laboratory Technician	29.01	
30221 - Latent Fingerprint Technician I	30.54	
30222 - Latent Fingerprint Technician II	33.73	
30240 - Mathematical Technician	30.62	
30361 - Paralegal/Legal Assistant I	22.52	
30362 - Paralegal/Legal Assistant II	27.90	
30363 - Paralegal/Legal Assistant III	34.12	
30364 - Paralegal/Legal Assistant IV	41.27	

30375 - Petroleum Supply Specialist		33.73
30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		33.73
30461 - Technical Writer I		27.58
30462 - Technical Writer II		33.73
30463 - Technical Writer III		40.81
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		33.10
30502 - Weather Forecaster II		40.27
30620 - Weather Observer, Combined Upper Air Or	(see 2)	27.56
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		13.15
31030 - Bus Driver		18.45
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		11.57
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.32
31364 - Truckdriver, Tractor-Trailer		20.32
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.19
99030 - Cashier		10.74
99050 - Desk Clerk		11.72
99095 - Embalmer		29.15
99130 - Flight Follower		29.15
99251 - Laboratory Animal Caretaker I		10.64
99252 - Laboratory Animal Caretaker II		11.53
99260 - Marketing Analyst		28.76
99310 - Mortician		29.15
99410 - Pest Controller		19.12
99510 - Photofinishing Worker		15.32
99710 - Recycling Laborer		16.73
99711 - Recycling Specialist		20.20
99730 - Refuse Collector		15.00
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		14.92
99830 - Survey Party Chief		22.69
99831 - Surveying Aide		15.53
99832 - Surveying Technician		19.63
99840 - Vending Machine Attendant		20.18
99841 - Vending Machine Repairer		25.14
99842 - Vending Machine Repairer Helper		20.18

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the



following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5309  
Daniel W. Simms | Division of | Revision No.: 14  
Director | Wage Determinations | Date Of Last Revision: 05/28/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Brooks, Duval, Jim Hogg, Kenedy, Starr, Willacy, Zapata

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.71	
01012 - Accounting Clerk II	16.51	
01013 - Accounting Clerk III	18.47	
01020 - Administrative Assistant	24.31	
01035 - Court Reporter	16.80	
01041 - Customer Service Representative I	13.41	
01042 - Customer Service Representative II	14.63	
01043 - Customer Service Representative III	16.43	
01051 - Data Entry Operator I	13.65	
01052 - Data Entry Operator II	14.90	
01060 - Dispatcher, Motor Vehicle	18.58	
01070 - Document Preparation Clerk	13.37	
01090 - Duplicating Machine Operator	13.37	
01111 - General Clerk I	12.98	
01112 - General Clerk II	14.16	
01113 - General Clerk III	15.89	
01120 - Housing Referral Assistant	18.72	
01141 - Messenger Courier	10.90	

01191 - Order Clerk I	15.62
01192 - Order Clerk II	17.06
01261 - Personnel Assistant (Employment) I	15.87
01262 - Personnel Assistant (Employment) II	17.76
01263 - Personnel Assistant (Employment) III	19.79
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	13.77
01300 - Scheduler, Maintenance	15.02
01311 - Secretary I	15.02
01312 - Secretary II	16.80
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	16.61
01410 - Supply Technician	24.31
01420 - Survey Worker	15.23
01460 - Switchboard Operator/Receptionist	12.40
01531 - Travel Clerk I	12.70
01532 - Travel Clerk II	13.95
01533 - Travel Clerk III	15.00
01611 - Word Processor I	13.37
01612 - Word Processor II	15.02
01613 - Word Processor III	16.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.37
05010 - Automotive Electrician	21.00
05040 - Automotive Glass Installer	19.67
05070 - Automotive Worker	19.67
05110 - Mobile Equipment Servicer	17.44
05130 - Motor Equipment Metal Mechanic	22.10
05160 - Motor Equipment Metal Worker	19.67
05190 - Motor Vehicle Mechanic	22.10
05220 - Motor Vehicle Mechanic Helper	16.12
05250 - Motor Vehicle Upholstery Worker	18.55
05280 - Motor Vehicle Wrecker	19.67
05310 - Painter, Automotive	21.00
05340 - Radiator Repair Specialist	19.67
05370 - Tire Repairer	16.85
05400 - Transmission Repair Specialist	22.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.62
07041 - Cook I	10.70
07042 - Cook II	12.31
07070 - Dishwasher	10.02
07130 - Food Service Worker	11.06
07210 - Meat Cutter	13.35
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.32
09040 - Furniture Handler	12.56
09080 - Furniture Refinisher	19.59
09090 - Furniture Refinisher Helper	14.96
09110 - Furniture Repairer, Minor	17.26
09130 - Upholsterer	19.59
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.25

11060 - Elevator Operator	11.13
11090 - Gardener	16.35
11122 - Housekeeping Aide	11.13
11150 - Janitor	11.13
11210 - Laborer, Grounds Maintenance	12.52
11240 - Maid or Houseman	10.46
11260 - Pruner	11.20
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	12.52
11360 - Window Cleaner	12.47
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	19.82
12012 - Certified Occupational Therapist Assistant	29.07
12015 - Certified Physical Therapist Assistant	34.88
12020 - Dental Assistant	18.50
12025 - Dental Hygienist	34.12
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.82
12073 - Licensed Practical Nurse III	22.09
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	22.39
12160 - Medical Record Clerk	14.80
12190 - Medical Record Technician	16.54
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	19.82
12236 - Optical Technician	25.52
12250 - Pharmacy Technician	16.92
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	26.90
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)	24.55
12320 - Substance Abuse Treatment Counselor	21.12
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.32
13012 - Exhibits Specialist II	22.70
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	18.32
13042 - Illustrator II	22.70
13043 - Illustrator III	27.76
13047 - Librarian	25.13

13050 - Library Aide/Clerk		18.30
13054 - Library Information Technology Systems Administrator		22.70
13058 - Library Technician		13.57
13061 - Media Specialist I		16.37
13062 - Media Specialist II		18.32
13063 - Media Specialist III		20.43
13071 - Photographer I		16.37
13072 - Photographer II		18.32
13073 - Photographer III		22.70
13074 - Photographer IV		27.76
13075 - Photographer V		33.59
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.62
14042 - Computer Operator II		15.24
14043 - Computer Operator III		17.03
14044 - Computer Operator IV		19.00
14045 - Computer Operator V		21.10
14071 - Computer Programmer I	(see 1)	22.67
14072 - Computer Programmer II	(see 1)	27.46
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.95
14160 - Personal Computer Support Technician		19.00
14170 - System Support Specialist		25.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.16
15020 - Aircrew Training Devices Instructor (Rated)		37.71
15030 - Air Crew Training Devices Instructor (Pilot)		45.17
15050 - Computer Based Training Specialist / Instructor		31.16
15060 - Educational Technologist		31.51
15070 - Flight Instructor (Pilot)		45.17
15080 - Graphic Artist		21.16
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor		24.17
15095 - Technical Instructor/Course Developer		29.57
15110 - Test Proctor		19.51
15120 - Tutor		19.51
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.17
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor	12.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.28
19040 - Tool And Die Maker	26.98	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.31	
21030 - Material Coordinator	22.72	
21040 - Material Expediter	22.72	
21050 - Material Handling Laborer	13.11	
21071 - Order Filler	13.53	
21080 - Production Line Worker (Food Processing)		17.31
21110 - Shipping Packer	15.67	
21130 - Shipping/Receiving Clerk	15.67	
21140 - Store Worker I	13.26	
21150 - Stock Clerk	18.49	
21210 - Tools And Parts Attendant	17.31	
21410 - Warehouse Specialist	17.31	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	25.64	
23019 - Aircraft Logs and Records Technician		21.85
23021 - Aircraft Mechanic I	24.41	
23022 - Aircraft Mechanic II	25.64	
23023 - Aircraft Mechanic III	26.91	
23040 - Aircraft Mechanic Helper	18.11	
23050 - Aircraft, Painter	22.84	
23060 - Aircraft Servicer	21.85	
23070 - Aircraft Survival Flight Equipment Technician		22.84
23080 - Aircraft Worker	21.90	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		24.41
23110 - Appliance Mechanic	22.17	
23120 - Bicycle Repairer	16.65	
23125 - Cable Splicer	31.91	
23130 - Carpenter, Maintenance	18.86	
23140 - Carpet Layer	21.38	
23160 - Electrician, Maintenance	23.96	
23181 - Electronics Technician Maintenance I		22.41
23182 - Electronics Technician Maintenance II		25.76
23183 - Electronics Technician Maintenance III		28.31
23260 - Fabric Worker	20.15	
23290 - Fire Alarm System Mechanic		23.36
23310 - Fire Extinguisher Repairer	18.74	
23311 - Fuel Distribution System Mechanic		21.65
23312 - Fuel Distribution System Operator		16.74
23370 - General Maintenance Worker	15.21	
23380 - Ground Support Equipment Mechanic		24.41
23381 - Ground Support Equipment Servicer		21.85
23382 - Ground Support Equipment Worker		21.90
23391 - Gunsmith I	18.41	
23392 - Gunsmith II	21.07	



23393 - Gunsmith III	23.72	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		18.05
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		18.98
23430 - Heavy Equipment Mechanic		25.80
23440 - Heavy Equipment Operator		21.41
23460 - Instrument Mechanic		24.32
23465 - Laboratory/Shelter Mechanic		22.36
23470 - Laborer	13.11	
23510 - Locksmith	22.17	
23530 - Machinery Maintenance Mechanic		23.86
23550 - Machinist, Maintenance		21.92
23580 - Maintenance Trades Helper		14.17
23591 - Metrology Technician I		24.32
23592 - Metrology Technician II		25.74
23593 - Metrology Technician III		27.07
23640 - Millwright	26.75	
23710 - Office Appliance Repairer		20.21
23760 - Painter, Maintenance		17.15
23790 - Pipefitter, Maintenance		21.31
23810 - Plumber, Maintenance		20.74
23820 - Pneudraulic Systems Mechanic		24.32
23850 - Rigger	21.42	
23870 - Scale Mechanic		21.60
23890 - Sheet-Metal Worker, Maintenance		19.84
23910 - Small Engine Mechanic		19.64
23931 - Telecommunications Mechanic I		23.40
23932 - Telecommunications Mechanic II		24.48
23950 - Telephone Lineman		24.41
23960 - Welder, Combination, Maintenance		20.64
23965 - Well Driller	22.11	
23970 - Woodcraft Worker		24.00
23980 - Woodworker		18.08
24000 - Personal Needs Occupations		
24550 - Case Manager		14.60
24570 - Child Care Attendant		9.14
24580 - Child Care Center Clerk		11.30
24610 - Chore Aide	10.08	
24620 - Family Readiness And Support Services Coordinator		14.60
24630 - Homemaker		14.60
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.36	
25040 - Sewage Plant Operator		16.15
25070 - Stationary Engineer		23.36
25190 - Ventilation Equipment Tender		16.69
25210 - Water Treatment Plant Operator		16.15
27000 - Protective Service Occupations		
27004 - Alarm Monitor	14.87	
27007 - Baggage Inspector		12.95
27008 - Corrections Officer		19.31
27010 - Court Security Officer		19.45
27030 - Detection Dog Handler		16.09

27040 - Detention Officer	19.31	
27070 - Firefighter	18.25	
27101 - Guard I	12.95	
27102 - Guard II	16.09	
27131 - Police Officer I	21.92	
27132 - Police Officer II	24.36	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.31	
28042 - Carnival Equipment Repairer	14.42	
28043 - Carnival Worker	9.84	
28210 - Gate Attendant/Gate Tender	12.73	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.24	
28510 - Recreation Aide/Health Facility Attendant	10.09	
28515 - Recreation Specialist	17.11	
28630 - Sports Official	11.34	
28690 - Swimming Pool Operator	16.58	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	22.25	
29020 - Hatch Tender	22.25	
29030 - Line Handler	22.25	
29041 - Stevedore I	21.61	
29042 - Stevedore II	24.30	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.86	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.63	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.83	
30021 - Archeological Technician I	19.20	
30022 - Archeological Technician II	21.43	
30023 - Archeological Technician III	26.42	
30030 - Cartographic Technician	26.42	
30040 - Civil Engineering Technician	18.66	
30051 - Cryogenic Technician I	30.54	
30052 - Cryogenic Technician II	33.73	
30061 - Drafter/CAD Operator I	19.20	
30062 - Drafter/CAD Operator II	21.43	
30063 - Drafter/CAD Operator III	23.96	
30064 - Drafter/CAD Operator IV	29.26	
30081 - Engineering Technician I	17.94	
30082 - Engineering Technician II	20.15	
30083 - Engineering Technician III	22.54	
30084 - Engineering Technician IV	27.92	
30085 - Engineering Technician V	34.15	
30086 - Engineering Technician VI	41.33	
30090 - Environmental Technician	25.89	
30095 - Evidence Control Specialist	27.58	
30210 - Laboratory Technician	28.96	
30221 - Latent Fingerprint Technician I	30.54	
30222 - Latent Fingerprint Technician II	33.73	
30240 - Mathematical Technician	26.61	
30361 - Paralegal/Legal Assistant I	17.86	
30362 - Paralegal/Legal Assistant II	22.12	
30363 - Paralegal/Legal Assistant III	27.06	
30364 - Paralegal/Legal Assistant IV	32.74	

30375 - Petroleum Supply Specialist		33.73
30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		33.73
30461 - Technical Writer I		26.61
30462 - Technical Writer II		32.32
30463 - Technical Writer III		39.09
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I		30.54
30502 - Weather Forecaster II		37.15
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.96
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	26.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.26
31020 - Bus Aide		12.50
31030 - Bus Driver		18.15
31043 - Driver Courier		11.04
31260 - Parking and Lot Attendant		11.19
31290 - Shuttle Bus Driver		11.96
31310 - Taxi Driver		10.71
31361 - Truckdriver, Light		11.96
31362 - Truckdriver, Medium		12.86
31363 - Truckdriver, Heavy		19.41
31364 - Truckdriver, Tractor-Trailer		19.41
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.19
99030 - Cashier		10.74
99050 - Desk Clerk		9.43
99095 - Embalmer		29.15
99130 - Flight Follower		29.15
99251 - Laboratory Animal Caretaker I		15.08
99252 - Laboratory Animal Caretaker II		15.83
99260 - Marketing Analyst		32.61
99310 - Mortician		29.15
99410 - Pest Controller		17.59
99510 - Photofinishing Worker		15.32
99710 - Recycling Laborer		15.36
99711 - Recycling Specialist		18.35
99730 - Refuse Collector		14.64
99810 - Sales Clerk		10.88
99820 - School Crossing Guard		14.92
99830 - Survey Party Chief		23.42
99831 - Surveying Aide		15.92
99832 - Surveying Technician		19.58
99840 - Vending Machine Attendant		18.98
99841 - Vending Machine Repairer		21.52
99842 - Vending Machine Repairer Helper		18.98

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.



When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5311  
Daniel W. Simms | Division of | Revision No.: 14  
Director | Wage Determinations | Date Of Last Revision: 05/28/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of De Witt, Gonzales, Karnes, McMullen

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.71	
01012 - Accounting Clerk II	16.51	
01013 - Accounting Clerk III	18.47	
01020 - Administrative Assistant	24.31	
01035 - Court Reporter	22.14	
01041 - Customer Service Representative I	13.41	
01042 - Customer Service Representative II	14.63	
01043 - Customer Service Representative III	16.43	
01051 - Data Entry Operator I	13.65	
01052 - Data Entry Operator II	14.90	
01060 - Dispatcher, Motor Vehicle	18.58	
01070 - Document Preparation Clerk	13.37	
01090 - Duplicating Machine Operator	13.37	
01111 - General Clerk I	12.98	
01112 - General Clerk II	14.16	
01113 - General Clerk III	15.89	
01120 - Housing Referral Assistant	19.91	
01141 - Messenger Courier	11.03	

01191 - Order Clerk I	15.94
01192 - Order Clerk II	17.39
01261 - Personnel Assistant (Employment) I	17.04
01262 - Personnel Assistant (Employment) II	19.23
01263 - Personnel Assistant (Employment) III	21.26
01270 - Production Control Clerk	22.72
01290 - Rental Clerk	14.90
01300 - Scheduler, Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.86
01313 - Secretary III	19.91
01320 - Service Order Dispatcher	16.61
01410 - Supply Technician	24.31
01420 - Survey Worker	16.65
01460 - Switchboard Operator/Receptionist	12.40
01531 - Travel Clerk I	12.70
01532 - Travel Clerk II	13.95
01533 - Travel Clerk III	15.00
01611 - Word Processor I	13.37
01612 - Word Processor II	15.02
01613 - Word Processor III	16.80
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.14
05010 - Automotive Electrician	21.49
05040 - Automotive Glass Installer	20.15
05070 - Automotive Worker	20.15
05110 - Mobile Equipment Servicer	17.52
05130 - Motor Equipment Metal Mechanic	22.65
05160 - Motor Equipment Metal Worker	20.15
05190 - Motor Vehicle Mechanic	22.65
05220 - Motor Vehicle Mechanic Helper	16.18
05250 - Motor Vehicle Upholstery Worker	18.84
05280 - Motor Vehicle Wrecker	20.15
05310 - Painter, Automotive	21.49
05340 - Radiator Repair Specialist	20.15
05370 - Tire Repairer	16.85
05400 - Transmission Repair Specialist	22.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.62
07041 - Cook I	10.70
07042 - Cook II	12.31
07070 - Dishwasher	10.02
07130 - Food Service Worker	11.06
07210 - Meat Cutter	13.53
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.15
09040 - Furniture Handler	12.69
09080 - Furniture Refinisher	20.15
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer, Minor	17.85
09130 - Upholsterer	20.15
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.07

11060 - Elevator Operator	11.13
11090 - Gardener	16.42
11122 - Housekeeping Aide	11.13
11150 - Janitor	11.13
11210 - Laborer, Grounds Maintenance	12.79
11240 - Maid or Houseman	10.46
11260 - Pruner	11.51
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	12.79
11360 - Window Cleaner	12.47
12000 - Health Occupations	
12010 - Ambulance Driver	16.20
12011 - Breath Alcohol Technician	19.61
12012 - Certified Occupational Therapist Assistant	31.17
12015 - Certified Physical Therapist Assistant	37.55
12020 - Dental Assistant	18.50
12025 - Dental Hygienist	34.12
12030 - EKG Technician	30.03
12035 - Electroneurodiagnostic Technologist	30.03
12040 - Emergency Medical Technician	16.20
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.82
12073 - Licensed Practical Nurse III	22.09
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	22.39
12160 - Medical Record Clerk	14.97
12190 - Medical Record Technician	16.56
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	42.04
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.59
12223 - Nursing Assistant III	15.92
12224 - Nursing Assistant IV	17.88
12235 - Optical Dispenser	19.82
12236 - Optical Technician	17.72
12250 - Pharmacy Technician	16.92
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	26.90
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)	24.55
12320 - Substance Abuse Treatment Counselor	19.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.32
13012 - Exhibits Specialist II	22.70
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	18.68
13042 - Illustrator II	23.15
13043 - Illustrator III	27.76
13047 - Librarian	25.63

13050 - Library Aide/Clerk	11.03	
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician	14.44	
13061 - Media Specialist I	16.37	
13062 - Media Specialist II	18.32	
13063 - Media Specialist III	20.43	
13071 - Photographer I	16.37	
13072 - Photographer II	18.32	
13073 - Photographer III	22.70	
13074 - Photographer IV	26.45	
13075 - Photographer V	32.01	
13090 - Technical Order Library Clerk		17.91
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.87	
14042 - Computer Operator II	17.74	
14043 - Computer Operator III	19.77	
14044 - Computer Operator IV	21.98	
14045 - Computer Operator V	24.34	
14071 - Computer Programmer I	(see 1)	22.67
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		15.87
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist		24.59
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.47
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist	30.27	
15070 - Flight Instructor (Pilot)	46.12	
15080 - Graphic Artist	22.57	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	24.17	
15095 - Technical Instructor/Course Developer		29.57
15110 - Test Proctor	19.51	
15120 - Tutor	19.51	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.51	
16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	11.17	
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts	9.51	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor	12.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.50
19040 - Tool And Die Maker	28.27	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.31	
21030 - Material Coordinator	22.72	
21040 - Material Expediter	22.72	
21050 - Material Handling Laborer	13.34	
21071 - Order Filler	13.53	
21080 - Production Line Worker (Food Processing)		17.31
21110 - Shipping Packer	15.67	
21130 - Shipping/Receiving Clerk	15.67	
21140 - Store Worker I	13.26	
21150 - Stock Clerk	18.49	
21210 - Tools And Parts Attendant	17.31	
21410 - Warehouse Specialist	17.31	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	29.24	
23019 - Aircraft Logs and Records Technician		23.24
23021 - Aircraft Mechanic I	27.94	
23022 - Aircraft Mechanic II	29.24	
23023 - Aircraft Mechanic III	30.72	
23040 - Aircraft Mechanic Helper	19.97	
23050 - Aircraft, Painter	26.51	
23060 - Aircraft Servicer	23.24	
23070 - Aircraft Survival Flight Equipment Technician		26.51
23080 - Aircraft Worker	24.85	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.94
23110 - Appliance Mechanic	23.50	
23120 - Bicycle Repairer	18.08	
23125 - Cable Splicer	32.30	
23130 - Carpenter, Maintenance	19.56	
23140 - Carpet Layer	22.03	
23160 - Electrician, Maintenance	23.96	
23181 - Electronics Technician Maintenance I	32.62	
23182 - Electronics Technician Maintenance II	34.79	
23183 - Electronics Technician Maintenance III	36.66	
23260 - Fabric Worker	20.59	
23290 - Fire Alarm System Mechanic	24.76	
23310 - Fire Extinguisher Repairer	19.15	
23311 - Fuel Distribution System Mechanic	22.92	
23312 - Fuel Distribution System Operator	17.73	
23370 - General Maintenance Worker	15.37	
23380 - Ground Support Equipment Mechanic	27.94	
23381 - Ground Support Equipment Servicer	23.24	
23382 - Ground Support Equipment Worker	24.85	
23391 - Gunsmith I	19.15	
23392 - Gunsmith II	22.03	

23393 - Gunsmith III	24.76	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		22.23
23430 - Heavy Equipment Mechanic	26.38	
23440 - Heavy Equipment Operator	21.92	
23460 - Instrument Mechanic	24.76	
23465 - Laboratory/Shelter Mechanic	23.50	
23470 - Laborer	13.34	
23510 - Locksmith	23.50	
23530 - Machinery Maintenance Mechanic		25.73
23550 - Machinist, Maintenance	21.92	
23580 - Maintenance Trades Helper	15.20	
23591 - Metrology Technician I	24.76	
23592 - Metrology Technician II	25.91	
23593 - Metrology Technician III	27.07	
23640 - Millwright	28.27	
23710 - Office Appliance Repairer	23.50	
23760 - Painter, Maintenance	20.44	
23790 - Pipefitter, Maintenance	23.39	
23810 - Plumber, Maintenance	22.03	
23820 - Pneudraulic Systems Mechanic		24.76
23850 - Rigger	23.19	
23870 - Scale Mechanic	22.03	
23890 - Sheet-Metal Worker, Maintenance		23.36
23910 - Small Engine Mechanic	20.78	
23931 - Telecommunications Mechanic I	23.40	
23932 - Telecommunications Mechanic II	24.48	
23950 - Telephone Lineman	30.25	
23960 - Welder, Combination, Maintenance		21.57
23965 - Well Driller	24.76	
23970 - Woodcraft Worker	24.76	
23980 - Woodworker	19.15	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.75	
24570 - Child Care Attendant	9.45	
24580 - Child Care Center Clerk	12.07	
24610 - Chore Aide	10.57	
24620 - Family Readiness And Support Services Coordinator		15.75
24630 - Homemaker	15.75	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.36	
25040 - Sewage Plant Operator	16.63	
25070 - Stationary Engineer	23.36	
25190 - Ventilation Equipment Tender	16.69	
25210 - Water Treatment Plant Operator	16.63	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	14.89	
27007 - Baggage Inspector	13.60	
27008 - Corrections Officer	21.15	
27010 - Court Security Officer	21.15	
27030 - Detection Dog Handler	15.62	

27040 - Detention Officer	21.15	
27070 - Firefighter	22.59	
27101 - Guard I	13.60	
27102 - Guard II	15.62	
27131 - Police Officer I	23.14	
27132 - Police Officer II	25.77	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.31	
28042 - Carnival Equipment Repairer	14.42	
28043 - Carnival Worker	9.84	
28210 - Gate Attendant/Gate Tender	12.51	
28310 - Lifeguard	11.05	
28350 - Park Attendant (Aide)	13.88	
28510 - Recreation Aide/Health Facility Attendant	10.13	
28515 - Recreation Specialist	17.11	
28630 - Sports Official	11.05	
28690 - Swimming Pool Operator	16.58	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	28.89	
29020 - Hatch Tender	28.89	
29030 - Line Handler	28.89	
29041 - Stevedore I	27.00	
29042 - Stevedore II	30.81	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.86	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.63	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.83	
30021 - Archeological Technician I	19.90	
30022 - Archeological Technician II	22.26	
30023 - Archeological Technician III	27.58	
30030 - Cartographic Technician	27.58	
30040 - Civil Engineering Technician	20.21	
30051 - Cryogenic Technician I	30.54	
30052 - Cryogenic Technician II	33.73	
30061 - Drafter/CAD Operator I	19.90	
30062 - Drafter/CAD Operator II	22.26	
30063 - Drafter/CAD Operator III	24.82	
30064 - Drafter/CAD Operator IV	30.54	
30081 - Engineering Technician I	17.94	
30082 - Engineering Technician II	20.15	
30083 - Engineering Technician III	22.54	
30084 - Engineering Technician IV	27.92	
30085 - Engineering Technician V	34.15	
30086 - Engineering Technician VI	41.33	
30090 - Environmental Technician	25.89	
30095 - Evidence Control Specialist	27.58	
30210 - Laboratory Technician	28.96	
30221 - Latent Fingerprint Technician I	30.54	
30222 - Latent Fingerprint Technician II	33.73	
30240 - Mathematical Technician	27.58	
30361 - Paralegal/Legal Assistant I	17.91	
30362 - Paralegal/Legal Assistant II	22.19	
30363 - Paralegal/Legal Assistant III	27.14	
30364 - Paralegal/Legal Assistant IV	32.84	



30375 - Petroleum Supply Specialist	33.73	
30390 - Photo-Optics Technician	25.86	
30395 - Radiation Control Technician	33.73	
30461 - Technical Writer I	27.58	
30462 - Technical Writer II	33.73	
30463 - Technical Writer III	40.81	
30491 - Unexploded Ordnance (UXO) Technician I		29.15
30492 - Unexploded Ordnance (UXO) Technician II		35.26
30493 - Unexploded Ordnance (UXO) Technician III		42.27
30494 - Unexploded (UXO) Safety Escort		29.15
30495 - Unexploded (UXO) Sweep Personnel		29.15
30501 - Weather Forecaster I	30.54	
30502 - Weather Forecaster II	37.15	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.82
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.58
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.26	
31020 - Bus Aide	13.15	
31030 - Bus Driver	18.45	
31043 - Driver Courier	13.17	
31260 - Parking and Lot Attendant	11.66	
31290 - Shuttle Bus Driver	14.18	
31310 - Taxi Driver	11.36	
31361 - Truckdriver, Light	14.18	
31362 - Truckdriver, Medium	15.07	
31363 - Truckdriver, Heavy	19.74	
31364 - Truckdriver, Tractor-Trailer	19.74	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.19	
99030 - Cashier	10.74	
99050 - Desk Clerk	9.68	
99095 - Embalmer	29.15	
99130 - Flight Follower	29.15	
99251 - Laboratory Animal Caretaker I		11.08
99252 - Laboratory Animal Caretaker II		11.92
99260 - Marketing Analyst	33.05	
99310 - Mortician	29.15	
99410 - Pest Controller	20.53	
99510 - Photofinishing Worker	15.32	
99710 - Recycling Laborer	16.73	
99711 - Recycling Specialist	19.73	
99730 - Refuse Collector	15.00	
99810 - Sales Clerk	10.88	
99820 - School Crossing Guard	14.92	
99830 - Survey Party Chief	23.58	
99831 - Surveying Aide	16.42	
99832 - Surveying Technician	19.63	
99840 - Vending Machine Attendant	20.18	
99841 - Vending Machine Repairer	24.94	
99842 - Vending Machine Repairer Helper	20.18	

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5805  
Daniel W. Simms | Division of | Revision No.: 14  
Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Culberson

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.18	
01012 - Accounting Clerk II	15.93	
01013 - Accounting Clerk III	17.81	
01020 - Administrative Assistant	23.71	
01035 - Court Reporter	17.04	
01041 - Customer Service Representative I	13.46	
01042 - Customer Service Representative II	14.69	
01043 - Customer Service Representative III	16.50	
01051 - Data Entry Operator I	15.07	
01052 - Data Entry Operator II	16.45	
01060 - Dispatcher, Motor Vehicle	19.64	
01070 - Document Preparation Clerk	13.57	
01090 - Duplicating Machine Operator	13.57	
01111 - General Clerk I	12.56	
01112 - General Clerk II	13.70	
01113 - General Clerk III	15.38	
01120 - Housing Referral Assistant	18.99	
01141 - Messenger Courier	10.31	



01191 - Order Clerk I	16.38
01192 - Order Clerk II	17.88
01261 - Personnel Assistant (Employment) I	15.37
01262 - Personnel Assistant (Employment) II	17.19
01263 - Personnel Assistant (Employment) III	19.16
01270 - Production Control Clerk	16.69
01290 - Rental Clerk	13.46
01300 - Scheduler, Maintenance	15.24
01311 - Secretary I	15.24
01312 - Secretary II	17.04
01313 - Secretary III	18.99
01320 - Service Order Dispatcher	17.25
01410 - Supply Technician	23.71
01420 - Survey Worker	14.27
01460 - Switchboard Operator/Receptionist	11.72
01531 - Travel Clerk I	11.83
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.66
01611 - Word Processor I	13.57
01612 - Word Processor II	15.24
01613 - Word Processor III	17.04
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.02
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	14.63
05400 - Transmission Repair Specialist	24.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.61
07041 - Cook I	11.25
07042 - Cook II	13.05
07070 - Dishwasher	9.24
07130 - Food Service Worker	10.82
07210 - Meat Cutter	13.64
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.58
09040 - Furniture Handler	11.38
09080 - Furniture Refinisher	18.58
09090 - Furniture Refinisher Helper	13.79
09110 - Furniture Repairer, Minor	16.18
09130 - Upholsterer	18.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.84

11060 - Elevator Operator	11.78
11090 - Gardener	17.53
11122 - Housekeeping Aide	11.78
11150 - Janitor	11.78
11210 - Laborer, Grounds Maintenance	13.30
11240 - Maid or Houseman	10.24
11260 - Pruner	12.02
11270 - Tractor Operator	16.11
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	13.04
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	32.04
12015 - Certified Physical Therapist Assistant	31.55
12020 - Dental Assistant	15.81
12025 - Dental Hygienist	34.95
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	16.54
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.15
12100 - Medical Assistant	14.18
12130 - Medical Laboratory Technician	24.14
12160 - Medical Record Clerk	15.75
12190 - Medical Record Technician	17.61
12195 - Medical Transcriptionist	17.31
12210 - Nuclear Medicine Technologist	40.68
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	14.33
12236 - Optical Technician	16.48
12250 - Pharmacy Technician	17.46
12280 - Phlebotomist	14.03
12305 - Radiologic Technologist	25.26
12311 - Registered Nurse I	24.91
12312 - Registered Nurse II	30.48
12313 - Registered Nurse II, Specialist	30.48
12314 - Registered Nurse III	36.88
12315 - Registered Nurse III, Anesthetist	36.88
12316 - Registered Nurse IV	44.20
12317 - Scheduler (Drug and Alcohol Testing)	22.93
12320 - Substance Abuse Treatment Counselor	22.78
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	27.44
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	27.44
13047 - Librarian	24.84

13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.43
13058 - Library Technician		17.24
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.10
13063 - Media Specialist III		20.18
13071 - Photographer I		16.19
13072 - Photographer II		18.10
13073 - Photographer III		22.43
13074 - Photographer IV		27.44
13075 - Photographer V		33.20
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		19.12
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		20.55
14044 - Computer Operator IV		22.84
14045 - Computer Operator V		25.29
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		22.84
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.70
15020 - Aircrew Training Devices Instructor (Rated)		32.31
15030 - Air Crew Training Devices Instructor (Pilot)		38.72
15050 - Computer Based Training Specialist / Instructor		26.70
15060 - Educational Technologist		32.13
15070 - Flight Instructor (Pilot)		38.72
15080 - Graphic Artist		23.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.72
15086 - Maintenance Test Pilot, Rotary Wing		38.72
15088 - Non-Maintenance Test/Co-Pilot		38.72
15090 - Technical Instructor		24.05
15095 - Technical Instructor/Course Developer		29.40
15110 - Test Proctor		19.40
15120 - Tutor		19.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.21
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.00	
16220 - Tailor	12.79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.00
19040 - Tool And Die Maker	27.60	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.06	
21030 - Material Coordinator	16.69	
21040 - Material Expediter	16.69	
21050 - Material Handling Laborer	14.31	
21071 - Order Filler	11.97	
21080 - Production Line Worker (Food Processing)		18.06
21110 - Shipping Packer	17.02	
21130 - Shipping/Receiving Clerk	17.02	
21140 - Store Worker I	11.86	
21150 - Stock Clerk	15.74	
21210 - Tools And Parts Attendant	18.06	
21410 - Warehouse Specialist	18.06	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	27.42	
23019 - Aircraft Logs and Records Technician		21.18
23021 - Aircraft Mechanic I	25.92	
23022 - Aircraft Mechanic II	27.42	
23023 - Aircraft Mechanic III	28.90	
23040 - Aircraft Mechanic Helper	18.03	
23050 - Aircraft, Painter	22.00	
23060 - Aircraft Servicer	21.18	
23070 - Aircraft Survival Flight Equipment Technician		22.00
23080 - Aircraft Worker	22.86	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		25.92
23110 - Appliance Mechanic	22.00	
23120 - Bicycle Repairer	17.76	
23125 - Cable Splicer	27.09	
23130 - Carpenter, Maintenance	24.06	
23140 - Carpet Layer	20.60	
23160 - Electrician, Maintenance	24.41	
23181 - Electronics Technician Maintenance I		30.59
23182 - Electronics Technician Maintenance II		32.65
23183 - Electronics Technician Maintenance III		34.86
23260 - Fabric Worker	19.16	
23290 - Fire Alarm System Mechanic	23.47	
23310 - Fire Extinguisher Repairer	17.76	
23311 - Fuel Distribution System Mechanic	22.99	
23312 - Fuel Distribution System Operator	17.39	
23370 - General Maintenance Worker	16.35	
23380 - Ground Support Equipment Mechanic		25.92
23381 - Ground Support Equipment Servicer		21.18
23382 - Ground Support Equipment Worker		22.86
23391 - Gunsmith I	17.76	
23392 - Gunsmith II	20.60	

23393 - Gunsmith III	23.47	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.68
23430 - Heavy Equipment Mechanic	27.36	
23440 - Heavy Equipment Operator	22.80	
23460 - Instrument Mechanic	23.47	
23465 - Laboratory/Shelter Mechanic	22.00	
23470 - Laborer	14.31	
23510 - Locksmith	22.00	
23530 - Machinery Maintenance Mechanic		25.22
23550 - Machinist, Maintenance	21.11	
23580 - Maintenance Trades Helper	13.71	
23591 - Metrology Technician I	23.47	
23592 - Metrology Technician II	24.89	
23593 - Metrology Technician III	26.29	
23640 - Millwright	24.95	
23710 - Office Appliance Repairer	22.00	
23760 - Painter, Maintenance	19.86	
23790 - Pipefitter, Maintenance	27.42	
23810 - Plumber, Maintenance	25.70	
23820 - Pneudraulic Systems Mechanic		23.47
23850 - Rigger	24.84	
23870 - Scale Mechanic	20.60	
23890 - Sheet-Metal Worker, Maintenance		24.00
23910 - Small Engine Mechanic	17.71	
23931 - Telecommunications Mechanic I		23.02
23932 - Telecommunications Mechanic II		24.35
23950 - Telephone Lineman	24.64	
23960 - Welder, Combination, Maintenance		21.09
23965 - Well Driller	22.89	
23970 - Woodcraft Worker	23.47	
23980 - Woodworker	17.76	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.10	
24570 - Child Care Attendant	9.42	
24580 - Child Care Center Clerk	11.74	
24610 - Chore Aide	10.60	
24620 - Family Readiness And Support Services Coordinator		14.10
24630 - Homemaker	14.10	
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	16.99	
27007 - Baggage Inspector	13.83	
27008 - Corrections Officer	20.47	
27010 - Court Security Officer	20.54	
27030 - Detection Dog Handler	15.46	

27040 - Detention Officer	20.47	
27070 - Firefighter	20.75	
27101 - Guard I	13.83	
27102 - Guard II	15.46	
27131 - Police Officer I	21.41	
27132 - Police Officer II	23.78	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.66	
28042 - Carnival Equipment Repairer	13.77	
28043 - Carnival Worker	9.46	
28210 - Gate Attendant/Gate Tender	16.06	
28310 - Lifeguard	11.90	
28350 - Park Attendant (Aide)	17.97	
28510 - Recreation Aide/Health Facility Attendant	13.12	
28515 - Recreation Specialist	20.65	
28630 - Sports Official	14.31	
28690 - Swimming Pool Operator	16.36	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	30.24	
29020 - Hatch Tender	30.24	
29030 - Line Handler	30.24	
29041 - Stevedore I	27.80	
29042 - Stevedore II	33.64	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	19.84	
30022 - Archeological Technician II	22.20	
30023 - Archeological Technician III	27.62	
30030 - Cartographic Technician	27.63	
30040 - Civil Engineering Technician	19.04	
30051 - Cryogenic Technician I	30.46	
30052 - Cryogenic Technician II	33.64	
30061 - Drafter/CAD Operator I	19.84	
30062 - Drafter/CAD Operator II	22.20	
30063 - Drafter/CAD Operator III	24.74	
30064 - Drafter/CAD Operator IV	30.46	
30081 - Engineering Technician I	15.71	
30082 - Engineering Technician II	17.63	
30083 - Engineering Technician III	20.27	
30084 - Engineering Technician IV	24.96	
30085 - Engineering Technician V	29.90	
30086 - Engineering Technician VI	36.17	
30090 - Environmental Technician	26.66	
30095 - Evidence Control Specialist	27.50	
30210 - Laboratory Technician	29.37	
30221 - Latent Fingerprint Technician I	30.46	
30222 - Latent Fingerprint Technician II	33.64	
30240 - Mathematical Technician	27.50	
30361 - Paralegal/Legal Assistant I	19.44	
30362 - Paralegal/Legal Assistant II	24.08	
30363 - Paralegal/Legal Assistant III	29.45	
30364 - Paralegal/Legal Assistant IV	35.63	

30375 - Petroleum Supply Specialist		33.64
30390 - Photo-Optics Technician		27.50
30395 - Radiation Control Technician		33.64
30461 - Technical Writer I		27.99
30462 - Technical Writer II		34.23
30463 - Technical Writer III		41.42
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		30.46
30502 - Weather Forecaster II		37.04
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.74
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.34
31030 - Bus Driver		18.95
31043 - Driver Courier		15.83
31260 - Parking and Lot Attendant		12.06
31290 - Shuttle Bus Driver		15.65
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		17.22
31362 - Truckdriver, Medium		18.58
31363 - Truckdriver, Heavy		22.29
31364 - Truckdriver, Tractor-Trailer		22.29
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.80
99050 - Desk Clerk		10.35
99095 - Embalmer		26.55
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		14.12
99252 - Laboratory Animal Caretaker II		15.36
99260 - Marketing Analyst		32.61
99310 - Mortician		26.55
99410 - Pest Controller		19.75
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		17.82
99711 - Recycling Specialist		21.56
99730 - Refuse Collector		15.92
99810 - Sales Clerk		11.96
99820 - School Crossing Guard		12.43
99830 - Survey Party Chief		28.08
99831 - Surveying Aide		19.45
99832 - Surveying Technician		22.96
99840 - Vending Machine Attendant		17.22
99841 - Vending Machine Repairer		21.73
99842 - Vending Machine Repairer Helper		17.22

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5807  
 Daniel W. Simms | Division of | Revision No.: 14  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Comanche, Eastland, Stephens, Young

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.62	
01012 - Accounting Clerk II	16.42	
01013 - Accounting Clerk III	18.36	
01020 - Administrative Assistant	23.33	
01035 - Court Reporter	24.95	
01041 - Customer Service Representative I	12.20	
01042 - Customer Service Representative II	13.73	
01043 - Customer Service Representative III	14.97	
01051 - Data Entry Operator I	13.42	
01052 - Data Entry Operator II	14.65	
01060 - Dispatcher, Motor Vehicle	18.85	
01070 - Document Preparation Clerk	15.19	
01090 - Duplicating Machine Operator	15.19	
01111 - General Clerk I	13.67	
01112 - General Clerk II	16.25	
01113 - General Clerk III	17.46	
01120 - Housing Referral Assistant	19.21	
01141 - Messenger Courier	13.04	

01191 - Order Clerk I	17.69	
01192 - Order Clerk II	19.30	
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		21.13
01270 - Production Control Clerk	20.05	
01290 - Rental Clerk	14.47	
01300 - Scheduler, Maintenance	15.37	
01311 - Secretary I	15.37	
01312 - Secretary II	17.77	
01313 - Secretary III	19.21	
01320 - Service Order Dispatcher	16.84	
01410 - Supply Technician	23.33	
01420 - Survey Worker	15.22	
01460 - Switchboard Operator/Receptionist		11.90
01531 - Travel Clerk I	12.77	
01532 - Travel Clerk II	13.67	
01533 - Travel Clerk III	14.72	
01611 - Word Processor I	13.02	
01612 - Word Processor II	15.37	
01613 - Word Processor III	17.77	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.25
05010 - Automotive Electrician	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	15.09	
05400 - Transmission Repair Specialist	22.68	
07000 - Food Preparation And Service Occupations		
07010 - Baker	12.82	
07041 - Cook I	10.16	
07042 - Cook II	11.63	
07070 - Dishwasher	9.20	
07130 - Food Service Worker	10.12	
07210 - Meat Cutter	13.09	
07260 - Waiter/Waitress	9.26	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	19.02	
09040 - Furniture Handler	11.85	
09080 - Furniture Refinisher	19.02	
09090 - Furniture Refinisher Helper	14.25	
09110 - Furniture Repairer, Minor	16.63	
09130 - Upholsterer	19.02	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	12.00	

11060 - Elevator Operator	11.90
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	13.25
11240 - Maid or Houseman	10.23
11260 - Pruner	11.92
11270 - Tractor Operator	15.79
11330 - Trail Maintenance Worker	13.25
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.42
12011 - Breath Alcohol Technician	19.67
12012 - Certified Occupational Therapist Assistant	32.27
12015 - Certified Physical Therapist Assistant	35.54
12020 - Dental Assistant	17.38
12025 - Dental Hygienist	36.11
12030 - EKG Technician	25.38
12035 - Electroneurodiagnostic Technologist	25.38
12040 - Emergency Medical Technician	16.42
12071 - Licensed Practical Nurse I	17.60
12072 - Licensed Practical Nurse II	19.67
12073 - Licensed Practical Nurse III	21.93
12100 - Medical Assistant	14.42
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	14.92
12190 - Medical Record Technician	16.68
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	43.24
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	16.29
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	16.52
12280 - Phlebotomist	14.52
12305 - Radiologic Technologist	27.88
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)	24.37
12320 - Substance Abuse Treatment Counselor	24.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.00
13012 - Exhibits Specialist II	22.29
13013 - Exhibits Specialist III	27.27
13041 - Illustrator I	18.00
13042 - Illustrator II	22.29
13043 - Illustrator III	27.27
13047 - Librarian	24.69



13050 - Library Aide/Clerk	11.39	
13054 - Library Information Technology Systems Administrator		22.29
13058 - Library Technician	14.76	
13061 - Media Specialist I	16.09	
13062 - Media Specialist II	18.00	
13063 - Media Specialist III	20.06	
13071 - Photographer I	16.09	
13072 - Photographer II	18.00	
13073 - Photographer III	22.29	
13074 - Photographer IV	27.27	
13075 - Photographer V	33.00	
13090 - Technical Order Library Clerk		16.77
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.13	
14042 - Computer Operator II	19.16	
14043 - Computer Operator III	21.36	
14044 - Computer Operator IV	23.74	
14045 - Computer Operator V	25.20	
14071 - Computer Programmer I	(see 1)	23.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.13
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist	26.31	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.48
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist	32.16	
15070 - Flight Instructor (Pilot)	46.12	
15080 - Graphic Artist	19.64	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	18.36	
15095 - Technical Instructor/Course Developer		22.46
15110 - Test Proctor	17.77	
15120 - Tutor	17.77	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.77	
16030 - Counter Attendant	10.77	
16040 - Dry Cleaner	13.57	
16070 - Finisher, Flatwork, Machine		10.77
16090 - Presser, Hand	10.77	
16110 - Presser, Machine, Drycleaning		10.77
16130 - Presser, Machine, Shirts	10.77	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.77

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	15.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.66
19040 - Tool And Die Maker	24.37	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.36	
21030 - Material Coordinator	20.05	
21040 - Material Expediter	20.05	
21050 - Material Handling Laborer	13.45	
21071 - Order Filler	13.31	
21080 - Production Line Worker (Food Processing)		18.36
21110 - Shipping Packer	14.55	
21130 - Shipping/Receiving Clerk	14.55	
21140 - Store Worker I	12.59	
21150 - Stock Clerk	17.21	
21210 - Tools And Parts Attendant	18.36	
21410 - Warehouse Specialist	18.36	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	27.64	
23019 - Aircraft Logs and Records Technician	20.59	
23021 - Aircraft Mechanic I	26.08	
23022 - Aircraft Mechanic II	27.64	
23023 - Aircraft Mechanic III	29.18	
23040 - Aircraft Mechanic Helper	18.38	
23050 - Aircraft, Painter	23.74	
23060 - Aircraft Servicer	20.59	
23070 - Aircraft Survival Flight Equipment Technician		23.74
23080 - Aircraft Worker	22.07	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		22.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.08
23110 - Appliance Mechanic	21.19	
23120 - Bicycle Repairer	17.48	
23125 - Cable Splicer	29.32	
23130 - Carpenter, Maintenance	17.06	
23140 - Carpet Layer	18.38	
23160 - Electrician, Maintenance	22.64	
23181 - Electronics Technician Maintenance I	27.34	
23182 - Electronics Technician Maintenance II	29.08	
23183 - Electronics Technician Maintenance III	30.70	
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.65	
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21.30	
23312 - Fuel Distribution System Operator	16.68	
23370 - General Maintenance Worker	17.88	
23380 - Ground Support Equipment Mechanic	26.08	
23381 - Ground Support Equipment Servicer	20.59	
23382 - Ground Support Equipment Worker	22.07	
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	

23393 - Gunsmith III	22.36	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.08
23430 - Heavy Equipment Mechanic	22.27	
23440 - Heavy Equipment Operator	20.02	
23460 - Instrument Mechanic	22.36	
23465 - Laboratory/Shelter Mechanic	21.19	
23470 - Laborer	13.45	
23510 - Locksmith	21.19	
23530 - Machinery Maintenance Mechanic		25.69
23550 - Machinist, Maintenance	19.62	
23580 - Maintenance Trades Helper	13.56	
23591 - Metrology Technician I	22.36	
23592 - Metrology Technician II	23.51	
23593 - Metrology Technician III	24.64	
23640 - Millwright	24.84	
23710 - Office Appliance Repairer	21.19	
23760 - Painter, Maintenance	17.34	
23790 - Pipefitter, Maintenance	23.15	
23810 - Plumber, Maintenance	21.94	
23820 - Pneudraulic Systems Mechanic		22.36
23850 - Rigger	22.02	
23870 - Scale Mechanic	20.01	
23890 - Sheet-Metal Worker, Maintenance		22.02
23910 - Small Engine Mechanic	20.01	
23931 - Telecommunications Mechanic I		31.20
23932 - Telecommunications Mechanic II		32.79
23950 - Telephone Lineman	31.22	
23960 - Welder, Combination, Maintenance		19.24
23965 - Well Driller	24.81	
23970 - Woodcraft Worker	22.36	
23980 - Woodworker	17.48	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.93	
24570 - Child Care Attendant	9.15	
24580 - Child Care Center Clerk	12.97	
24610 - Chore Aide	10.10	
24620 - Family Readiness And Support Services Coordinator		14.91
24630 - Homemaker	15.93	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.03	
25040 - Sewage Plant Operator	17.31	
25070 - Stationary Engineer	23.03	
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		17.31
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.09	
27007 - Baggage Inspector	14.06	
27008 - Corrections Officer	19.82	
27010 - Court Security Officer	19.65	
27030 - Detection Dog Handler	15.74	

27040 - Detention Officer	19.82	
27070 - Firefighter	20.08	
27101 - Guard I	14.06	
27102 - Guard II	15.74	
27131 - Police Officer I	23.04	
27132 - Police Officer II	25.57	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.51	
28042 - Carnival Equipment Repairer	14.60	
28043 - Carnival Worker	10.20	
28210 - Gate Attendant/Gate Tender	13.96	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	15.62	
28510 - Recreation Aide/Health Facility Attendant	11.40	
28515 - Recreation Specialist	19.13	
28630 - Sports Official	12.43	
28690 - Swimming Pool Operator	16.70	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.18	
29020 - Hatch Tender	21.18	
29030 - Line Handler	21.18	
29041 - Stevedore I	19.90	
29042 - Stevedore II	22.42	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	17.84	
30022 - Archeological Technician II	19.96	
30023 - Archeological Technician III	24.73	
30030 - Cartographic Technician	24.73	
30040 - Civil Engineering Technician	21.39	
30051 - Cryogenic Technician I	27.39	
30052 - Cryogenic Technician II	30.24	
30061 - Drafter/CAD Operator I	17.84	
30062 - Drafter/CAD Operator II	19.96	
30063 - Drafter/CAD Operator III	22.25	
30064 - Drafter/CAD Operator IV	27.39	
30081 - Engineering Technician I	17.46	
30082 - Engineering Technician II	19.60	
30083 - Engineering Technician III	21.92	
30084 - Engineering Technician IV	27.16	
30085 - Engineering Technician V	33.21	
30086 - Engineering Technician VI	40.19	
30090 - Environmental Technician	23.68	
30095 - Evidence Control Specialist	24.73	
30210 - Laboratory Technician	29.22	
30221 - Latent Fingerprint Technician I	27.39	
30222 - Latent Fingerprint Technician II	30.24	
30240 - Mathematical Technician	24.73	
30361 - Paralegal/Legal Assistant I	20.47	
30362 - Paralegal/Legal Assistant II	25.36	
30363 - Paralegal/Legal Assistant III	31.02	
30364 - Paralegal/Legal Assistant IV	37.54	

30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		23.65
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		24.73
30462 - Technical Writer II		30.24
30463 - Technical Writer III		36.60
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.25
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		13.60
31030 - Bus Driver		18.80
31043 - Driver Courier		12.19
31260 - Parking and Lot Attendant		12.25
31290 - Shuttle Bus Driver		13.18
31310 - Taxi Driver		12.71
31361 - Truckdriver, Light		13.18
31362 - Truckdriver, Medium		15.45
31363 - Truckdriver, Heavy		21.06
31364 - Truckdriver, Tractor-Trailer		21.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		9.94
99050 - Desk Clerk		11.45
99095 - Embalmer		27.28
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		11.61
99252 - Laboratory Animal Caretaker II		12.55
99260 - Marketing Analyst		31.75
99310 - Mortician		27.28
99410 - Pest Controller		16.27
99510 - Photofinishing Worker		14.50
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		22.87
99730 - Refuse Collector		17.30
99810 - Sales Clerk		11.74
99820 - School Crossing Guard		13.87
99830 - Survey Party Chief		21.46
99831 - Surveying Aide		14.95
99832 - Surveying Technician		20.50
99840 - Vending Machine Attendant		18.30
99841 - Vending Machine Repairer		22.63
99842 - Vending Machine Repairer Helper		18.30

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the



following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5809  
 Daniel W. Simms | Division of | Revision No.: 14  
 Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Brown, Coke, Coleman, Concho, Kimble, McCulloch, Menard, Runnels, Schleicher, Sterling, Sutton

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.78
01012 - Accounting Clerk II		18.83
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.77
01041 - Customer Service Representative I		13.95
01042 - Customer Service Representative II		15.70
01043 - Customer Service Representative III		17.13
01051 - Data Entry Operator I		13.57
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		18.03
01070 - Document Preparation Clerk		13.57
01090 - Duplicating Machine Operator		13.57
01111 - General Clerk I		14.90
01112 - General Clerk II		16.26
01113 - General Clerk III		18.26
01120 - Housing Referral Assistant		19.21

01141 - Messenger Courier	13.82
01191 - Order Clerk I	14.53
01192 - Order Clerk II	16.04
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	18.09
01263 - Personnel Assistant (Employment) III	20.16
01270 - Production Control Clerk	20.48
01290 - Rental Clerk	13.93
01300 - Scheduler, Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	16.09
01410 - Supply Technician	21.69
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	13.57
01612 - Word Processor II	15.37
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.05
05010 - Automotive Electrician	20.80
05040 - Automotive Glass Installer	19.44
05070 - Automotive Worker	19.44
05110 - Mobile Equipment Servicer	16.77
05130 - Motor Equipment Metal Mechanic	22.05
05160 - Motor Equipment Metal Worker	19.44
05190 - Motor Vehicle Mechanic	22.05
05220 - Motor Vehicle Mechanic Helper	15.43
05250 - Motor Vehicle Upholstery Worker	18.09
05280 - Motor Vehicle Wrecker	19.44
05310 - Painter, Automotive	20.80
05340 - Radiator Repair Specialist	19.44
05370 - Tire Repairer	14.14
05400 - Transmission Repair Specialist	22.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.72
07041 - Cook I	11.29
07042 - Cook II	13.09
07070 - Dishwasher	9.51
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer, Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	

11030 - Cleaner, Vehicles	12.67
11060 - Elevator Operator	11.18
11090 - Gardener	18.88
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	14.35
11240 - Maid or Houseman	9.78
11260 - Pruner	12.83
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	16.65
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	33.49
12015 - Certified Physical Therapist Assistant	29.37
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	40.65
12030 - EKG Technician	30.71
12035 - Electroneurodiagnostic Technologist	30.71
12040 - Emergency Medical Technician	16.65
12071 - Licensed Practical Nurse I	17.84
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	15.04
12190 - Medical Record Technician	16.82
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	43.83
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	14.65
12236 - Optical Technician	17.84
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.49
12305 - Radiologic Technologist	27.71
12311 - Registered Nurse I	27.00
12312 - Registered Nurse II	33.03
12313 - Registered Nurse II, Specialist	33.03
12314 - Registered Nurse III	39.97
12315 - Registered Nurse III, Anesthetist	39.97
12316 - Registered Nurse IV	47.90
12317 - Scheduler (Drug and Alcohol Testing)	24.71
12320 - Substance Abuse Treatment Counselor	21.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.11
13013 - Exhibits Specialist III	27.05
13041 - Illustrator I	17.85
13042 - Illustrator II	22.11
13043 - Illustrator III	27.05

13047 - Librarian		24.48
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		22.11
13058 - Library Technician		14.76
13061 - Media Specialist I		15.96
13062 - Media Specialist II		17.85
13063 - Media Specialist III		19.90
13071 - Photographer I		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		17.91
13110 - Video Teleconference Technician		15.96
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)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.92
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist		22.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.86
15020 - Aircrew Training Devices Instructor (Rated)		41.82
15030 - Air Crew Training Devices Instructor (Pilot)		50.12
15050 - Computer Based Training Specialist / Instructor		33.86
15060 - Educational Technologist		30.19
15070 - Flight Instructor (Pilot)		50.12
15080 - Graphic Artist		19.83
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.12
15086 - Maintenance Test Pilot, Rotary Wing		50.12
15088 - Non-Maintenance Test/Co-Pilot		50.12
15090 - Technical Instructor		19.98
15095 - Technical Instructor/Course Developer		24.45
15110 - Test Proctor		19.55
15120 - Tutor		19.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.03
16030 - Counter Attendant		10.03
16040 - Dry Cleaner		12.17
16070 - Finisher, Flatwork, Machine		10.03
16090 - Presser, Hand		10.03
16110 - Presser, Machine, Drycleaning		10.03
16130 - Presser, Machine, Shirts		10.03

16160 - Presser, Machine, Wearing Apparel, Laundry		10.03
16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.72	
21030 - Material Coordinator	20.48	
21040 - Material Expediter	20.48	
21050 - Material Handling Laborer	13.50	
21071 - Order Filler	13.21	
21080 - Production Line Worker (Food Processing)		15.72
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	11.95	
21150 - Stock Clerk	16.66	
21210 - Tools And Parts Attendant	15.72	
21410 - Warehouse Specialist	15.72	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	25.13	
23019 - Aircraft Logs and Records Technician		19.26
23021 - Aircraft Mechanic I	23.71	
23022 - Aircraft Mechanic II	25.13	
23023 - Aircraft Mechanic III	26.53	
23040 - Aircraft Mechanic Helper	16.71	
23050 - Aircraft, Painter	22.14	
23060 - Aircraft Servicer	19.26	
23070 - Aircraft Survival Flight Equipment Technician		22.14
23080 - Aircraft Worker	20.70	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.71
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41	
23125 - Cable Splicer	28.48	
23130 - Carpenter, Maintenance	16.96	
23140 - Carpet Layer	19.02	
23160 - Electrician, Maintenance	24.70	
23181 - Electronics Technician Maintenance I	27.34	
23182 - Electronics Technician Maintenance II	29.27	
23183 - Electronics Technician Maintenance III	31.30	
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.58	
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	20.04	
23312 - Fuel Distribution System Operator	16.56	
23370 - General Maintenance Worker	16.18	
23380 - Ground Support Equipment Mechanic		23.71
23381 - Ground Support Equipment Servicer		19.26
23382 - Ground Support Equipment Worker		20.70
23391 - Gunsmith I	16.41	



23392 - Gunsmith II	19.02	
23393 - Gunsmith III	21.58	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.14
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.35
23430 - Heavy Equipment Mechanic	23.28	
23440 - Heavy Equipment Operator	19.24	
23460 - Instrument Mechanic	21.58	
23465 - Laboratory/Shelter Mechanic	20.35	
23470 - Laborer	13.50	
23510 - Locksmith	20.35	
23530 - Machinery Maintenance Mechanic		23.91
23550 - Machinist, Maintenance	21.04	
23580 - Maintenance Trades Helper	14.20	
23591 - Metrology Technician I	21.58	
23592 - Metrology Technician II	22.74	
23593 - Metrology Technician III	23.92	
23640 - Millwright	23.87	
23710 - Office Appliance Repairer	20.35	
23760 - Painter, Maintenance	18.96	
23790 - Pipefitter, Maintenance	24.35	
23810 - Plumber, Maintenance	22.97	
23820 - Pneudraulic Systems Mechanic		21.58
23850 - Rigger	21.58	
23870 - Scale Mechanic	19.02	
23890 - Sheet-Metal Worker, Maintenance		21.16
23910 - Small Engine Mechanic	20.84	
23931 - Telecommunications Mechanic I	28.92	
23932 - Telecommunications Mechanic II	30.48	
23950 - Telephone Lineman	25.08	
23960 - Welder, Combination, Maintenance		19.79
23965 - Well Driller	22.55	
23970 - Woodcraft Worker	21.58	
23980 - Woodworker	16.41	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.93	
24570 - Child Care Attendant	9.46	
24580 - Child Care Center Clerk	12.97	
24610 - Chore Aide	10.29	
24620 - Family Readiness And Support Services Coordinator		14.72
24630 - Homemaker	15.93	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.66	
25040 - Sewage Plant Operator	18.94	
25070 - Stationary Engineer	24.66	
25190 - Ventilation Equipment Tender	17.26	
25210 - Water Treatment Plant Operator	18.94	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.80	
27007 - Baggage Inspector	14.54	
27008 - Corrections Officer	20.46	
27010 - Court Security Officer	20.47	

27030 - Detection Dog Handler	16.26	
27040 - Detention Officer	20.46	
27070 - Firefighter	20.08	
27101 - Guard I	14.54	
27102 - Guard II	16.26	
27131 - Police Officer I	23.59	
27132 - Police Officer II	26.22	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.30	
28042 - Carnival Equipment Repairer	14.45	
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	13.35	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.94	
28510 - Recreation Aide/Health Facility Attendant	10.90	
28515 - Recreation Specialist	17.77	
28630 - Sports Official	11.90	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.64	
29020 - Hatch Tender	23.64	
29030 - Line Handler	23.64	
29041 - Stevedore I	22.00	
29042 - Stevedore II	25.28	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
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	21.39	
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	16.58	
30082 - Engineering Technician II	18.59	
30083 - Engineering Technician III	20.80	
30084 - Engineering Technician IV	25.93	
30085 - Engineering Technician V	31.53	
30086 - Engineering Technician VI	38.14	
30090 - Environmental Technician	28.76	
30095 - Evidence Control Specialist	28.76	
30210 - Laboratory Technician	23.53	
30221 - Latent Fingerprint Technician I	31.86	
30222 - Latent Fingerprint Technician II	35.19	
30240 - Mathematical Technician	28.76	
30361 - Paralegal/Legal Assistant I	17.97	
30362 - Paralegal/Legal Assistant II	22.26	
30363 - Paralegal/Legal Assistant III	27.23	

30364 - Paralegal/Legal Assistant IV		32.93
30375 - Petroleum Supply Specialist		35.19
30390 - Photo-Optics Technician		24.84
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		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I		31.86
30502 - Weather Forecaster II		38.76
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.88
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	28.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.62
31020 - Bus Aide		12.42
31030 - Bus Driver		17.62
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		15.57
31310 - Taxi Driver		11.91
31361 - Truckdriver, Light		15.57
31362 - Truckdriver, Medium		16.79
31363 - Truckdriver, Heavy		19.70
31364 - Truckdriver, Tractor-Trailer		19.70
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.37
99030 - Cashier		11.05
99050 - Desk Clerk		11.45
99095 - Embalmer		30.45
99130 - Flight Follower		29.44
99251 - Laboratory Animal Caretaker I		12.02
99252 - Laboratory Animal Caretaker II		13.06
99260 - Marketing Analyst		32.35
99310 - Mortician		30.45
99410 - Pest Controller		22.57
99510 - Photofinishing Worker		15.47
99710 - Recycling Laborer		18.66
99711 - Recycling Specialist		22.25
99730 - Refuse Collector		16.84
99810 - Sales Clerk		11.63
99820 - School Crossing Guard		11.65
99830 - Survey Party Chief		22.81
99831 - Surveying Aide		15.87
99832 - Surveying Technician		21.77
99840 - Vending Machine Attendant		18.22
99841 - Vending Machine Repairer		22.95
99842 - Vending Machine Repairer Helper		18.22

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.



When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5811  
 Daniel W. Simms Division of | Revision No.: 14  
 Director Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Anderson

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.62
01012 - Accounting Clerk II		16.42
01013 - Accounting Clerk III		18.36
01020 - Administrative Assistant		23.33
01035 - Court Reporter		24.95
01041 - Customer Service Representative I		12.83
01042 - Customer Service Representative II		14.43
01043 - Customer Service Representative III		15.74
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		14.65
01060 - Dispatcher, Motor Vehicle		18.85
01070 - Document Preparation Clerk		14.80
01090 - Duplicating Machine Operator		14.80
01111 - General Clerk I		13.67
01112 - General Clerk II		15.13
01113 - General Clerk III		16.98
01120 - Housing Referral Assistant		18.22
01141 - Messenger Courier		13.04

01191 - Order Clerk I	17.69	
01192 - Order Clerk II	19.30	
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		18.95
01263 - Personnel Assistant (Employment) III		21.13
01270 - Production Control Clerk	20.05	
01290 - Rental Clerk	12.73	
01300 - Scheduler, Maintenance	14.62	
01311 - Secretary I	14.62	
01312 - Secretary II	16.35	
01313 - Secretary III	18.22	
01320 - Service Order Dispatcher	16.84	
01410 - Supply Technician	23.33	
01420 - Survey Worker	14.17	
01460 - Switchboard Operator/Receptionist		11.90
01531 - Travel Clerk I	12.77	
01532 - Travel Clerk II	13.92	
01533 - Travel Clerk III	15.09	
01611 - Word Processor I	13.17	
01612 - Word Processor II	14.77	
01613 - Word Processor III	16.93	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.25
05010 - Automotive Electrician	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	15.09	
05400 - Transmission Repair Specialist	22.59	
07000 - Food Preparation And Service Occupations		
07010 - Baker	12.82	
07041 - Cook I	10.16	
07042 - Cook II	11.63	
07070 - Dishwasher	9.20	
07130 - Food Service Worker	10.12	
07210 - Meat Cutter	13.24	
07260 - Waiter/Waitress	9.26	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	17.49	
09040 - Furniture Handler	10.15	
09080 - Furniture Refinisher	15.59	
09090 - Furniture Refinisher Helper	11.99	
09110 - Furniture Repairer, Minor	13.82	
09130 - Upholsterer	15.59	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	12.00	

11060 - Elevator Operator	11.90
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.25
11240 - Maid or Houseman	10.23
11260 - Pruner	11.92
11270 - Tractor Operator	15.79
11330 - Trail Maintenance Worker	13.25
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.42
12011 - Breath Alcohol Technician	19.67
12012 - Certified Occupational Therapist Assistant	32.27
12015 - Certified Physical Therapist Assistant	34.22
12020 - Dental Assistant	17.38
12025 - Dental Hygienist	36.11
12030 - EKG Technician	26.30
12035 - Electroneurodiagnostic Technologist	26.30
12040 - Emergency Medical Technician	16.42
12071 - Licensed Practical Nurse I	17.60
12072 - Licensed Practical Nurse II	19.67
12073 - Licensed Practical Nurse III	21.93
12100 - Medical Assistant	14.42
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	14.92
12190 - Medical Record Technician	16.68
12195 - Medical Transcriptionist	16.84
12210 - Nuclear Medicine Technologist	43.24
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	15.95
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	16.52
12280 - Phlebotomist	14.28
12305 - Radiologic Technologist	27.88
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)	24.37
12320 - Substance Abuse Treatment Counselor	24.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.00
13012 - Exhibits Specialist II	22.29
13013 - Exhibits Specialist III	27.27
13041 - Illustrator I	18.00
13042 - Illustrator II	22.29
13043 - Illustrator III	27.27
13047 - Librarian	24.69

13050 - Library Aide/Clerk	11.97	
13054 - Library Information Technology Systems Administrator		22.29
13058 - Library Technician	15.66	
13061 - Media Specialist I	16.09	
13062 - Media Specialist II	18.00	
13063 - Media Specialist III	20.06	
13071 - Photographer I	16.09	
13072 - Photographer II	18.00	
13073 - Photographer III	22.29	
13074 - Photographer IV	27.27	
13075 - Photographer V	33.00	
13090 - Technical Order Library Clerk		16.77
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.13	
14042 - Computer Operator II	19.16	
14043 - Computer Operator III	21.36	
14044 - Computer Operator IV	23.74	
14045 - Computer Operator V	25.20	
14071 - Computer Programmer I	(see 1)	23.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.13
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist	26.31	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.80
15020 - Aircrew Training Devices Instructor (Rated)		38.48
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		31.80
15060 - Educational Technologist	32.16	
15070 - Flight Instructor (Pilot)	46.12	
15080 - Graphic Artist	17.62	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	20.75	
15095 - Technical Instructor/Course Developer		25.13
15110 - Test Proctor	17.61	
15120 - Tutor	17.61	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.77	
16030 - Counter Attendant	10.77	
16040 - Dry Cleaner	13.57	
16070 - Finisher, Flatwork, Machine		10.77
16090 - Presser, Hand	10.77	
16110 - Presser, Machine, Drycleaning		10.77
16130 - Presser, Machine, Shirts	10.77	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.77

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	15.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.05
19040 - Tool And Die Maker	21.84	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.36	
21030 - Material Coordinator	20.05	
21040 - Material Expediter	20.05	
21050 - Material Handling Laborer	13.45	
21071 - Order Filler	13.31	
21080 - Production Line Worker (Food Processing)		18.36
21110 - Shipping Packer	14.55	
21130 - Shipping/Receiving Clerk	14.55	
21140 - Store Worker I	12.59	
21150 - Stock Clerk	17.21	
21210 - Tools And Parts Attendant	18.36	
21410 - Warehouse Specialist	18.36	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	25.27	
23019 - Aircraft Logs and Records Technician	20.20	
23021 - Aircraft Mechanic I	24.04	
23022 - Aircraft Mechanic II	25.27	
23023 - Aircraft Mechanic III	26.49	
23040 - Aircraft Mechanic Helper	17.40	
23050 - Aircraft, Painter	22.78	
23060 - Aircraft Servicer	20.20	
23070 - Aircraft Survival Flight Equipment Technician		22.78
23080 - Aircraft Worker	21.51	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		24.04
23110 - Appliance Mechanic	20.45	
23120 - Bicycle Repairer	17.48	
23125 - Cable Splicer	28.52	
23130 - Carpenter, Maintenance	17.06	
23140 - Carpet Layer	18.38	
23160 - Electrician, Maintenance	21.28	
23181 - Electronics Technician Maintenance I	26.46	
23182 - Electronics Technician Maintenance II	28.01	
23183 - Electronics Technician Maintenance III	29.77	
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.65	
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21.30	
23312 - Fuel Distribution System Operator	16.68	
23370 - General Maintenance Worker	17.88	
23380 - Ground Support Equipment Mechanic	24.04	
23381 - Ground Support Equipment Servicer	20.20	
23382 - Ground Support Equipment Worker	21.51	
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	

23393 - Gunsmith III	22.36	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.08
23430 - Heavy Equipment Mechanic	22.27	
23440 - Heavy Equipment Operator	20.02	
23460 - Instrument Mechanic	22.36	
23465 - Laboratory/Shelter Mechanic	21.19	
23470 - Laborer	13.45	
23510 - Locksmith	21.19	
23530 - Machinery Maintenance Mechanic		25.69
23550 - Machinist, Maintenance	19.34	
23580 - Maintenance Trades Helper	13.56	
23591 - Metrology Technician I	22.36	
23592 - Metrology Technician II	23.51	
23593 - Metrology Technician III	24.64	
23640 - Millwright	24.84	
23710 - Office Appliance Repairer	21.19	
23760 - Painter, Maintenance	17.34	
23790 - Pipefitter, Maintenance	23.15	
23810 - Plumber, Maintenance	21.94	
23820 - Pneudraulic Systems Mechanic		22.36
23850 - Rigger	22.02	
23870 - Scale Mechanic	20.01	
23890 - Sheet-Metal Worker, Maintenance		21.90
23910 - Small Engine Mechanic	20.01	
23931 - Telecommunications Mechanic I		31.20
23932 - Telecommunications Mechanic II		33.18
23950 - Telephone Lineman	31.36	
23960 - Welder, Combination, Maintenance		18.93
23965 - Well Driller	22.96	
23970 - Woodcraft Worker	22.36	
23980 - Woodworker	17.48	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.91	
24570 - Child Care Attendant	9.49	
24580 - Child Care Center Clerk	11.84	
24610 - Chore Aide	10.10	
24620 - Family Readiness And Support Services Coordinator		14.91
24630 - Homemaker	14.91	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.03	
25040 - Sewage Plant Operator	17.31	
25070 - Stationary Engineer	23.03	
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		17.31
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.09	
27007 - Baggage Inspector	14.06	
27008 - Corrections Officer	19.82	
27010 - Court Security Officer	19.65	
27030 - Detection Dog Handler	15.74	

27040 - Detention Officer	19.82	
27070 - Firefighter	17.12	
27101 - Guard I	14.06	
27102 - Guard II	15.74	
27131 - Police Officer I	22.46	
27132 - Police Officer II	24.96	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.88	
28042 - Carnival Equipment Repairer	14.97	
28043 - Carnival Worker	10.20	
28210 - Gate Attendant/Gate Tender	13.96	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	15.62	
28510 - Recreation Aide/Health Facility Attendant	11.35	
28515 - Recreation Specialist	19.27	
28630 - Sports Official	12.43	
28690 - Swimming Pool Operator	16.70	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	20.21	
29020 - Hatch Tender	20.21	
29030 - Line Handler	20.21	
29041 - Stevedore I	18.87	
29042 - Stevedore II	21.39	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	17.84	
30022 - Archeological Technician II	19.96	
30023 - Archeological Technician III	24.73	
30030 - Cartographic Technician	24.73	
30040 - Civil Engineering Technician	21.12	
30051 - Cryogenic Technician I	27.39	
30052 - Cryogenic Technician II	30.24	
30061 - Drafter/CAD Operator I	17.84	
30062 - Drafter/CAD Operator II	19.96	
30063 - Drafter/CAD Operator III	22.25	
30064 - Drafter/CAD Operator IV	27.39	
30081 - Engineering Technician I	16.49	
30082 - Engineering Technician II	19.60	
30083 - Engineering Technician III	21.92	
30084 - Engineering Technician IV	27.16	
30085 - Engineering Technician V	33.21	
30086 - Engineering Technician VI	40.19	
30090 - Environmental Technician	23.73	
30095 - Evidence Control Specialist	24.73	
30210 - Laboratory Technician	29.22	
30221 - Latent Fingerprint Technician I	27.39	
30222 - Latent Fingerprint Technician II	30.24	
30240 - Mathematical Technician	24.73	
30361 - Paralegal/Legal Assistant I	19.91	
30362 - Paralegal/Legal Assistant II	25.14	
30363 - Paralegal/Legal Assistant III	30.16	
30364 - Paralegal/Legal Assistant IV	36.44	



30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		24.19
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		24.73
30462 - Technical Writer II		30.24
30463 - Technical Writer III		36.60
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.25
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	24.73
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		13.60
31030 - Bus Driver		18.80
31043 - Driver Courier		11.85
31260 - Parking and Lot Attendant		12.25
31290 - Shuttle Bus Driver		13.59
31310 - Taxi Driver		12.71
31361 - Truckdriver, Light		12.77
31362 - Truckdriver, Medium		16.13
31363 - Truckdriver, Heavy		21.05
31364 - Truckdriver, Tractor-Trailer		21.05
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		9.94
99050 - Desk Clerk		10.66
99095 - Embalmer		27.28
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		11.61
99252 - Laboratory Animal Caretaker II		12.55
99260 - Marketing Analyst		31.08
99310 - Mortician		27.28
99410 - Pest Controller		16.27
99510 - Photofinishing Worker		14.50
99710 - Recycling Laborer		19.19
99711 - Recycling Specialist		22.87
99730 - Refuse Collector		17.27
99810 - Sales Clerk		11.74
99820 - School Crossing Guard		14.11
99830 - Survey Party Chief		24.00
99831 - Surveying Aide		14.98
99832 - Surveying Technician		20.50
99840 - Vending Machine Attendant		18.30
99841 - Vending Machine Repairer		22.63
99842 - Vending Machine Repairer Helper		18.30

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms 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 | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5839  
 Daniel W. Simms | Division of | Revision No.: 17  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Hood, Somervell

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.42
01012 - Accounting Clerk II		18.44
01013 - Accounting Clerk III		20.62
01020 - Administrative Assistant		29.05
01035 - Court Reporter		23.01
01041 - Customer Service Representative I		14.51
01042 - Customer Service Representative II		15.84
01043 - Customer Service Representative III		17.79
01051 - Data Entry Operator I		14.89
01052 - Data Entry Operator II		16.25
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		16.86
01090 - Duplicating Machine Operator		16.86
01111 - General Clerk I		14.03
01112 - General Clerk II		15.31
01113 - General Clerk III		17.20
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		15.56



01191 - Order Clerk I	15.73
01192 - Order Clerk II	17.16
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.71
01263 - Personnel Assistant (Employment) III	21.97
01270 - Production Control Clerk	24.46
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	18.82
01410 - Supply Technician	29.05
01420 - Survey Worker	17.74
01460 - Switchboard Operator/Receptionist	14.96
01531 - Travel Clerk I	15.62
01532 - Travel Clerk II	16.79
01533 - Travel Clerk III	18.02
01611 - Word Processor I	16.61
01612 - Word Processor II	18.92
01613 - Word Processor III	21.16
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.70
05010 - Automotive Electrician	21.72
05040 - Automotive Glass Installer	21.40
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	17.68
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter, Automotive	21.39
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	14.12
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.29
07041 - Cook I	13.08
07042 - Cook II	15.03
07070 - Dishwasher	10.42
07130 - Food Service Worker	11.72
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	16.19
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	14.23
09130 - Upholsterer	17.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.27

11060 - Elevator Operator	12.61
11090 - Gardener	19.60
11122 - Housekeeping Aide	12.79
11150 - Janitor	12.79
11210 - Laborer, Grounds Maintenance	14.59
11240 - Maid or Houseman	11.53
11260 - Pruner	12.89
11270 - Tractor Operator	17.93
11330 - Trail Maintenance Worker	14.59
11360 - Window Cleaner	14.48
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	21.68
12012 - Certified Occupational Therapist Assistant	35.61
12015 - Certified Physical Therapist Assistant	33.92
12020 - Dental Assistant	20.87
12025 - Dental Hygienist	40.23
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	19.39
12072 - Licensed Practical Nurse II	21.68
12073 - Licensed Practical Nurse III	24.17
12100 - Medical Assistant	16.98
12130 - Medical Laboratory Technician	26.50
12160 - Medical Record Clerk	18.67
12190 - Medical Record Technician	20.88
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	42.41
12221 - Nursing Assistant I	12.89
12222 - Nursing Assistant II	14.48
12223 - Nursing Assistant III	15.80
12224 - Nursing Assistant IV	17.75
12235 - Optical Dispenser	18.47
12236 - Optical Technician	16.72
12250 - Pharmacy Technician	17.16
12280 - Phlebotomist	17.56
12305 - Radiologic Technologist	29.62
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	26.86
12320 - Substance Abuse Treatment Counselor	23.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.93
13012 - Exhibits Specialist II	25.93
13013 - Exhibits Specialist III	31.72
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	37.82
13047 - Librarian	31.56

13050 - Library Aide/Clerk	14.33	
13054 - Library Information Technology Systems 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	18.15	
13072 - Photographer II	20.31	
13073 - Photographer III	25.16	
13074 - Photographer IV	30.77	
13075 - Photographer V	37.24	
13090 - Technical Order Library Clerk		18.01
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I	18.27	
14042 - Computer Operator II	20.44	
14043 - Computer Operator III	23.35	
14044 - Computer Operator IV	27.14	
14045 - Computer Operator V	30.38	
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		18.27
14160 - Personal Computer Support Technician		27.14
14170 - System Support Specialist	29.15	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	32.43	
15070 - Flight Instructor (Pilot)	50.81	
15080 - Graphic Artist	25.79	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.60
15086 - Maintenance Test Pilot, Rotary Wing		47.60
15088 - Non-Maintenance Test/Co-Pilot		47.60
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	10.94	
16030 - Counter Attendant	10.94	
16040 - Dry Cleaner	14.05	
16070 - Finisher, Flatwork, Machine		10.94
16090 - Presser, Hand	10.94	
16110 - Presser, Machine, Drycleaning		10.94
16130 - Presser, Machine, Shirts	10.94	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.94

16190 - Sewing Machine Operator	14.90	
16220 - Tailor	16.02	
16250 - Washer, Machine	12.02	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.05
19040 - Tool And Die Maker	29.08	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.32	
21030 - Material Coordinator	24.46	
21040 - Material Expediter	24.46	
21050 - Material Handling Laborer	14.93	
21071 - Order Filler	14.57	
21080 - Production Line Worker (Food Processing)		17.32
21110 - Shipping Packer	16.39	
21130 - Shipping/Receiving Clerk	16.39	
21140 - Store Worker I	12.67	
21150 - Stock Clerk	18.37	
21210 - Tools And Parts Attendant	17.32	
21410 - Warehouse Specialist	17.32	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	37.80	
23019 - Aircraft Logs and Records Technician	30.72	
23021 - Aircraft Mechanic I	36.07	
23022 - Aircraft Mechanic II	37.80	
23023 - Aircraft Mechanic III	39.57	
23040 - Aircraft Mechanic Helper	25.86	
23050 - Aircraft, Painter	34.22	
23060 - Aircraft Servicer	30.72	
23070 - Aircraft Survival Flight Equipment Technician		34.22
23080 - Aircraft Worker	32.46	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		32.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		36.07
23110 - Appliance Mechanic	19.55	
23120 - Bicycle Repairer	19.15	
23125 - Cable Splicer	28.78	
23130 - Carpenter, Maintenance	19.37	
23140 - Carpet Layer	20.31	
23160 - Electrician, Maintenance	23.40	
23181 - Electronics Technician Maintenance I	26.71	
23182 - Electronics Technician Maintenance II	28.15	
23183 - Electronics Technician Maintenance III	29.65	
23260 - Fabric Worker	23.25	
23290 - Fire Alarm System Mechanic	23.76	
23310 - Fire Extinguisher Repairer	19.15	
23311 - Fuel Distribution System Mechanic	19.40	
23312 - Fuel Distribution System Operator	15.47	
23370 - General Maintenance Worker	19.91	
23380 - Ground Support Equipment Mechanic	36.07	
23381 - Ground Support Equipment Servicer	30.72	
23382 - Ground Support Equipment Worker	32.46	
23391 - Gunsmith I	19.15	
23392 - Gunsmith II	22.00	

23393 - Gunsmith III	24.42	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		23.09
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		24.21
23430 - Heavy Equipment Mechanic		26.05
23440 - Heavy Equipment Operator		20.91
23460 - Instrument Mechanic		27.24
23465 - Laboratory/Shelter Mechanic		23.19
23470 - Laborer	14.64	
23510 - Locksmith	23.35	
23530 - Machinery Maintenance Mechanic		25.54
23550 - Machinist, Maintenance		21.29
23580 - Maintenance Trades Helper		16.50
23591 - Metrology Technician I		27.24
23592 - Metrology Technician II		28.55
23593 - Metrology Technician III		29.88
23640 - Millwright	26.43	
23710 - Office Appliance Repairer		18.86
23760 - Painter, Maintenance		17.81
23790 - Pipefitter, Maintenance		25.76
23810 - Plumber, Maintenance		24.46
23820 - Pneudraulic Systems Mechanic		24.42
23850 - Rigger	24.54	
23870 - Scale Mechanic	22.00	
23890 - Sheet-Metal Worker, Maintenance		21.88
23910 - Small Engine Mechanic		19.51
23931 - Telecommunications Mechanic I		27.12
23932 - Telecommunications Mechanic II		28.41
23950 - Telephone Lineman		28.48
23960 - Welder, Combination, Maintenance		20.38
23965 - Well Driller	20.65	
23970 - Woodcraft Worker		24.42
23980 - Woodworker		19.15
24000 - Personal Needs Occupations		
24550 - Case Manager		17.31
24570 - Child Care Attendant		11.76
24580 - Child Care Center Clerk		14.66
24610 - Chore Aide	10.04	
24620 - Family Readiness And Support Services Coordinator		17.31
24630 - Homemaker		17.73
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	30.15	
25040 - Sewage Plant Operator		21.18
25070 - Stationary Engineer		30.15
25190 - Ventilation Equipment Tender		20.72
25210 - Water Treatment Plant Operator		21.18
27000 - Protective Service Occupations		
27004 - Alarm Monitor	20.26	
27007 - Baggage Inspector		15.51
27008 - Corrections Officer		23.24
27010 - Court Security Officer		26.82
27030 - Detection Dog Handler		18.61

27040 - Detention Officer	23.24	
27070 - Firefighter	30.45	
27101 - Guard I	15.51	
27102 - Guard II	18.61	
27131 - Police Officer I	31.39	
27132 - Police Officer II	34.89	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	14.42	
28042 - Carnival Equipment Repairer	15.76	
28043 - Carnival Worker	10.37	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	11.57	
28515 - Recreation Specialist	19.34	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	18.88	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	28.80	
29020 - Hatch Tender	28.80	
29030 - Line Handler	28.80	
29041 - Stevedore I	27.23	
29042 - Stevedore II	30.26	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	24.64	
30051 - Cryogenic Technician I	28.44	
30052 - Cryogenic Technician II	31.41	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	25.52	
30095 - Evidence Control Specialist	25.68	
30210 - Laboratory Technician	23.35	
30221 - Latent Fingerprint Technician I	26.61	
30222 - Latent Fingerprint Technician II	29.39	
30240 - Mathematical Technician	30.53	
30361 - Paralegal/Legal Assistant I	20.25	
30362 - Paralegal/Legal Assistant II	25.08	
30363 - Paralegal/Legal Assistant III	30.68	
30364 - Paralegal/Legal Assistant IV	37.12	

30375 - Petroleum Supply Specialist		31.41
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		31.41
30461 - Technical Writer I		25.69
30462 - Technical Writer II		31.42
30463 - Technical Writer III		38.01
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		28.44
30502 - Weather Forecaster II		34.59
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.68
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		14.64
31030 - Bus Driver		21.38
31043 - Driver Courier		17.15
31260 - Parking and Lot Attendant		10.91
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		13.24
31361 - Truckdriver, Light		18.75
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		23.34
31364 - Truckdriver, Tractor-Trailer		23.34
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		11.14
99050 - Desk Clerk		11.75
99095 - Embalmer		24.52
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		13.18
99252 - Laboratory Animal Caretaker II		14.41
99260 - Marketing Analyst		37.40
99310 - Mortician		26.46
99410 - Pest Controller		23.14
99510 - Photofinishing Worker		14.64
99710 - Recycling Laborer		20.02
99711 - Recycling Specialist		24.59
99730 - Refuse Collector		17.69
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		11.54
99830 - Survey Party Chief		29.08
99831 - Surveying Aide		16.86
99832 - Surveying Technician		21.23
99840 - Vending Machine Attendant		15.50
99841 - Vending Machine Repairer		19.03
99842 - Vending Machine Repairer Helper		15.46

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5841  
 Daniel W. Simms | Division of | Revision No.: 14  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Brewster, Jeff Davis, Presidio, Terrell

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.21	
01012 - Accounting Clerk II	15.95	
01013 - Accounting Clerk III	17.85	
01020 - Administrative Assistant	23.71	
01035 - Court Reporter	17.77	
01041 - Customer Service Representative I	13.46	
01042 - Customer Service Representative II	14.69	
01043 - Customer Service Representative III	16.50	
01051 - Data Entry Operator I	15.07	
01052 - Data Entry Operator II	16.45	
01060 - Dispatcher, Motor Vehicle	21.81	
01070 - Document Preparation Clerk	14.47	
01090 - Duplicating Machine Operator	14.47	
01111 - General Clerk I	12.56	
01112 - General Clerk II	16.25	
01113 - General Clerk III	16.70	
01120 - Housing Referral Assistant	19.21	
01141 - Messenger Courier	10.96	

01191 - Order Clerk I	16.38
01192 - Order Clerk II	18.06
01261 - Personnel Assistant (Employment) I	15.90
01262 - Personnel Assistant (Employment) II	17.79
01263 - Personnel Assistant (Employment) III	19.84
01270 - Production Control Clerk	19.21
01290 - Rental Clerk	14.76
01300 - Scheduler, Maintenance	15.37
01311 - Secretary I	15.37
01312 - Secretary II	17.77
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	19.47
01410 - Supply Technician	23.71
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	11.72
01531 - Travel Clerk I	11.83
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.66
01611 - Word Processor I	13.57
01612 - Word Processor II	15.37
01613 - Word Processor III	17.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.36
05010 - Automotive Electrician	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	14.63
05400 - Transmission Repair Specialist	24.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.61
07041 - Cook I	11.25
07042 - Cook II	13.05
07070 - Dishwasher	9.24
07130 - Food Service Worker	10.82
07210 - Meat Cutter	14.26
07260 - Waiter/Waitress	8.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.02
09040 - Furniture Handler	12.75
09080 - Furniture Refinisher	20.82
09090 - Furniture Refinisher Helper	15.59
09110 - Furniture Repairer, Minor	18.06
09130 - Upholsterer	19.02
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.84

11060 - Elevator Operator	11.78
11090 - Gardener	17.53
11122 - Housekeeping Aide	11.78
11150 - Janitor	11.78
11210 - Laborer, Grounds Maintenance	13.30
11240 - Maid or Houseman	10.24
11260 - Pruner	12.02
11270 - Tractor Operator	16.11
11330 - Trail Maintenance Worker	13.30
11360 - Window Cleaner	13.04
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	18.51
12012 - Certified Occupational Therapist Assistant	32.04
12015 - Certified Physical Therapist Assistant	32.23
12020 - Dental Assistant	15.81
12025 - Dental Hygienist	35.39
12030 - EKG Technician	28.05
12035 - Electroneurodiagnostic Technologist	28.05
12040 - Emergency Medical Technician	16.54
12071 - Licensed Practical Nurse I	16.55
12072 - Licensed Practical Nurse II	18.51
12073 - Licensed Practical Nurse III	20.63
12100 - Medical Assistant	14.18
12130 - Medical Laboratory Technician	24.14
12160 - Medical Record Clerk	15.75
12190 - Medical Record Technician	17.61
12195 - Medical Transcriptionist	17.16
12210 - Nuclear Medicine Technologist	40.68
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.32
12223 - Nursing Assistant III	14.53
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	14.89
12236 - Optical Technician	16.55
12250 - Pharmacy Technician	17.46
12280 - Phlebotomist	14.03
12305 - Radiologic Technologist	25.26
12311 - Registered Nurse I	24.91
12312 - Registered Nurse II	30.48
12313 - Registered Nurse II, Specialist	30.48
12314 - Registered Nurse III	36.88
12315 - Registered Nurse III, Anesthetist	36.88
12316 - Registered Nurse IV	44.20
12317 - Scheduler (Drug and Alcohol Testing)	22.93
12320 - Substance Abuse Treatment Counselor	22.78
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.10
13012 - Exhibits Specialist II	22.43
13013 - Exhibits Specialist III	27.44
13041 - Illustrator I	18.10
13042 - Illustrator II	22.43
13043 - Illustrator III	27.44
13047 - Librarian	24.84



13050 - Library Aide/Clerk		11.28
13054 - Library Information Technology Systems Administrator		22.43
13058 - Library Technician		17.14
13061 - Media Specialist I		16.19
13062 - Media Specialist II		18.10
13063 - Media Specialist III		20.18
13071 - Photographer I		16.19
13072 - Photographer II		18.10
13073 - Photographer III		22.43
13074 - Photographer IV		27.44
13075 - Photographer V		33.20
13090 - Technical Order Library Clerk		14.17
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.43
14044 - Computer Operator IV		23.79
14045 - Computer Operator V		26.36
14071 - Computer Programmer I	(see 1)	22.18
14072 - Computer Programmer II	(see 1)	27.50
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.48
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.70
15020 - Aircrew Training Devices Instructor (Rated)		34.92
15030 - Air Crew Training Devices Instructor (Pilot)		40.60
15050 - Computer Based Training Specialist / Instructor		27.72
15060 - Educational Technologist		31.79
15070 - Flight Instructor (Pilot)		40.60
15080 - Graphic Artist		23.17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.72
15086 - Maintenance Test Pilot, Rotary Wing		38.72
15088 - Non-Maintenance Test/Co-Pilot		38.72
15090 - Technical Instructor		24.18
15095 - Technical Instructor/Course Developer		29.59
15110 - Test Proctor		21.08
15120 - Tutor		21.08
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.51
16030 - Counter Attendant		9.51
16040 - Dry Cleaner		11.21
16070 - Finisher, Flatwork, Machine		9.51
16090 - Presser, Hand		9.51
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Laundry		9.51

16190 - Sewing Machine Operator	12.00
16220 - Tailor	12.79
16250 - Washer, Machine	9.98
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.00
19040 - Tool And Die Maker	27.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.06
21030 - Material Coordinator	17.75
21040 - Material Expediter	17.75
21050 - Material Handling Laborer	14.31
21071 - Order Filler	11.97
21080 - Production Line Worker (Food Processing)	18.06
21110 - Shipping Packer	19.77
21130 - Shipping/Receiving Clerk	19.77
21140 - Store Worker I	11.86
21150 - Stock Clerk	15.74
21210 - Tools And Parts Attendant	18.06
21410 - Warehouse Specialist	18.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.42
23019 - Aircraft Logs and Records Technician	21.03
23021 - Aircraft Mechanic I	25.92
23022 - Aircraft Mechanic II	27.42
23023 - Aircraft Mechanic III	28.90
23040 - Aircraft Mechanic Helper	18.30
23050 - Aircraft, Painter	24.24
23060 - Aircraft Servicer	21.03
23070 - Aircraft Survival Flight Equipment Technician	24.24
23080 - Aircraft Worker	22.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.92
23110 - Appliance Mechanic	22.00
23120 - Bicycle Repairer	17.76
23125 - Cable Splicer	27.09
23130 - Carpenter, Maintenance	24.06
23140 - Carpet Layer	20.60
23160 - Electrician, Maintenance	24.41
23181 - Electronics Technician Maintenance I	31.30
23182 - Electronics Technician Maintenance II	33.51
23183 - Electronics Technician Maintenance III	35.82
23260 - Fabric Worker	19.16
23290 - Fire Alarm System Mechanic	23.47
23310 - Fire Extinguisher Repairer	17.76
23311 - Fuel Distribution System Mechanic	22.99
23312 - Fuel Distribution System Operator	17.39
23370 - General Maintenance Worker	16.35
23380 - Ground Support Equipment Mechanic	25.92
23381 - Ground Support Equipment Servicer	21.03
23382 - Ground Support Equipment Worker	22.07
23391 - Gunsmith I	17.76
23392 - Gunsmith II	20.60

23393 - Gunsmith III	23.47	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.68
23430 - Heavy Equipment Mechanic	27.36	
23440 - Heavy Equipment Operator	22.80	
23460 - Instrument Mechanic	23.47	
23465 - Laboratory/Shelter Mechanic	22.00	
23470 - Laborer	14.31	
23510 - Locksmith	22.00	
23530 - Machinery Maintenance Mechanic		25.79
23550 - Machinist, Maintenance	21.29	
23580 - Maintenance Trades Helper	14.92	
23591 - Metrology Technician I	23.47	
23592 - Metrology Technician II	24.89	
23593 - Metrology Technician III	26.29	
23640 - Millwright	24.95	
23710 - Office Appliance Repairer	22.00	
23760 - Painter, Maintenance	19.86	
23790 - Pipefitter, Maintenance	27.42	
23810 - Plumber, Maintenance	25.70	
23820 - Pneudraulic Systems Mechanic		23.47
23850 - Rigger	27.98	
23870 - Scale Mechanic	20.60	
23890 - Sheet-Metal Worker, Maintenance		24.00
23910 - Small Engine Mechanic	19.02	
23931 - Telecommunications Mechanic I	23.02	
23932 - Telecommunications Mechanic II	24.35	
23950 - Telephone Lineman	24.64	
23960 - Welder, Combination, Maintenance		21.16
23965 - Well Driller	23.47	
23970 - Woodcraft Worker	23.47	
23980 - Woodworker	17.76	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.10	
24570 - Child Care Attendant	9.42	
24580 - Child Care Center Clerk	12.97	
24610 - Chore Aide	10.60	
24620 - Family Readiness And Support Services Coordinator		14.10
24630 - Homemaker	15.93	
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	16.99	
27007 - Baggage Inspector	13.83	
27008 - Corrections Officer	20.47	
27010 - Court Security Officer	20.54	
27030 - Detection Dog Handler	15.74	

27040 - Detention Officer	20.47	
27070 - Firefighter	20.75	
27101 - Guard I	13.83	
27102 - Guard II	15.74	
27131 - Police Officer I	23.04	
27132 - Police Officer II	25.57	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.66	
28042 - Carnival Equipment Repairer	13.77	
28043 - Carnival Worker	9.46	
28210 - Gate Attendant/Gate Tender	16.06	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	17.97	
28510 - Recreation Aide/Health Facility Attendant	13.12	
28515 - Recreation Specialist	21.19	
28630 - Sports Official	14.31	
28690 - Swimming Pool Operator	15.97	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	31.80	
29020 - Hatch Tender	31.80	
29030 - Line Handler	31.80	
29041 - Stevedore I	29.57	
29042 - Stevedore II	33.96	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	19.84	
30022 - Archeological Technician II	22.20	
30023 - Archeological Technician III	27.50	
30030 - Cartographic Technician	27.50	
30040 - Civil Engineering Technician	21.39	
30051 - Cryogenic Technician I	30.46	
30052 - Cryogenic Technician II	33.64	
30061 - Drafter/CAD Operator I	19.84	
30062 - Drafter/CAD Operator II	22.20	
30063 - Drafter/CAD Operator III	24.74	
30064 - Drafter/CAD Operator IV	30.46	
30081 - Engineering Technician I	15.28	
30082 - Engineering Technician II	17.15	
30083 - Engineering Technician III	19.19	
30084 - Engineering Technician IV	23.77	
30085 - Engineering Technician V	29.07	
30086 - Engineering Technician VI	35.18	
30090 - Environmental Technician	28.66	
30095 - Evidence Control Specialist	27.50	
30210 - Laboratory Technician	29.37	
30221 - Latent Fingerprint Technician I	30.46	
30222 - Latent Fingerprint Technician II	33.64	
30240 - Mathematical Technician	27.50	
30361 - Paralegal/Legal Assistant I	19.44	
30362 - Paralegal/Legal Assistant II	24.08	
30363 - Paralegal/Legal Assistant III	29.45	
30364 - Paralegal/Legal Assistant IV	35.63	

30375 - Petroleum Supply Specialist		33.64
30390 - Photo-Optics Technician		27.32
30395 - Radiation Control Technician		33.64
30461 - Technical Writer I		27.50
30462 - Technical Writer II		33.64
30463 - Technical Writer III		40.70
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I		30.46
30502 - Weather Forecaster II		37.04
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.74
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.50
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		13.34
31030 - Bus Driver		18.95
31043 - Driver Courier		15.83
31260 - Parking and Lot Attendant		12.06
31290 - Shuttle Bus Driver		15.65
31310 - Taxi Driver		11.54
31361 - Truckdriver, Light		17.22
31362 - Truckdriver, Medium		18.70
31363 - Truckdriver, Heavy		22.29
31364 - Truckdriver, Tractor-Trailer		22.29
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.80
99050 - Desk Clerk		11.45
99095 - Embalmer		26.55
99130 - Flight Follower		25.60
99251 - Laboratory Animal Caretaker I		14.12
99252 - Laboratory Animal Caretaker II		15.36
99260 - Marketing Analyst		32.61
99310 - Mortician		26.55
99410 - Pest Controller		19.43
99510 - Photofinishing Worker		13.45
99710 - Recycling Laborer		19.40
99711 - Recycling Specialist		23.50
99730 - Refuse Collector		17.53
99810 - Sales Clerk		11.96
99820 - School Crossing Guard		12.43
99830 - Survey Party Chief		24.06
99831 - Surveying Aide		16.73
99832 - Surveying Technician		22.96
99840 - Vending Machine Attendant		17.22
99841 - Vending Machine Repairer		21.73
99842 - Vending Machine Repairer Helper		17.22

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the



following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5843  
Daniel W. Simms | Division of | Revision No.: 14  
Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Henderson, Hopkins, Lamar, Rains, Van Zandt, Wood

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.85	
01012 - Accounting Clerk II	16.67	
01013 - Accounting Clerk III	18.65	
01020 - Administrative Assistant	26.46	
01035 - Court Reporter	25.88	
01041 - Customer Service Representative I	12.83	
01042 - Customer Service Representative II	14.43	
01043 - Customer Service Representative III	15.74	
01051 - Data Entry Operator I	13.42	
01052 - Data Entry Operator II	14.65	
01060 - Dispatcher, Motor Vehicle	21.36	
01070 - Document Preparation Clerk	15.66	
01090 - Duplicating Machine Operator	15.66	
01111 - General Clerk I	13.92	
01112 - General Clerk II	15.18	
01113 - General Clerk III	17.36	
01120 - Housing Referral Assistant	21.60	
01141 - Messenger Courier	13.05	

01191 - Order Clerk I	17.69
01192 - Order Clerk II	19.30
01261 - Personnel Assistant (Employment) I	17.43
01262 - Personnel Assistant (Employment) II	19.49
01263 - Personnel Assistant (Employment) III	21.72
01270 - Production Control Clerk	21.36
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	13.48
01612 - Word Processor II	15.30
01613 - Word Processor III	17.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.25
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.68
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	15.09
05400 - Transmission Repair Specialist	22.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.58
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.14
07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.49
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.00

11060 - Elevator Operator	12.00
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.25
11240 - Maid or Houseman	10.23
11260 - Pruner	11.92
11270 - Tractor Operator	15.79
11330 - Trail Maintenance Worker	13.25
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.42
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	38.09
12015 - Certified Physical Therapist Assistant	36.11
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.42
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	43.24
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.03
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	16.52
12280 - Phlebotomist	14.36
12305 - Radiologic Technologist	27.88
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)	24.53
12320 - Substance Abuse Treatment Counselor	24.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56

13050 - Library Aide/Clerk	14.33	
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician	16.29	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	16.50	
13072 - Photographer II	18.46	
13073 - Photographer III	22.87	
13074 - Photographer IV	27.97	
13075 - Photographer V	33.85	
13090 - Technical Order Library Clerk		14.30
13110 - Video Teleconference Technician		23.75
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.13	
14042 - Computer Operator II	19.16	
14043 - Computer Operator III	21.36	
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		17.13
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist	26.31	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.12
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	32.83	
15070 - Flight Instructor (Pilot)	46.12	
15080 - Graphic Artist	22.70	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	22.61	
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor	18.16	
15120 - Tutor	18.16	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.77	
16030 - Counter Attendant	10.77	
16040 - Dry Cleaner	13.57	
16070 - Finisher, Flatwork, Machine		10.77
16090 - Presser, Hand	10.77	
16110 - Presser, Machine, Drycleaning		10.77
16130 - Presser, Machine, Shirts	10.77	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.77

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	15.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.18
19040 - Tool And Die Maker	22.87	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.36	
21030 - Material Coordinator	20.05	
21040 - Material Expediter	20.05	
21050 - Material Handling Laborer	13.45	
21071 - Order Filler	13.57	
21080 - Production Line Worker (Food Processing)		18.36
21110 - Shipping Packer	14.55	
21130 - Shipping/Receiving Clerk	14.55	
21140 - Store Worker I	12.59	
21150 - Stock Clerk	17.21	
21210 - Tools And Parts Attendant	18.36	
21410 - Warehouse Specialist	18.36	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.47	
23019 - Aircraft Logs and Records Technician		24.36
23021 - Aircraft Mechanic I	29.07	
23022 - Aircraft Mechanic II	30.47	
23023 - Aircraft Mechanic III	31.89	
23040 - Aircraft Mechanic Helper	20.98	
23050 - Aircraft, Painter	27.47	
23060 - Aircraft Servicer	24.36	
23070 - Aircraft Survival Flight Equipment Technician		27.47
23080 - Aircraft Worker	25.95	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.07
23110 - Appliance Mechanic	20.79	
23120 - Bicycle Repairer	17.48	
23125 - Cable Splicer	28.70	
23130 - Carpenter, Maintenance	17.25	
23140 - Carpet Layer	18.73	
23160 - Electrician, Maintenance	21.28	
23181 - Electronics Technician Maintenance I	28.40	
23182 - Electronics Technician Maintenance II	29.93	
23183 - Electronics Technician Maintenance III	32.18	
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.65	
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21.30	
23312 - Fuel Distribution System Operator	16.68	
23370 - General Maintenance Worker	17.88	
23380 - Ground Support Equipment Mechanic	29.07	
23381 - Ground Support Equipment Servicer	24.36	
23382 - Ground Support Equipment Worker	25.95	
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	



23393 - Gunsmith III	22.36	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.08
23430 - Heavy Equipment Mechanic	22.27	
23440 - Heavy Equipment Operator	20.02	
23460 - Instrument Mechanic	22.51	
23465 - Laboratory/Shelter Mechanic	21.19	
23470 - Laborer	13.45	
23510 - Locksmith	21.19	
23530 - Machinery Maintenance Mechanic		25.85
23550 - Machinist, Maintenance	19.62	
23580 - Maintenance Trades Helper	13.56	
23591 - Metrology Technician I	22.51	
23592 - Metrology Technician II	23.61	
23593 - Metrology Technician III	24.69	
23640 - Millwright	26.96	
23710 - Office Appliance Repairer	21.19	
23760 - Painter, Maintenance	17.34	
23790 - Pipefitter, Maintenance	23.15	
23810 - Plumber, Maintenance	21.94	
23820 - Pneudraulic Systems Mechanic		22.36
23850 - Rigger	22.02	
23870 - Scale Mechanic	20.01	
23890 - Sheet-Metal Worker, Maintenance		22.02
23910 - Small Engine Mechanic	20.01	
23931 - Telecommunications Mechanic I		31.20
23932 - Telecommunications Mechanic II		32.79
23950 - Telephone Lineman	34.46	
23960 - Welder, Combination, Maintenance		18.93
23965 - Well Driller	26.72	
23970 - Woodcraft Worker	22.36	
23980 - Woodworker	17.48	
24000 - Personal Needs Occupations		
24550 - Case Manager	14.91	
24570 - Child Care Attendant	10.73	
24580 - Child Care Center Clerk	13.39	
24610 - Chore Aide	10.10	
24620 - Family Readiness And Support Services Coordinator		14.91
24630 - Homemaker	17.11	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.03	
25040 - Sewage Plant Operator	17.52	
25070 - Stationary Engineer	23.03	
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		17.52
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.51	
27007 - Baggage Inspector	14.10	
27008 - Corrections Officer	19.82	
27010 - Court Security Officer	23.50	
27030 - Detection Dog Handler	16.92	

27040 - Detention Officer	19.99	
27070 - Firefighter	22.87	
27101 - Guard I	14.10	
27102 - Guard II	16.92	
27131 - Police Officer I	27.08	
27132 - Police Officer II	30.10	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.54	
28042 - Carnival Equipment Repairer	14.60	
28043 - Carnival Worker	10.45	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	11.57	
28515 - Recreation Specialist	19.34	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	21.99	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.18	
29020 - Hatch Tender	21.18	
29030 - Line Handler	21.18	
29041 - Stevedore I	19.90	
29042 - Stevedore II	22.42	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	23.51	
30051 - Cryogenic Technician I	27.39	
30052 - Cryogenic Technician II	30.24	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	25.73	
30095 - Evidence Control Specialist	24.73	
30210 - Laboratory Technician	29.22	
30221 - Latent Fingerprint Technician I	27.39	
30222 - Latent Fingerprint Technician II	30.24	
30240 - Mathematical Technician	27.75	
30361 - Paralegal/Legal Assistant I	20.47	
30362 - Paralegal/Legal Assistant II	25.36	
30363 - Paralegal/Legal Assistant III	31.02	
30364 - Paralegal/Legal Assistant IV	37.54	

30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.93
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		13.60
31030 - Bus Driver		18.80
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		12.25
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		12.71
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.06
31364 - Truckdriver, Tractor-Trailer		21.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		9.94
99050 - Desk Clerk		10.66
99095 - Embalmer		27.28
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		13.15
99252 - Laboratory Animal Caretaker II		14.37
99260 - Marketing Analyst		28.74
99310 - Mortician		27.28
99410 - Pest Controller		18.98
99510 - Photofinishing Worker		14.89
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		22.87
99730 - Refuse Collector		17.30
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		13.87
99830 - Survey Party Chief		27.28
99831 - Surveying Aide		16.34
99832 - Surveying Technician		20.94
99840 - Vending Machine Attendant		18.30
99841 - Vending Machine Repairer		22.63
99842 - Vending Machine Repairer Helper		18.30

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

**HEALTH & WELFARE EO 13706:** \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms 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 | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5845  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas Counties of Jack, Montague

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.85	
01012 - Accounting Clerk II	16.67	
01013 - Accounting Clerk III	18.65	
01020 - Administrative Assistant	26.46	
01035 - Court Reporter	25.88	
01041 - Customer Service Representative I	12.83	
01042 - Customer Service Representative II	14.43	
01043 - Customer Service Representative III	15.74	
01051 - Data Entry Operator I	13.42	
01052 - Data Entry Operator II	14.65	
01060 - Dispatcher, Motor Vehicle	23.32	
01070 - Document Preparation Clerk	15.66	
01090 - Duplicating Machine Operator	15.66	
01111 - General Clerk I	13.92	
01112 - General Clerk II	15.18	
01113 - General Clerk III	17.36	
01120 - Housing Referral Assistant	21.60	
01141 - Messenger Courier	13.04	

01191 - Order Clerk I	17.69
01192 - Order Clerk II	19.30
01261 - Personnel Assistant (Employment) I	17.43
01262 - Personnel Assistant (Employment) II	19.49
01263 - Personnel Assistant (Employment) III	21.72
01270 - Production Control Clerk	21.36
01290 - Rental Clerk	15.30
01300 - Scheduler, Maintenance	17.32
01311 - Secretary I	17.32
01312 - Secretary II	19.38
01313 - Secretary III	21.60
01320 - Service Order Dispatcher	20.70
01410 - Supply Technician	26.46
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.07
01532 - Travel Clerk II	14.04
01533 - Travel Clerk III	15.06
01611 - Word Processor I	13.02
01612 - Word Processor II	16.83
01613 - Word Processor III	19.02
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.49
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	15.09
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.58
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	9.20
07130 - Food Service Worker	10.14
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.49
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	15.65
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	14.23
09130 - Upholsterer	15.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.00

11060 - Elevator Operator	11.90
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.25
11240 - Maid or Houseman	10.23
11260 - Pruner	11.92
11270 - Tractor Operator	15.79
11330 - Trail Maintenance Worker	13.25
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	34.63
12015 - Certified Physical Therapist Assistant	36.11
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	23.64
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	43.24
12221 - Nursing Assistant I	11.72
12222 - Nursing Assistant II	13.17
12223 - Nursing Assistant III	14.37
12224 - Nursing Assistant IV	16.14
12235 - Optical Dispenser	17.03
12236 - Optical Technician	17.10
12250 - Pharmacy Technician	16.52
12280 - Phlebotomist	14.56
12305 - Radiologic Technologist	27.88
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)	24.53
12320 - Substance Abuse Treatment Counselor	24.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.77
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	37.82
13047 - Librarian	31.56

13050 - Library Aide/Clerk	14.33	
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician	15.98	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	16.50	
13072 - Photographer II	18.46	
13073 - Photographer III	22.87	
13074 - Photographer IV	27.97	
13075 - Photographer V	33.85	
13090 - Technical Order Library Clerk		14.55
13110 - Video Teleconference Technician		23.75
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.13	
14042 - Computer Operator II	19.16	
14043 - Computer Operator III	21.36	
14044 - Computer Operator IV	24.67	
14045 - Computer Operator V	27.62	
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.13
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist	26.31	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist	32.83	
15070 - Flight Instructor (Pilot)	50.81	
15080 - Graphic Artist	22.70	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.12
15086 - Maintenance Test Pilot, Rotary Wing		46.12
15088 - Non-Maintenance Test/Co-Pilot		46.12
15090 - Technical Instructor	22.61	
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor	18.16	
15120 - Tutor	18.16	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.77	
16030 - Counter Attendant	10.77	
16040 - Dry Cleaner	13.57	
16070 - Finisher, Flatwork, Machine		10.77
16090 - Presser, Hand	10.77	
16110 - Presser, Machine, Drycleaning		10.77
16130 - Presser, Machine, Shirts	10.77	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.77

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	15.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.91
19040 - Tool And Die Maker	23.03	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.36	
21030 - Material Coordinator	20.05	
21040 - Material Expediter	20.05	
21050 - Material Handling Laborer	13.45	
21071 - Order Filler	13.57	
21080 - Production Line Worker (Food Processing)		18.36
21110 - Shipping Packer	14.55	
21130 - Shipping/Receiving Clerk	14.55	
21140 - Store Worker I	12.59	
21150 - Stock Clerk	17.21	
21210 - Tools And Parts Attendant	18.36	
21410 - Warehouse Specialist	18.36	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.47	
23019 - Aircraft Logs and Records Technician		24.36
23021 - Aircraft Mechanic I	29.07	
23022 - Aircraft Mechanic II	30.47	
23023 - Aircraft Mechanic III	31.89	
23040 - Aircraft Mechanic Helper	20.98	
23050 - Aircraft, Painter	23.51	
23060 - Aircraft Servicer	24.36	
23070 - Aircraft Survival Flight Equipment Technician		23.51
23080 - Aircraft Worker	25.87	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		29.07
23110 - Appliance Mechanic	21.19	
23120 - Bicycle Repairer	17.48	
23125 - Cable Splicer	29.05	
23130 - Carpenter, Maintenance	17.25	
23140 - Carpet Layer	18.56	
23160 - Electrician, Maintenance	22.64	
23181 - Electronics Technician Maintenance I	28.40	
23182 - Electronics Technician Maintenance II	29.93	
23183 - Electronics Technician Maintenance III	31.55	
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.65	
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21.30	
23312 - Fuel Distribution System Operator	17.02	
23370 - General Maintenance Worker	17.88	
23380 - Ground Support Equipment Mechanic	29.07	
23381 - Ground Support Equipment Servicer	24.36	
23382 - Ground Support Equipment Worker	25.87	
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	

23393 - Gunsmith III	22.36	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		23.08
23430 - Heavy Equipment Mechanic	22.27	
23440 - Heavy Equipment Operator	20.02	
23460 - Instrument Mechanic	22.51	
23465 - Laboratory/Shelter Mechanic	21.19	
23470 - Laborer	13.45	
23510 - Locksmith	21.19	
23530 - Machinery Maintenance Mechanic		25.85
23550 - Machinist, Maintenance	19.62	
23580 - Maintenance Trades Helper	13.56	
23591 - Metrology Technician I	22.51	
23592 - Metrology Technician II	23.70	
23593 - Metrology Technician III	24.94	
23640 - Millwright	26.96	
23710 - Office Appliance Repairer	21.19	
23760 - Painter, Maintenance	17.34	
23790 - Pipefitter, Maintenance	23.15	
23810 - Plumber, Maintenance	21.94	
23820 - Pneudraulic Systems Mechanic		22.36
23850 - Rigger	24.07	
23870 - Scale Mechanic	20.01	
23890 - Sheet-Metal Worker, Maintenance		22.02
23910 - Small Engine Mechanic	20.01	
23931 - Telecommunications Mechanic I		31.20
23932 - Telecommunications Mechanic II		32.79
23950 - Telephone Lineman	31.33	
23960 - Welder, Combination, Maintenance		18.93
23965 - Well Driller	24.29	
23970 - Woodcraft Worker	22.36	
23980 - Woodworker	17.48	
24000 - Personal Needs Occupations		
24550 - Case Manager	17.73	
24570 - Child Care Attendant	10.73	
24580 - Child Care Center Clerk	13.39	
24610 - Chore Aide	10.10	
24620 - Family Readiness And Support Services Coordinator		14.91
24630 - Homemaker	17.73	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.03	
25040 - Sewage Plant Operator	17.52	
25070 - Stationary Engineer	23.03	
25190 - Ventilation Equipment Tender		16.66
25210 - Water Treatment Plant Operator		17.52
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.51	
27007 - Baggage Inspector	14.10	
27008 - Corrections Officer	19.82	
27010 - Court Security Officer	23.50	
27030 - Detection Dog Handler	16.92	

27040 - Detention Officer	21.13	
27070 - Firefighter	22.87	
27101 - Guard I	14.10	
27102 - Guard II	16.92	
27131 - Police Officer I	27.08	
27132 - Police Officer II	30.10	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.54	
28042 - Carnival Equipment Repairer	14.60	
28043 - Carnival Worker	10.45	
28210 - Gate Attendant/Gate Tender	14.18	
28310 - Lifeguard	11.19	
28350 - Park Attendant (Aide)	15.86	
28510 - Recreation Aide/Health Facility Attendant	11.57	
28515 - Recreation Specialist	19.34	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	18.88	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.18	
29020 - Hatch Tender	21.18	
29030 - Line Handler	21.18	
29041 - Stevedore I	19.90	
29042 - Stevedore II	22.42	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.42	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.95	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.97	
30021 - Archeological Technician I	20.07	
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	24.64	
30051 - Cryogenic Technician I	30.73	
30052 - Cryogenic Technician II	33.96	
30061 - Drafter/CAD Operator I	20.07	
30062 - Drafter/CAD Operator II	22.40	
30063 - Drafter/CAD Operator III	24.97	
30064 - Drafter/CAD Operator IV	30.73	
30081 - Engineering Technician I	17.56	
30082 - Engineering Technician II	19.70	
30083 - Engineering Technician III	22.03	
30084 - Engineering Technician IV	27.30	
30085 - Engineering Technician V	33.40	
30086 - Engineering Technician VI	40.41	
30090 - Environmental Technician	25.73	
30095 - Evidence Control Specialist	24.73	
30210 - Laboratory Technician	29.22	
30221 - Latent Fingerprint Technician I	30.73	
30222 - Latent Fingerprint Technician II	33.96	
30240 - Mathematical Technician	27.75	
30361 - Paralegal/Legal Assistant I	20.47	
30362 - Paralegal/Legal Assistant II	25.36	
30363 - Paralegal/Legal Assistant III	31.02	
30364 - Paralegal/Legal Assistant IV	37.54	



30375 - Petroleum Supply Specialist		30.24
30390 - Photo-Optics Technician		27.75
30395 - Radiation Control Technician		30.24
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel		27.60
30501 - Weather Forecaster I		30.73
30502 - Weather Forecaster II		37.40
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.97
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		33.39
31020 - Bus Aide		13.60
31030 - Bus Driver		18.80
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		12.25
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		12.71
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.06
31364 - Truckdriver, Tractor-Trailer		21.06
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.28
99030 - Cashier		9.94
99050 - Desk Clerk		10.66
99095 - Embalmer		27.28
99130 - Flight Follower		27.60
99251 - Laboratory Animal Caretaker I		13.15
99252 - Laboratory Animal Caretaker II		14.37
99260 - Marketing Analyst		31.75
99310 - Mortician		27.28
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		14.50
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		22.87
99730 - Refuse Collector		17.30
99810 - Sales Clerk		13.65
99820 - School Crossing Guard		13.87
99830 - Survey Party Chief		28.69
99831 - Surveying Aide		16.64
99832 - Surveying Technician		20.94
99840 - Vending Machine Attendant		18.30
99841 - Vending Machine Repairer		22.63
99842 - Vending Machine Repairer Helper		18.30

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5847  
Daniel W. Simms | Division of | Revision No.: 13  
Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of San Jacinto

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.49	
01012 - Accounting Clerk II	18.52	
01013 - Accounting Clerk III	20.71	
01020 - Administrative Assistant	25.91	
01035 - Court Reporter	23.97	
01041 - Customer Service Representative I	11.89	
01042 - Customer Service Representative II	13.07	
01043 - Customer Service Representative III	14.57	
01051 - Data Entry Operator I	13.63	
01052 - Data Entry Operator II	14.87	
01060 - Dispatcher, Motor Vehicle	17.85	
01070 - Document Preparation Clerk	16.23	
01090 - Duplicating Machine Operator	16.23	
01111 - General Clerk I	13.67	
01112 - General Clerk II	14.92	
01113 - General Clerk III	16.74	
01120 - Housing Referral Assistant	20.69	
01141 - Messenger Courier	14.21	



01191 - Order Clerk I	15.05	
01192 - Order Clerk II	16.76	
01261 - Personnel Assistant (Employment) I		16.69
01262 - Personnel Assistant (Employment) II		18.66
01263 - Personnel Assistant (Employment) III		20.80
01270 - Production Control Clerk	23.11	
01290 - Rental Clerk	15.28	
01300 - Scheduler, Maintenance	16.59	
01311 - Secretary I	16.59	
01312 - Secretary II	18.57	
01313 - Secretary III	20.69	
01320 - Service Order Dispatcher	16.15	
01410 - Supply Technician	25.91	
01420 - Survey Worker	18.57	
01460 - Switchboard Operator/Receptionist		12.92
01531 - Travel Clerk I	15.72	
01532 - Travel Clerk II	16.90	
01533 - Travel Clerk III	18.12	
01611 - Word Processor I	14.71	
01612 - Word Processor II	16.59	
01613 - Word Processor III	18.57	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.76
05010 - Automotive Electrician	23.79	
05040 - Automotive Glass Installer	21.96	
05070 - Automotive Worker	21.96	
05110 - Mobile Equipment Servicer	20.23	
05130 - Motor Equipment Metal Mechanic	25.96	
05160 - Motor Equipment Metal Worker	21.96	
05190 - Motor Vehicle Mechanic	25.76	
05220 - Motor Vehicle Mechanic Helper	19.40	
05250 - Motor Vehicle Upholstery Worker	20.83	
05280 - Motor Vehicle Wrecker	21.96	
05310 - Painter, Automotive	23.79	
05340 - Radiator Repair Specialist	22.88	
05370 - Tire Repairer	15.92	
05400 - Transmission Repair Specialist	25.76	
07000 - Food Preparation And Service Occupations		
07010 - Baker	12.17	
07041 - Cook I	10.47	
07042 - Cook II	12.06	
07070 - Dishwasher	9.18	
07130 - Food Service Worker	9.44	
07210 - Meat Cutter	13.76	
07260 - Waiter/Waitress	10.08	
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	11.36	

11060 - Elevator Operator	11.14
11090 - Gardener	17.66
11122 - Housekeeping Aide	11.14
11150 - Janitor	11.14
11210 - Laborer, Grounds Maintenance	13.13
11240 - Maid or Houseman	9.67
11260 - Pruner	11.69
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	13.13
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	38.16
12015 - Certified Physical Therapist Assistant	39.49
12020 - Dental Assistant	17.22
12025 - Dental Hygienist	40.36
12030 - EKG Technician	29.71
12035 - Electroneurodiagnostic Technologist	29.71
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	13.89
12130 - Medical Laboratory Technician	27.76
12160 - Medical Record Clerk	15.98
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	17.81
12210 - Nuclear Medicine Technologist	43.08
12221 - Nursing Assistant I	11.81
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.48
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	16.79
12236 - Optical Technician	17.53
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	16.21
12305 - Radiologic Technologist	26.70
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	24.29
12320 - Substance Abuse Treatment Counselor	24.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	27.23

13050 - Library Aide/Clerk	12.77	
13054 - Library Information Technology Systems Administrator		24.60
13058 - Library Technician	16.04	
13061 - Media Specialist I	17.75	
13062 - Media Specialist II	19.86	
13063 - Media Specialist III	22.13	
13071 - Photographer I	17.07	
13072 - Photographer II	19.10	
13073 - Photographer III	23.66	
13074 - Photographer IV	28.94	
13075 - Photographer V	35.01	
13090 - Technical Order Library Clerk		16.04
13110 - Video Teleconference Technician		17.07
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	33.13	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist	32.42	
15070 - Flight Instructor (Pilot)	47.98	
15080 - Graphic Artist	29.39	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.54
15086 - Maintenance Test Pilot, Rotary Wing		47.54
15088 - Non-Maintenance Test/Co-Pilot		47.54
15090 - Technical Instructor	24.67	
15095 - Technical Instructor/Course Developer		30.17
15110 - Test Proctor	20.27	
15120 - Tutor	20.27	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.88	
16030 - Counter Attendant	10.88	
16040 - Dry Cleaner	13.96	
16070 - Finisher, Flatwork, Machine		10.88
16090 - Presser, Hand	10.88	
16110 - Presser, Machine, Drycleaning		10.88
16130 - Presser, Machine, Shirts	10.88	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.88

16190 - Sewing Machine Operator	14.76
16220 - Tailor	15.89
16250 - Washer, Machine	11.92
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	14.10
21030 - Material Coordinator	23.52
21040 - Material Expediter	23.52
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.63
21080 - Production Line Worker (Food Processing)	14.10
21110 - Shipping Packer	15.30
21130 - Shipping/Receiving Clerk	15.30
21140 - Store Worker I	13.00
21150 - Stock Clerk	18.56
21210 - Tools And Parts Attendant	14.10
21410 - Warehouse Specialist	14.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.26
23019 - Aircraft Logs and Records Technician	24.66
23021 - Aircraft Mechanic I	29.95
23022 - Aircraft Mechanic II	31.26
23023 - Aircraft Mechanic III	32.60
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	28.40
23060 - Aircraft Servicer	24.66
23070 - Aircraft Survival Flight Equipment Technician	28.40
23080 - Aircraft Worker	26.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.95
23110 - Appliance Mechanic	25.09
23120 - Bicycle Repairer	17.98
23125 - Cable Splicer	30.91
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	20.95
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	27.92
23182 - Electronics Technician Maintenance II	29.93
23183 - Electronics Technician Maintenance III	31.56
23260 - Fabric Worker	19.48
23290 - Fire Alarm System Mechanic	23.43
23310 - Fire Extinguisher Repairer	17.98
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.99
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	29.95
23381 - Ground Support Equipment Servicer	24.66
23382 - Ground Support Equipment Worker	26.49
23391 - Gunsmith I	17.98
23392 - Gunsmith II	20.95

23393 - Gunsmith III	23.70	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.84
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		22.80
23430 - Heavy Equipment Mechanic		26.17
23440 - Heavy Equipment Operator		19.34
23460 - Instrument Mechanic	25.87	
23465 - Laboratory/Shelter Mechanic		22.46
23470 - Laborer	12.14	
23510 - Locksmith	22.46	
23530 - Machinery Maintenance Mechanic		24.33
23550 - Machinist, Maintenance	21.70	
23580 - Maintenance Trades Helper		14.94
23591 - Metrology Technician I	25.87	
23592 - Metrology Technician II	27.00	
23593 - Metrology Technician III	28.16	
23640 - Millwright	25.49	
23710 - Office Appliance Repairer		22.46
23760 - Painter, Maintenance	18.99	
23790 - Pipefitter, Maintenance	29.70	
23810 - Plumber, Maintenance	28.17	
23820 - Pneudraulic Systems Mechanic		23.70
23850 - Rigger	23.70	
23870 - Scale Mechanic	20.95	
23890 - Sheet-Metal Worker, Maintenance		23.70
23910 - Small Engine Mechanic	20.64	
23931 - Telecommunications Mechanic I		33.50
23932 - Telecommunications Mechanic II		34.96
23950 - Telephone Lineman	32.09	
23960 - Welder, Combination, Maintenance		20.65
23965 - Well Driller	27.54	
23970 - Woodcraft Worker	23.70	
23980 - Woodworker	17.98	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.34	
24570 - Child Care Attendant	10.65	
24580 - Child Care Center Clerk	13.48	
24610 - Chore Aide	9.12	
24620 - Family Readiness And Support Services Coordinator		16.34
24630 - Homemaker	16.84	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.95	
25040 - Sewage Plant Operator	18.70	
25070 - Stationary Engineer	23.95	
25190 - Ventilation Equipment Tender	16.42	
25210 - Water Treatment Plant Operator	18.32	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.50	
27007 - Baggage Inspector	12.53	
27008 - Corrections Officer	19.62	
27010 - Court Security Officer	21.18	
27030 - Detection Dog Handler	17.90	

27040 - Detention Officer	19.62	
27070 - Firefighter	22.45	
27101 - Guard I	12.53	
27102 - Guard II	17.90	
27131 - Police Officer I	24.19	
27132 - Police Officer II	26.88	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.69	
28042 - Carnival Equipment Repairer	13.89	
28043 - Carnival Worker	8.89	
28210 - Gate Attendant/Gate Tender	14.27	
28310 - Lifeguard	12.71	
28350 - Park Attendant (Aide)	15.96	
28510 - Recreation Aide/Health Facility Attendant	11.65	
28515 - Recreation Specialist	19.61	
28630 - Sports Official	12.71	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	27.63	
29020 - Hatch Tender	27.63	
29030 - Line Handler	27.63	
29041 - Stevedore I	25.69	
29042 - Stevedore II	29.62	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
30021 - Archeological Technician I	21.56	
30022 - Archeological Technician II	25.47	
30023 - Archeological Technician III	30.62	
30030 - Cartographic Technician	30.62	
30040 - Civil Engineering Technician	30.03	
30051 - Cryogenic Technician I	28.72	
30052 - Cryogenic Technician II	31.72	
30061 - Drafter/CAD Operator I	21.56	
30062 - Drafter/CAD Operator II	24.71	
30063 - Drafter/CAD Operator III	27.56	
30064 - Drafter/CAD Operator IV	33.10	
30081 - Engineering Technician I	20.02	
30082 - Engineering Technician II	22.48	
30083 - Engineering Technician III	25.15	
30084 - Engineering Technician IV	31.09	
30085 - Engineering Technician V	38.65	
30086 - Engineering Technician VI	46.10	
30090 - Environmental Technician	29.96	
30095 - Evidence Control Specialist	25.62	
30210 - Laboratory Technician	25.92	
30221 - Latent Fingerprint Technician I	28.37	
30222 - Latent Fingerprint Technician II	31.34	
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		31.34
30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		31.34
30461 - Technical Writer I		25.62
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.93
30491 - Unexploded Ordnance (UXO) Technician I		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I		32.59
30502 - Weather Forecaster II		34.94
30620 - Weather Observer, Combined Upper Air Or	(see 2)	27.56
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.62
31020 - Bus Aide		13.12
31030 - Bus Driver		19.13
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		11.10
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		13.64
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.57
31364 - Truckdriver, Tractor-Trailer		20.57
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.37
99030 - Cashier		10.28
99050 - Desk Clerk		11.72
99095 - Embalmer		29.44
99130 - Flight Follower		29.44
99251 - Laboratory Animal Caretaker I		17.41
99252 - Laboratory Animal Caretaker II		18.99
99260 - Marketing Analyst		28.96
99310 - Mortician		29.44
99410 - Pest Controller		19.12
99510 - Photofinishing Worker		15.47
99710 - Recycling Laborer		16.81
99711 - Recycling Specialist		20.66
99730 - Refuse Collector		15.00
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		14.80
99830 - Survey Party Chief		22.05
99831 - Surveying Aide		15.09
99832 - Surveying Technician		19.07
99840 - Vending Machine Attendant		18.19
99841 - Vending Machine Repairer		23.21
99842 - Vending Machine Repairer Helper		18.19

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,



Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5849  
Daniel W. Simms | Division of | Revision No.: 14  
Director | Wage Determinations | Date Of Last Revision: 05/26/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Mason

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.78	
01012 - Accounting Clerk II	18.83	
01013 - Accounting Clerk III	21.07	
01020 - Administrative Assistant	21.80	
01035 - Court Reporter	20.08	
01041 - Customer Service Representative I	13.95	
01042 - Customer Service Representative II	15.70	
01043 - Customer Service Representative III	17.13	
01051 - Data Entry Operator I	14.29	
01052 - Data Entry Operator II	15.78	
01060 - Dispatcher, Motor Vehicle	20.44	
01070 - Document Preparation Clerk	13.57	
01090 - Duplicating Machine Operator	13.57	
01111 - General Clerk I	14.90	
01112 - General Clerk II	16.26	
01113 - General Clerk III	18.26	
01120 - Housing Referral Assistant	22.35	
01141 - Messenger Courier	13.82	

01191 - Order Clerk I	15.48
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	17.29
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	20.48
01290 - Rental Clerk	14.07
01300 - Scheduler, Maintenance	17.78
01311 - Secretary I	17.78
01312 - Secretary II	20.08
01313 - Secretary III	22.35
01320 - Service Order Dispatcher	16.56
01410 - Supply Technician	23.98
01420 - Survey Worker	16.01
01460 - Switchboard Operator/Receptionist	13.03
01531 - Travel Clerk I	13.18
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	14.49
01611 - Word Processor I	14.86
01612 - Word Processor II	17.78
01613 - Word Processor III	20.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.11
05010 - Automotive Electrician	20.80
05040 - Automotive Glass Installer	19.44
05070 - Automotive Worker	19.44
05110 - Mobile Equipment Servicer	16.77
05130 - Motor Equipment Metal Mechanic	22.05
05160 - Motor Equipment Metal Worker	19.44
05190 - Motor Vehicle Mechanic	22.05
05220 - Motor Vehicle Mechanic Helper	15.43
05250 - Motor Vehicle Upholstery Worker	18.09
05280 - Motor Vehicle Wrecker	19.44
05310 - Painter, Automotive	20.80
05340 - Radiator Repair Specialist	19.44
05370 - Tire Repairer	13.86
05400 - Transmission Repair Specialist	22.05
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.72
07041 - Cook I	11.29
07042 - Cook II	13.09
07070 - Dishwasher	9.51
07130 - Food Service Worker	9.97
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	9.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.58
09040 - Furniture Handler	12.11
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer, Minor	17.19
09130 - Upholsterer	19.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.08

11060 - Elevator Operator	12.08
11090 - Gardener	18.88
11122 - Housekeeping Aide	11.18
11150 - Janitor	11.18
11210 - Laborer, Grounds Maintenance	14.35
11240 - Maid or Houseman	9.78
11260 - Pruner	12.83
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12010 - Ambulance Driver	17.28
12011 - Breath Alcohol Technician	19.94
12012 - Certified Occupational Therapist Assistant	33.49
12015 - Certified Physical Therapist Assistant	29.13
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	41.16
12030 - EKG Technician	32.28
12035 - Electroneurodiagnostic Technologist	32.28
12040 - Emergency Medical Technician	17.28
12071 - Licensed Practical Nurse I	17.84
12072 - Licensed Practical Nurse II	19.94
12073 - Licensed Practical Nurse III	22.23
12100 - Medical Assistant	13.85
12130 - Medical Laboratory Technician	23.48
12160 - Medical Record Clerk	15.04
12190 - Medical Record Technician	16.82
12195 - Medical Transcriptionist	17.32
12210 - Nuclear Medicine Technologist	43.83
12221 - Nursing Assistant I	12.03
12222 - Nursing Assistant II	13.52
12223 - Nursing Assistant III	14.75
12224 - Nursing Assistant IV	16.57
12235 - Optical Dispenser	14.65
12236 - Optical Technician	17.84
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.49
12305 - Radiologic Technologist	27.71
12311 - Registered Nurse I	27.00
12312 - Registered Nurse II	33.03
12313 - Registered Nurse II, Specialist	33.03
12314 - Registered Nurse III	39.97
12315 - Registered Nurse III, Anesthetist	39.97
12316 - Registered Nurse IV	47.90
12317 - Scheduler (Drug and Alcohol Testing)	24.71
12320 - Substance Abuse Treatment Counselor	21.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.55
13012 - Exhibits Specialist II	25.78
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	27.60
13047 - Librarian	24.77



13050 - Library Aide/Clerk		13.39	
13054 - Library Information Technology Systems Administrator			22.38
13058 - Library Technician		16.88	
13061 - Media Specialist I		16.14	
13062 - Media Specialist II		18.05	
13063 - Media Specialist III		20.14	
13071 - Photographer I		16.60	
13072 - Photographer II		18.57	
13073 - Photographer III		23.01	
13074 - Photographer IV		28.15	
13075 - Photographer V		34.06	
13090 - Technical Order Library Clerk			16.82
13110 - Video Teleconference Technician			16.06
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)		25.43
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			17.41
14160 - Personal Computer Support Technician			24.14
14170 - System Support Specialist		22.88	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			34.56
15020 - Aircrew Training Devices Instructor (Rated)			41.82
15030 - Air Crew Training Devices Instructor (Pilot)			50.12
15050 - Computer Based Training Specialist / Instructor			34.56
15060 - Educational Technologist		33.26	
15070 - Flight Instructor (Pilot)		50.12	
15080 - Graphic Artist		22.13	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop			50.12
15086 - Maintenance Test Pilot, Rotary Wing			50.12
15088 - Non-Maintenance Test/Co-Pilot			50.12
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		10.03	
16030 - Counter Attendant		10.03	
16040 - Dry Cleaner		12.17	
16070 - Finisher, Flatwork, Machine			10.03
16090 - Presser, Hand		10.03	
16110 - Presser, Machine, Drycleaning			10.03
16130 - Presser, Machine, Shirts		10.03	
16160 - Presser, Machine, Wearing Apparel, Laundry			10.03

16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.84
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.63	
21030 - Material Coordinator	20.48	
21040 - Material Expediter	20.48	
21050 - Material Handling Laborer	13.50	
21071 - Order Filler	13.21	
21080 - Production Line Worker (Food Processing)		15.63
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	11.95	
21150 - Stock Clerk	16.66	
21210 - Tools And Parts Attendant	15.63	
21410 - Warehouse Specialist	15.63	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.73	
23019 - Aircraft Logs and Records Technician		19.26
23021 - Aircraft Mechanic I	23.47	
23022 - Aircraft Mechanic II	24.73	
23023 - Aircraft Mechanic III	26.02	
23040 - Aircraft Mechanic Helper	16.50	
23050 - Aircraft, Painter	22.14	
23060 - Aircraft Servicer	19.26	
23070 - Aircraft Survival Flight Equipment Technician		22.14
23080 - Aircraft Worker	20.70	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.70
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.47
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41	
23125 - Cable Splicer	28.48	
23130 - Carpenter, Maintenance	18.84	
23140 - Carpet Layer	19.02	
23160 - Electrician, Maintenance	24.70	
23181 - Electronics Technician Maintenance I	27.85	
23182 - Electronics Technician Maintenance II	32.37	
23183 - Electronics Technician Maintenance III	34.12	
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.58	
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	20.49	
23312 - Fuel Distribution System Operator	15.88	
23370 - General Maintenance Worker	16.18	
23380 - Ground Support Equipment Mechanic	23.47	
23381 - Ground Support Equipment Servicer	19.26	
23382 - Ground Support Equipment Worker	20.70	
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	

23393 - Gunsmith III	21.58	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.36
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		21.45
23430 - Heavy Equipment Mechanic		23.25
23440 - Heavy Equipment Operator		18.92
23460 - Instrument Mechanic	21.58	
23465 - Laboratory/Shelter Mechanic		20.35
23470 - Laborer	13.50	
23510 - Locksmith	20.35	
23530 - Machinery Maintenance Mechanic		27.49
23550 - Machinist, Maintenance		21.04
23580 - Maintenance Trades Helper		14.11
23591 - Metrology Technician I		21.58
23592 - Metrology Technician II		22.74
23593 - Metrology Technician III		23.92
23640 - Millwright	23.87	
23710 - Office Appliance Repairer		20.35
23760 - Painter, Maintenance		18.66
23790 - Pipefitter, Maintenance		24.61
23810 - Plumber, Maintenance		23.21
23820 - Pneudraulic Systems Mechanic		21.58
23850 - Rigger	21.58	
23870 - Scale Mechanic		19.02
23890 - Sheet-Metal Worker, Maintenance		21.08
23910 - Small Engine Mechanic		20.01
23931 - Telecommunications Mechanic I		29.14
23932 - Telecommunications Mechanic II		30.60
23950 - Telephone Lineman		25.08
23960 - Welder, Combination, Maintenance		19.79
23965 - Well Driller	22.41	
23970 - Woodcraft Worker		21.58
23980 - Woodworker		16.41
24000 - Personal Needs Occupations		
24550 - Case Manager		16.64
24570 - Child Care Attendant		9.71
24580 - Child Care Center Clerk		12.11
24610 - Chore Aide	10.31	
24620 - Family Readiness And Support Services Coordinator		14.93
24630 - Homemaker		16.64
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.66	
25040 - Sewage Plant Operator		18.94
25070 - Stationary Engineer		24.66
25190 - Ventilation Equipment Tender		17.46
25210 - Water Treatment Plant Operator		18.94
27000 - Protective Service Occupations		
27004 - Alarm Monitor	16.80	
27007 - Baggage Inspector		14.54
27008 - Corrections Officer		20.46
27010 - Court Security Officer		21.19
27030 - Detection Dog Handler		16.26

27040 - Detention Officer	20.46	
27070 - Firefighter	21.54	
27101 - Guard I	14.54	
27102 - Guard II	16.26	
27131 - Police Officer I	23.59	
27132 - Police Officer II	26.22	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.30	
28042 - Carnival Equipment Repairer	14.45	
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	13.00	
28310 - Lifeguard	11.01	
28350 - Park Attendant (Aide)	14.55	
28510 - Recreation Aide/Health Facility Attendant	10.61	
28515 - Recreation Specialist	17.77	
28630 - Sports Official	11.59	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.64	
29020 - Hatch Tender	23.64	
29030 - Line Handler	23.64	
29041 - Stevedore I	22.00	
29042 - Stevedore II	25.28	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.32	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.94	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.18	
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	25.78	
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	16.57	
30082 - Engineering Technician II	18.59	
30083 - Engineering Technician III	20.80	
30084 - Engineering Technician IV	25.77	
30085 - Engineering Technician V	31.53	
30086 - Engineering Technician VI	38.15	
30090 - Environmental Technician	28.76	
30095 - Evidence Control Specialist	28.76	
30210 - Laboratory Technician	24.08	
30221 - Latent Fingerprint Technician I	31.86	
30222 - Latent Fingerprint Technician II	35.19	
30240 - Mathematical Technician	28.76	
30361 - Paralegal/Legal Assistant I	20.07	
30362 - Paralegal/Legal Assistant II	24.87	
30363 - Paralegal/Legal Assistant III	30.42	
30364 - Paralegal/Legal Assistant IV	36.80	

30375 - Petroleum Supply Specialist	35.19	
30390 - Photo-Optics Technician	28.76	
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		29.44
30492 - Unexploded Ordnance (UXO) Technician II		35.62
30493 - Unexploded Ordnance (UXO) Technician III		42.69
30494 - Unexploded (UXO) Safety Escort		29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I	31.86	
30502 - Weather Forecaster II	38.76	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.88
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	28.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.62	
31020 - Bus Aide	12.42	
31030 - Bus Driver	17.20	
31043 - Driver Courier	14.33	
31260 - Parking and Lot Attendant	11.13	
31290 - Shuttle Bus Driver	15.57	
31310 - Taxi Driver	13.26	
31361 - Truckdriver, Light	15.57	
31362 - Truckdriver, Medium	16.79	
31363 - Truckdriver, Heavy	18.94	
31364 - Truckdriver, Tractor-Trailer	18.94	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	17.37	
99030 - Cashier	11.05	
99050 - Desk Clerk	10.65	
99095 - Embalmer	30.45	
99130 - Flight Follower	29.44	
99251 - Laboratory Animal Caretaker I		12.28
99252 - Laboratory Animal Caretaker II		13.34
99260 - Marketing Analyst	30.09	
99310 - Mortician	30.45	
99410 - Pest Controller	22.57	
99510 - Photofinishing Worker	15.47	
99710 - Recycling Laborer	18.66	
99711 - Recycling Specialist	22.25	
99730 - Refuse Collector	16.84	
99810 - Sales Clerk	11.63	
99820 - School Crossing Guard	12.82	
99830 - Survey Party Chief	24.75	
99831 - Surveying Aide	17.01	
99832 - Surveying Technician	21.77	
99840 - Vending Machine Attendant	18.22	
99841 - Vending Machine Repairer	22.95	
99842 - Vending Machine Repairer Helper	18.22	

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the



following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-5851  
 Daniel W. Simms | Division of | Revision No.: 14  
 Director | Wage Determinations | Date Of Last Revision: 05/21/2021

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Texas

Area: Texas County of Newton

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.05	
01012 - Accounting Clerk II	16.89	
01013 - Accounting Clerk III	24.22	
01020 - Administrative Assistant	24.00	
01035 - Court Reporter	27.82	
01041 - Customer Service Representative I	12.71	
01042 - Customer Service Representative II	13.87	
01043 - Customer Service Representative III	15.58	
01051 - Data Entry Operator I	15.93	
01052 - Data Entry Operator II	17.38	
01060 - Dispatcher, Motor Vehicle	19.43	
01070 - Document Preparation Clerk	14.39	
01090 - Duplicating Machine Operator	14.39	
01111 - General Clerk I	13.14	
01112 - General Clerk II	14.34	
01113 - General Clerk III	16.11	
01120 - Housing Referral Assistant	20.14	
01141 - Messenger Courier	12.57	

01191 - Order Clerk I	14.93
01192 - Order Clerk II	16.31
01261 - Personnel Assistant (Employment) I	15.64
01262 - Personnel Assistant (Employment) II	17.49
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	28.31
01290 - Rental Clerk	15.07
01300 - Scheduler, Maintenance	16.16
01311 - Secretary I	16.16
01312 - Secretary II	18.07
01313 - Secretary III	20.14
01320 - Service Order Dispatcher	16.68
01410 - Supply Technician	24.00
01420 - Survey Worker	15.29
01460 - Switchboard Operator/Receptionist	12.96
01531 - Travel Clerk I	15.16
01532 - Travel Clerk II	16.33
01533 - Travel Clerk III	17.51
01611 - Word Processor I	14.39
01612 - Word Processor II	16.16
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.80
07042 - Cook II	12.63
07070 - Dishwasher	10.34
07130 - Food Service Worker	11.27
07210 - Meat Cutter	14.45
07260 - Waiter/Waitress	9.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.08
09040 - Furniture Handler	13.48
09080 - Furniture Refinisher	23.08
09090 - Furniture Refinisher Helper	16.69
09110 - Furniture Repairer, Minor	19.94
09130 - Upholsterer	23.08
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.67

11060 - Elevator Operator	11.67
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.16
11150 - Janitor	12.16
11210 - Laborer, Grounds Maintenance	12.39
11240 - Maid or Houseman	10.01
11260 - Pruner	11.00
11270 - Tractor Operator	15.34
11330 - Trail Maintenance Worker	12.39
11360 - Window Cleaner	13.69
12000 - Health Occupations	
12010 - Ambulance Driver	19.42
12011 - Breath Alcohol Technician	18.89
12012 - Certified Occupational Therapist Assistant	31.53
12015 - Certified Physical Therapist Assistant	36.02
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	34.51
12030 - EKG Technician	29.12
12035 - Electroneurodiagnostic Technologist	29.12
12040 - Emergency Medical Technician	19.42
12071 - Licensed Practical Nurse I	16.90
12072 - Licensed Practical Nurse II	18.89
12073 - Licensed Practical Nurse III	21.06
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	24.76
12160 - Medical Record Clerk	15.92
12190 - Medical Record Technician	17.80
12195 - Medical Transcriptionist	19.31
12210 - Nuclear Medicine Technologist	41.52
12221 - Nursing Assistant I	11.60
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.23
12224 - Nursing Assistant IV	15.98
12235 - Optical Dispenser	15.35
12236 - Optical Technician	16.90
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	16.83
12305 - Radiologic Technologist	25.80
12311 - Registered Nurse I	22.99
12312 - Registered Nurse II	28.12
12313 - Registered Nurse II, Specialist	28.12
12314 - Registered Nurse III	34.03
12315 - Registered Nurse III, Anesthetist	34.03
12316 - Registered Nurse IV	40.78
12317 - Scheduler (Drug and Alcohol Testing)	23.41
12320 - Substance Abuse Treatment Counselor	20.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	25.19
13013 - Exhibits Specialist III	30.82
13041 - Illustrator I	20.41
13042 - Illustrator II	25.19
13043 - Illustrator III	30.82
13047 - Librarian	27.90

13050 - Library Aide/Clerk	10.69	
13054 - Library Information Technology Systems Administrator		25.19
13058 - Library Technician	14.44	
13061 - Media Specialist I	18.19	
13062 - Media Specialist II	20.34	
13063 - Media Specialist III	22.67	
13071 - Photographer I	18.19	
13072 - Photographer II	20.34	
13073 - Photographer III	25.19	
13074 - Photographer IV	30.82	
13075 - Photographer V	37.29	
13090 - Technical Order Library Clerk		13.06
13110 - Video Teleconference Technician		18.19
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.03	
14042 - Computer Operator II	19.88	
14043 - Computer Operator III	24.72	
14044 - Computer Operator IV	27.48	
14045 - Computer Operator V	30.43	
14071 - Computer Programmer I	(see 1)	22.16
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.03
14160 - Personal Computer Support Technician		27.48
14170 - System Support Specialist	32.02	
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	32.76	
15070 - Flight Instructor (Pilot)	48.38	
15080 - Graphic Artist	19.41	
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	10.88	
16030 - Counter Attendant	10.88	
16040 - Dry Cleaner	13.96	
16070 - Finisher, Flatwork, Machine		10.88
16090 - Presser, Hand	10.88	
16110 - Presser, Machine, Drycleaning		10.88
16130 - Presser, Machine, Shirts	10.88	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.88

16190 - Sewing Machine Operator	14.76	
16220 - Tailor	15.89	
16250 - Washer, Machine	11.92	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.20
19040 - Tool And Die Maker	31.22	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.83	
21030 - Material Coordinator	28.31	
21040 - Material Expediter	28.31	
21050 - Material Handling Laborer	14.73	
21071 - Order Filler	14.03	
21080 - Production Line Worker (Food Processing)		16.83
21110 - Shipping Packer	16.12	
21130 - Shipping/Receiving Clerk	16.12	
21140 - Store Worker I	12.70	
21150 - Stock Clerk	18.30	
21210 - Tools And Parts Attendant	16.83	
21410 - Warehouse Specialist	16.83	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	28.74	
23019 - Aircraft Logs and Records Technician		22.63
23021 - Aircraft Mechanic I	27.20	
23022 - Aircraft Mechanic II	28.74	
23023 - Aircraft Mechanic III	29.58	
23040 - Aircraft Mechanic Helper	18.94	
23050 - Aircraft, Painter	25.87	
23060 - Aircraft Servicer	22.63	
23070 - Aircraft Survival Flight Equipment Technician		25.87
23080 - Aircraft Worker	24.36	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		27.20
23110 - Appliance Mechanic	25.87	
23120 - Bicycle Repairer	20.83	
23125 - Cable Splicer	34.56	
23130 - Carpenter, Maintenance	24.99	
23140 - Carpet Layer	24.36	
23160 - Electrician, Maintenance	28.26	
23181 - Electronics Technician Maintenance I		32.83
23182 - Electronics Technician Maintenance II		35.30
23183 - Electronics Technician Maintenance III		37.14
23260 - Fabric Worker	22.63	
23290 - Fire Alarm System Mechanic	24.40	
23310 - Fire Extinguisher Repairer	20.83	
23311 - Fuel Distribution System Mechanic	29.52	
23312 - Fuel Distribution System Operator	23.78	
23370 - General Maintenance Worker	18.53	
23380 - Ground Support Equipment Mechanic		27.20
23381 - Ground Support Equipment Servicer		22.63
23382 - Ground Support Equipment Worker		24.36
23391 - Gunsmith I	20.56	
23392 - Gunsmith II	24.06	



23393 - Gunsmith III	27.20	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		28.87
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		30.12
23430 - Heavy Equipment Mechanic		26.53
23440 - Heavy Equipment Operator		25.29
23460 - Instrument Mechanic	27.20	
23465 - Laboratory/Shelter Mechanic		25.87
23470 - Laborer	14.73	
23510 - Locksmith	25.87	
23530 - Machinery Maintenance Mechanic		31.99
23550 - Machinist, Maintenance		26.58
23580 - Maintenance Trades Helper		16.35
23591 - Metrology Technician I		27.20
23592 - Metrology Technician II		28.38
23593 - Metrology Technician III		29.58
23640 - Millwright	27.95	
23710 - Office Appliance Repairer		19.25
23760 - Painter, Maintenance		19.45
23790 - Pipefitter, Maintenance		30.20
23810 - Plumber, Maintenance		28.71
23820 - Pneudraulic Systems Mechanic		27.20
23850 - Rigger	30.48	
23870 - Scale Mechanic		24.36
23890 - Sheet-Metal Worker, Maintenance		27.80
23910 - Small Engine Mechanic		19.59
23931 - Telecommunications Mechanic I		32.90
23932 - Telecommunications Mechanic II		34.33
23950 - Telephone Lineman		31.00
23960 - Welder, Combination, Maintenance		26.26
23965 - Well Driller	26.89	
23970 - Woodcraft Worker		27.20
23980 - Woodworker		20.83
24000 - Personal Needs Occupations		
24550 - Case Manager		15.94
24570 - Child Care Attendant		10.35
24580 - Child Care Center Clerk		12.93
24610 - Chore Aide	9.14	
24620 - Family Readiness And Support Services Coordinator		15.94
24630 - Homemaker		15.94
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	27.14	
25040 - Sewage Plant Operator		22.84
25070 - Stationary Engineer		27.14
25190 - Ventilation Equipment Tender		18.70
25210 - Water Treatment Plant Operator		22.84
27000 - Protective Service Occupations		
27004 - Alarm Monitor	21.05	
27007 - Baggage Inspector		12.94
27008 - Corrections Officer		25.55
27010 - Court Security Officer		29.08
27030 - Detection Dog Handler		14.48

27040 - Detention Officer	25.55	
27070 - Firefighter	29.08	
27101 - Guard I	12.94	
27102 - Guard II	14.48	
27131 - Police Officer I	30.19	
27132 - Police Officer II	33.55	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.80	
28042 - Carnival Equipment Repairer	14.07	
28043 - Carnival Worker	9.18	
28210 - Gate Attendant/Gate Tender	15.40	
28310 - Lifeguard	13.71	
28350 - Park Attendant (Aide)	17.85	
28510 - Recreation Aide/Health Facility Attendant	13.43	
28515 - Recreation Specialist	21.33	
28630 - Sports Official	15.14	
28690 - Swimming Pool Operator	16.46	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	30.74	
29020 - Hatch Tender	30.74	
29030 - Line Handler	30.74	
29041 - Stevedore I	28.56	
29042 - Stevedore II	33.05	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.29	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.78	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.59	
30021 - Archeological Technician I	20.65	
30022 - Archeological Technician II	23.11	
30023 - Archeological Technician III	28.62	
30030 - Cartographic Technician	28.62	
30040 - Civil Engineering Technician	24.06	
30051 - Cryogenic Technician I	31.70	
30052 - Cryogenic Technician II	35.01	
30061 - Drafter/CAD Operator I	20.65	
30062 - Drafter/CAD Operator II	23.11	
30063 - Drafter/CAD Operator III	25.76	
30064 - Drafter/CAD Operator IV	31.70	
30081 - Engineering Technician I	16.06	
30082 - Engineering Technician II	18.03	
30083 - Engineering Technician III	20.60	
30084 - Engineering Technician IV	25.52	
30085 - Engineering Technician V	30.94	
30086 - Engineering Technician VI	36.98	
30090 - Environmental Technician	28.62	
30095 - Evidence Control Specialist	27.62	
30210 - Laboratory Technician	35.78	
30221 - Latent Fingerprint Technician I	31.70	
30222 - Latent Fingerprint Technician II	35.01	
30240 - Mathematical Technician	28.62	
30361 - Paralegal/Legal Assistant I	20.40	
30362 - Paralegal/Legal Assistant II	25.27	
30363 - Paralegal/Legal Assistant III	30.91	
30364 - Paralegal/Legal Assistant IV	37.40	

30375 - Petroleum Supply Specialist	35.01	
30390 - Photo-Optics Technician	28.62	
30395 - Radiation Control Technician	35.01	
30461 - Technical Writer I	28.62	
30462 - Technical Writer II	35.01	
30463 - Technical Writer III	42.36	
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort		25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	31.70	
30502 - Weather Forecaster II	38.56	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.76
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	28.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	12.71	
31030 - Bus Driver	18.80	
31043 - Driver Courier	13.29	
31260 - Parking and Lot Attendant	11.20	
31290 - Shuttle Bus Driver	14.03	
31310 - Taxi Driver	12.47	
31361 - Truckdriver, Light	14.62	
31362 - Truckdriver, Medium	15.89	
31363 - Truckdriver, Heavy	20.70	
31364 - Truckdriver, Tractor-Trailer	20.70	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	11.32	
99050 - Desk Clerk	10.62	
99095 - Embalmer	27.04	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I		19.59
99252 - Laboratory Animal Caretaker II		21.55
99260 - Marketing Analyst	30.07	
99310 - Mortician	27.04	
99410 - Pest Controller	17.12	
99510 - Photofinishing Worker	13.45	
99710 - Recycling Laborer	21.03	
99711 - Recycling Specialist	26.03	
99730 - Refuse Collector	18.68	
99810 - Sales Clerk	11.98	
99820 - School Crossing Guard	12.13	
99830 - Survey Party Chief	26.06	
99831 - Surveying Aide	14.82	
99832 - Surveying Technician	19.44	
99840 - Vending Machine Attendant	17.92	
99841 - Vending Machine Repairer	23.06	
99842 - Vending Machine Repairer Helper	17.92	

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the

following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
  
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
  
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
  
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
  
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
  
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.



When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

**SECTION K - REPRESENTATIONS, CERTIFICATIONS, AND OTHER STATEMENTS OF OFFERORS OR QUOTERS**

**K.1 Provision 3-130, Authorized Negotiators - (Jan 2003)**

The offeror represents that the following persons are authorized to negotiate on its behalf with the judiciary in connection with this solicitation (*offeror lists names, titles, and telephone numbers of the authorized negotiators*).

Name: \_\_\_\_\_  
 Titles: \_\_\_\_\_  
 Telephone: \_\_\_\_\_  
 Fax: \_\_\_\_\_  
 Email: \_\_\_\_\_

**K.2 Provision 3-5, Taxpayer Identification and Other Offeror Information - (APR 2011)**

(a) Definitions.

“Taxpayer Identification (TIN),” as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of [31 U.S.C. §§ 7701\(c\)](#) and [3325\(d\)](#), reporting requirements of [26 U.S.C. §§ 6041, 6041A](#), and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror’s relationship with the government ([31 U.S.C. § 7701\(c\)\(3\)](#)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror’s TIN.

(d) Taxpayer Identification Number (TIN): \_\_\_\_\_

TIN has been applied for.

TIN is not required, because:

Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

Offeror is an agency or instrumentality of a foreign government;

Offeror is an agency or instrumentality of the federal government.

(e) Type of Organization:

- sole proprietorship;
- partnership;
- corporate entity (not tax-exempt);
- corporate entity (tax-exempt);
- government entity (federal, state or local);
- foreign government;
- international organization per [26 CFR 1.6049-4](#);
- other

(f) Contractor representations.

The offeror represents as part of its offer that it is , is not  51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

- Women Owned Business
- Minority Owned Business (if selected then one sub-type is required)
- Black American Owned
- Hispanic American Owned
- Native American Owned (American Indians, Eskimos, Aleuts, or Native Hawaiians)
- Asian-Pacific American Owned (persons with origins from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia (Kampuchea), Vietnam, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)
- Subcontinent Asian (Asian-Indian) American Owned (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)
- Individual/concern, other than one of the preceding.

## **SECTION L - INSTRUCTIONS, CONDITIONS, AND NOTICE TO OFFERORS**

### **L.1. GENERAL INSTRUCTIONS FOR PROPOSALS**

#### **A. Request for Proposals**

This Request for Proposal consists of Sections A through M.

#### **Section A - Solicitation/Offer/Acceptance Form, AO 367**

In Section A, page 1 is the **Solicitation/Offer/Acceptance**. The offeror must fill out the following blocks on the form:

- (1) Block 8, as instructed on the form.
- (2) Block 9, discount for prompt payment, if applicable.
- (3) Block 10, acknowledgment of amendments.
- (4) Block 11, name and address of offeror.
- (5) Block 12, telephone number.
- (6) Block 13, name and title of person authorized to sign the offer.
- (7) Block 14, signature of offeror,
- (8) Block 15, date signed.

**NOTE:**        **The signature of the original and additional copies must contain original signatures of the offeror in this block.**

#### **Section B - Submission of Prices**

##### **(1) Services**

The offeror must provide a response to every requested service item.

##### **(2) Prices**

The prices submitted must reflect the requirements of the Statement of Work for each project code requested as well as all terms and conditions of the contract that relate to that service item.

##### **(3) Acceptable Responses**

###### **(a) Unit Price**

Sliding price scales will not be accepted by the Government. The price will reflect the unit as defined in Section B and the Statement of Work for each project code.

(b) **"N/C" = No Charge**

For any item that the offeror will provide without charge or without additional charge, the offeror shall insert "N/C" in the Unit Price column of Section B.

(c) **Subcontracting**

For service items that the offeror will be subcontracting, the offeror shall insert the letter "S" following the price inserted in the Unit Price column. Services referred to another vendor shall be considered subcontracting and shall require the "S" designation.

(d) **Prices and "No Shows"**

A "No Show" occurs when a client does not appear for a prescheduled service, and the client fails to cancel the appointment at least 24 hours in advance. Offerors may factor the price of client "No Shows" for prescheduled appointments into the unit prices for the project codes listed in G.3. **It is estimated that clients fail to appear for prescheduled individual services approximately 5% of the time, although specific services may experience a higher rate of "no shows".**

(4) **Estimated Monthly Quantity**

The figures provided in the Estimated Monthly Quantity column of Section B are estimates of the frequency that the services will be required. These figures are estimates only and the government is not bound to meet these estimates.

**Proposal Submission**

By submission of a signed proposal (including the submission of the Certification of Compliance (Attachment A) described below), the offeror is agreeing to comply with all requirements, terms, and conditions of this solicitation and any resultant agreement or contract. **Note: The offeror is not required to submit solicitation sections C, D, E, F, G, H, and I as part of its proposal.**

**Section K - Representations, Certifications, and Other Statements of Offeror**

The Offeror must check or complete all applicable boxes or blocks in the paragraphs under Section K of the Solicitation Document and resubmit the full section as that of the Proposal.

The Offeror's Statements, Qualifications, and References contained in Attachments A through D to this solicitation document shall be completed and submitted as follows:

**Preparation of Certification of Compliance Statement (Attachment A)**

1. Each offeror shall prepare and submit as part of its offer a **CERTIFICATION OF COMPLIANCE STATEMENT** in which the offeror certifies that it will provide the mandatory requirements stated in Sections C, E, F and G and comply with terms and conditions of the RFP. If the offeror is proposing subcontractor(s) to perform any services, the offeror shall identify the proposed subcontractor(s) and submit separate certification statements from each subcontractor that certifies that they will provide services in compliance with the requirements of the RFP.

### **Preparation of Background Statement (Attachment B)**

1. Each offeror shall prepare and submit as part of its offer a **BACKGROUND STATEMENT** addressing the requirements in paragraphs 2.a. through d. below. (See Attachment B). The offeror shall identify all required documents included in the submitted proposal through the use of labeled tabs. If the offeror is proposing any subcontractors to perform services, the offeror also shall comply with the requirements in paragraphs 2 a. through d. pertaining to each proposed subcontractor.
2. In the **BACKGROUND STATEMENT** the offeror shall:
  - a. provide copies of all monitoring reports for the previous 18 months from all federal (including current USPO and USPSO), state and local agencies for the locations solicited. If the vendor is not able to provide copies of monitoring reports, the vendor shall provide copies of certificates or letters from federal, state, or local agencies indicating that the vendor has had a satisfactory or higher rating for the previous 18 months. If the vendor is not able to provide copies of monitoring reports, certifications or letters due to a private practice, the vendor must expressly state so in its proposal for this area. To be considered technically acceptable a vendor must have received ratings of satisfactory or higher or have expressly stated in its proposals that it is a private practice and does not have access to monitoring reports, certificates or letters. Monitoring reports for proposed subcontractors are not required; however, onsite evaluations will be individually performed for all subcontractors.
  - b. state expressly each performance site at which the offeror and any proposed subcontractors intend to provide services in response to this solicitation. Proposed sites shall be located within the solicitation's identified catchment area.
  - c. include copies of all applicable business and/or operating licenses as required by state and local laws and regulations. Offerors are not required to provide copies of the aforementioned documentation for proposed subcontractors; however, the offeror is responsible for ensuring that proposed subcontractors have all applicable business and/or operating licenses as required by state and local laws and regulations.

- d. include copies of compliance with all federal, state and local fire, safety and health codes. Offerors are not required to provide copies of the aforementioned documentation for proposed subcontractors; however, the offeror is responsible for ensuring that proposed subcontractors have appropriate documentation demonstrating compliance with all federal, state and local fire, safety and health codes.
3. By submitting the **BACKGROUND STATEMENT** the offeror warrants that all information contained therein is correct and accurately reflects the offeror's ability to perform.

### **Preparation of Staff Qualifications - (Attachment C)**

The offeror shall prepare and submit the **OFFEROR'S STAFF QUALIFICATION FORM** (see Attachment C) for all staff performing services under any resultant contract. The offeror shall include the name, title, duties that will be performed under any resultant agreement by numeric project code, education, experience, and credentials (licenses and certifications) for all proposed staff members who will be performing services under any resultant agreement. In addition, the offeror shall certify that no proposed staff members are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release (federal, state, or local). The Offeror shall also certify that no proposed staff members have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry. Attachment C shall also be prepared for all proposed subcontractor staff performing services.

Offerors providing sex-offense specific evaluations must certify on the Offeror's Staff Qualification Form (Attachment C) that the evaluator adheres to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA).

### **Preparation of Offeror's References - (Attachment D)**

The offeror shall provide three references (Federal, State, or local government agencies and/or private organizations), using Attachment D, for whom the offeror has provided treatment and other services identified in this RFP within the past 3 years. Provide the name and address for each reference, as well as a contact person and phone number. The government reserves the right to contact any reference and consider the information provided as part of its responsibility determination.

### **Sections L - Instructions, Conditions and Notices to Offerors, and M - Evaluation Criteria**

Sections K, L and M contain information and instructions and do not become part of any resultant agreement.

## L.2 Provision 3-100, Instructions to Offerors - (APR 2013)

- (a) *Definitions* As used in this provision:  
"Discussions" are negotiations that occur after establishment of the competitive range that may, at the contracting officer's discretion, result in the offeror being allowed to revise its offer.  
In writing, "writing," or "written" means any worded or numbered expression that can be read, reproduced, and later communicated, and includes electronically transmitted and stored information.  
"Offer modification" is a change made to an offer before the solicitation's closing date and time, or made in response to an amendment, or made to correct a mistake at any time before award.  
"Offer revision" is a change to an offer made after the solicitation closing date, at the request of or as allowed by a contracting officer as the result of negotiations.  
"Time," if stated as a number of days, is calculated using calendar days, unless otherwise specified, and will include Saturdays, Sundays, and legal holidays. However, if the last day falls on a Saturday, Sunday, or legal holiday, then the period will include the next working day.
- (b) *Amendments to solicitations* If this solicitation is amended, all terms and conditions that are not amended remain unchanged. Offerors shall acknowledge receipt of any amendment to this solicitation by the date and time specified in the amendment(s). An offeror's failure to acknowledge amendments affecting price, quantity, quality or delivery may result in the offeror's proposal being determined unacceptable where award is made without discussions.
- (c) *Submission, modification, revision, and withdrawal of offers*
- (1) Unless other methods (e.g., electronic commerce or facsimile) are permitted in the solicitation, offers and modifications to offers shall be submitted in paper media in sealed envelopes or packages (i) addressed to the office specified in the solicitation, and (ii) showing the time and date specified for receipt, the solicitation number, and the name and address of the offeror. Offerors using commercial carriers shall ensure that the offer is marked on the outermost wrapper with the information in paragraphs (c)(1)(i) and (c)(1)(ii) of this provision.
  - (2) The first page of the offer shall show:
    - (i) the solicitation number;
    - (ii) the name, address, and telephone and facsimile numbers of the offeror (and electronic address if available);
    - (iii) a statement specifying the extent of agreement with all terms, conditions, and provisions included in the solicitation and agreement to furnish any or all items upon which prices are offered at the price set opposite each item;
    - (iv) names, titles, and telephone and facsimile numbers (and electronic addresses if available) of persons authorized to negotiate on the offeror's behalf with the judiciary in connection with this solicitation; and
    - (v) name, title, and signature of person authorized to sign the offer. Offers signed by an agent shall be accompanied by evidence of that agent's authority, unless that evidence has been previously furnished to the issuing office.



- (3) *Submission, modification, revision, and withdrawal of offers*
- (i) Offerors are responsible for submitting offers, and any modifications or revisions, so as to reach the judiciary office designated in the solicitation by the time specified in the solicitation. If no time is specified in the solicitation, the time for receipt is 4:30 p.m., local time, for the designated judiciary office on the date that offer or revision is due.
  - (ii) (A) Any offer, modification, or revision received at the judiciary office designated in the solicitation after the exact time specified for receipt of offers is "late" and will not be considered unless it is received before award is made, the contracting officer determines it's in the judiciary's best interest, the contracting officer determines that accepting the late offer would not unduly delay the procurement, and:
    - (1) if it was transmitted through an electronic commerce method authorized by the solicitation, it was received at the initial point of entry to the judiciary infrastructure not later than 5:00 p.m. one working day prior to the date specified for receipt of offers; or
    - (2) there is acceptable evidence to establish that it was received at the judiciary installation designated for receipt of offers and was under the judiciary's control prior to the time set for receipt of offers; or
    - (3) it is the only offer received.
  - (ii) (B) However, a late modification of an otherwise successful offer that makes its terms more favorable to the judiciary, will be considered at any time it is received and may be accepted.
  - (iii) Acceptable evidence to establish the time of receipt at the judiciary installation includes the time/date stamp of that installation on the offer wrapper, other documentary evidence of receipt maintained by the installation, or oral testimony or statements of judiciary personnel.
  - (iv) If an emergency or unanticipated event interrupts normal judiciary processes so that offers cannot be received at the office designated for receipt of offers by the exact time specified in the solicitation, and urgent judiciary requirements preclude amendment of the solicitation, the time specified for receipt of offers will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which normal judiciary processes resume.
  - (v) Offers may be withdrawn by written notice received at any time before award. Oral offers in response to oral solicitations may be withdrawn orally. If the solicitation authorizes facsimile offers, offers may be withdrawn via facsimile received at any time before award, subject to the conditions specified in Provision 3-115, "Facsimile Offers." Offers may be withdrawn in person by an offeror or an authorized representative, if the identity of the person requesting withdrawal is established and the person signs a receipt for the offer before award.
- (4) Unless otherwise specified in the solicitation, the offeror may propose to provide any item or combination of items.

- (5) Offerors shall submit offers in response to this solicitation in English and in U.S. dollars.
  - (6) Offerors may submit modifications to their offers at any time before the solicitation closing date and time, and may submit modifications in response to an amendment, or to correct a mistake at any time before award.
  - (7) Offerors may submit revised offers only if requested or allowed by the contracting officer.
  - (8) Offers may be withdrawn at any time before award. Withdrawals are effective upon receipt of notice by the contracting officer.
- (d) *Offer expiration date* Offers in response to this solicitation will be valid for the number of days specified on the solicitation cover sheet (unless a different period is proposed by the offeror).
- (e) *Restriction on disclosure and use of data* Offerors that include in their offers data that they do not want disclosed to the public for any purpose, or used by the judiciary except for evaluation purposes, shall:
- (1) mark the title page with the following legend:

This offer includes data that shall not be disclosed outside the judiciary and shall not be duplicated, used, or disclosed-in whole or in part-for any purpose other than to evaluate this offer. If, however, a contract is awarded to this offeror as a result of-or in connection with-the submission of this data, the judiciary shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the judiciary's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction are contained in sheets [*insert numbers or other identification of sheets*]; and
  - (2) mark each sheet of data it wishes to restrict with the following legend:

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this offer.
- (f) *Contract award*
- (1) The judiciary intends to award a contract or contracts resulting from this solicitation to the responsible offeror(s) whose offer(s) represents the best value after evaluation in accordance with the factors and subfactors in the solicitation.
  - (2) The judiciary may reject any or all offers if such action is in the judiciary's interest.
  - (3) The judiciary may waive informalities and minor irregularities in offers received.
  - (4) The judiciary intends to evaluate offers and award a contract without discussions with offerors (except clarifications). Therefore, the offeror's initial offer shall contain the offeror's best terms from a price or price and technical standpoint. The judiciary reserves the right to conduct discussions if the contracting officer

later determines them to be necessary. If the contracting officer determines that the number of offers that would otherwise be in the competitive range exceeds the number at which an efficient competition can be conducted, the contracting officer may limit the number of offers in the competitive range to the greatest number that will permit an efficient competition among the most highly rated offers.

- (5) The judiciary reserves the right to make an award on any item for a quantity less than the quantity offered, at the unit price or prices offered, unless the offeror specifies otherwise in the offer.
- (6) The judiciary reserves the right to make multiple awards if, after considering the additional administrative prices, it is in the judiciary's best interest to do so.
- (7) Exchanges with offerors after receipt of an offer do not constitute a rejection or counteroffer by the judiciary.
- (8) The judiciary may determine that an offer is unacceptable if the prices proposed are materially unbalanced between line items or sub-line items. Unbalanced pricing exists when, despite an acceptable total evaluated price, the price of one or more contract line items is significantly overstated or understated as indicated by the application of price or price analysis techniques. An offer may be rejected if the contracting officer determines that the lack of balance poses an unacceptable risk to the judiciary.
- (9) If a price realism analysis is performed, price realism may be considered by the source selection authority in evaluating performance or schedule risk.
- (10) A written award or acceptance of offer mailed or otherwise furnished to the successful offeror within the time specified in the offer shall result in a binding contract without further action by either party.
- (11) The judiciary may disclose the following information in postaward debriefings to other offerors:
  - (i) the overall evaluated price or price and technical rating of the successful offeror;
  - (ii) the overall ranking of all offerors, when any ranking was developed by the judiciary during source selection;
  - (iii) a summary of the rationale for award; and
  - (iv) for procurements of commercial items, the make and model of the item to be delivered by the successful offeror.

**OFFEROR’S CERTIFICATION OF COMPLIANCE STATEMENT**

As required in Section L.1 , Preparation of Certification of Compliance Statement, the offeror and each proposed subcontractor(s) shall complete the certification below.

I hereby certify on behalf of \_\_\_\_\_ (Name of Offeror or Subcontractor) that \_\_\_\_\_ (Name of Offeror or Subcontractor) will provide the mandatory requirements stated in Sections C, E, F and G and all services in strict compliance with requirements, terms, and conditions of the RFP. I understand that failure to perform in accordance with any of the requirements, terms, and/or conditions may result in suspension or discontinuation of referrals or termination of the contract/BPA.

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

TITLE: \_\_\_\_\_

**OFFEROR'S BACKGROUND STATEMENT**

As required in Section L.1, Preparation of the Background Statement, the offeror shall prepare a Background Statement below (attach pages as needed labeled as subsets of this Attachment number).

**CERTIFICATIONS**

(check all that apply)

I certify herein that all information provided in the BACKGROUND STATEMENT is accurate, complete, and correct.

I certify herein that copies of all monitoring reports for the previous 18 months from federal, state and local agencies have been provided, or if a monitoring report for the previous 18 months is not available, a federal, state, and/or local certificate or letter indicating the vendor has a satisfactory or higher rating has been provided.

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

**OFFEROR'S STAFF QUALIFICATIONS**

As required in Section L.1, Preparation of Staff Qualifications, the Offeror shall prepare and submit below, (attach pages as needed labeled as subsets of this attachment number), for all staff performing services under any resultant Agreement, including credentials (licenses and certification) by project code. Staff providing sex-offense specific services must certify that the evaluator adheres to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA). The offeror shall complete the certification section below.

PC    NAME    TITLE    DUTIES    EDUCATION    EXPERIENCE    CREDENTIALS

**CERTIFICATIONS**

(check all that apply)

I certify herein that no proposed staff members are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release (federal, state, or local).

I certify herein that no proposed staff members have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry.

[*Check box only if applicable*] I certify herein that proposed staff conducting sex-offense specific evaluations will adhere to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA).

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

**OFFEROR'S REFERENCES**

As required in Section L.1, the Offeror shall provide the name and address for each reference including a contact person and the telephone number.

**SECTION M - EVALUATION FACTORS FOR AWARD****M.1 Basis for Award**

Selection of vendors with whom the Probation/Pretrial Services Office will establish BPA's will be based on technical acceptability and the lowest price to the Government. If the solicitation document identifies that BPA's will be established with a specified number of vendors, the selection of technically acceptable vendors shall be based on price. For example, if a solicitation document identifies that 4 to 6 vendors are needed to provide services and 10 vendors are determined to be technically acceptable, awards will be made to no more than 6 of the lowest priced vendors.

**M.2 Evaluation of Proposals**

- a. To be acceptable and eligible for evaluation, proposals shall be prepared in accordance with the instructions given in Sections B and L of this solicitation document.
- b. By submission of a proposal, the offeror accepts all the terms and conditions of the RFP. Proposals that take exception to the terms and conditions will be determined technically unacceptable and the offeror will be so advised.
- c. Proposals will be evaluated to be considered Technically Acceptable using the following Pass/Fail Criteria. To determine that the offeror has met the following criteria, each proposal shall be evaluated to determine that every individual requirement has been met.

**M.3 Pass-Fail Criteria**

The following criteria address the offeror's ability to perform and comply with all the mandatory service requirements set forth in the Request For Proposals. Offerors who do not meet these requirements will be deemed to be technically unacceptable and will receive no further consideration. The offeror(s) will be so advised. Proposed subcontractor personnel qualifications and facilities will be evaluated and considered in the determination of the offeror's technical acceptability. The review of the criteria shall be based on the Offeror's Technical Proposal, which contains the Offeror's Certification of Compliance, Offeror's Background Statement, and the Offeror's Staff Qualifications. Each of these shall demonstrate how the offeror will perform/meet the requirements of the RFP.

**MANDATORY REQUIREMENTS:**

- (a) Did the Offeror submit a statement certifying that it will provide the mandatory requirements stated in Sections C, E, F and G and all services in strict compliance with the requirements, terms, and conditions of the RFP. This requirement



includes submission of compliance statements for each subcontractor that will be providing services.

YES or NO

**PAST PERFORMANCE**

- (a) Did the Offeror provide copies of all federal, state and local monitoring reports, letters, and/or federal, state, and local certificates for the previous 18 months? YES or NO
- (b) Monitoring reports, letters, and/or certificates are rated at least “satisfactory” or “pass” regarding performance.

**OR**

If any monitoring report completed for the previous 18 months was rated less than "satisfactory," the deficiencies were corrected as documented on the subsequent monitoring report, resulting in the subsequent report being rated "satisfactory."

YES or NO

**SITE(S) AT WHICH SERVICES ARE PROVIDED:**

- (a) Offeror's (and any proposed subcontractor) site(s) at which services will be provided is/are located in catchment area. YES or NO
- (b) Offeror has provided copies of applicable business and/or operating license(s). YES or NO
- (c) Offeror has provided copies of compliance with all federal, state and local fire, safety, and health codes. YES or NO

**STAFF QUALIFICATIONS:**

- (a) Offeror (and any proposed subcontractor) meets all minimum staff requirements listed in Section C of the RFP. YES or NO
- (b) The Offeror’s Staff Qualifications Statement certified that no staff member(s) (including proposed subcontractor staff) providing services under this Agreement are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release. YES or NO
- (c) The Offeror’s Staff Qualifications Statement certified that

no staff member(s) (including proposed subcontractor staff) providing services under this Agreement have been convicted of any sexual offense (including but not limited to child pornography offenses, child exploitation, sexual abuse, rape, or sexual assault) or are required under federal, state or local law to register on the Sexual Offender registry.

YES or NO

#### **ON-SITE VISITS**

On site visits will be conducted for those offeror's whose proposals are determined technically acceptable based on the above stated criteria and meet the lowest price requirement. On site visits will be conducted to verify that the offeror's facility complies with the requirements of the RFP. There will be on-site evaluations for all subcontractors providing services.

- (a) Offeror's (and any proposed subcontractor) facility meets requirements listed in Statement of Work.

YES or NO

#### **M. 4 Evaluation of Price**

The Government will determine Total Evaluated Price for required services by using the following formula:

- (a) Determining Total Evaluated Price.--Multiply the Estimate Monthly Quantity (EMQ) by 12 months to get a Yearly Quantity. Multiply that figure by the Unit Price offered to arrive at the Total Evaluated Price for that service item. Yearly prices of service items are totaled to arrive at Total Evaluated Price for each offeror.
- (b) Service items that are offered at "N/C" or No Charge, will be evaluated in the Life of Agreement comparison by entering \$0.00 for the unit price.
- (c) Service items that are reimbursable at actual prices or at a travel regulation rate are not considered in the price comparison.
- (d) Service items not marked as required services will not be evaluated or considered.
- (e) Total Evaluated Price (TEP) shall be rank ordered to show the lowest TEP.

**M.5 Provision 2-85A Evaluation Inclusive of Options (JAN 2003)**

- (a) The judiciary will evaluate offers for purposes of award by adding the total price for all options to the total price for the basic requirement. Evaluation of options does not obligate the judiciary to exercise the option(s).
- (b) Any offer that is materially unbalanced as to prices for basic and option quantities may be rejected. An unbalanced offer is one that is based on prices significantly less than prices for some work and prices that are significantly overstated for other work.

**M.6 Clause 3-70 Determination of Responsibility (JAN 2003)**

A determination of responsibility will be made on the apparent successful offeror prior to contract award. If the prospective contractor is found non-responsible, that offeror will be rejected and will receive no further consideration for award. In the event a contractor is rejected based on a determination of non-responsibility, a determination will be made on the next apparent successful offeror.