**♦** AO 367 (Rev. 6/11)

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1. Solicitation No.				2. Date Issued 3. Award No.				Award No.		
0539-22-142				07/09/2021						
4. Issued By: Amber Dunn				5. Address Offer To (if other than Item 4):						
					Amber Dunn					
		merce Street						• •		
	n 1329	as 75242			12	TXNP_treatmentservices@txnp.uscourts.gov				
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		ntil 05:00 PM local time 08	// 2/2021							<del></del>
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is inser	ted by	ce with the above, the undersigned agrees, the offeror) from the date for receipt of c e designated point(s), within the time spec	offers specified	above, to fu		uny or		days (365 calendar days unle which prices are offered at t		
9. DISCOUNT FOR PROMPT PAYMENT (See Section I, Clause No. 52-232-8)			AR DAYS %	20 CALENDAR DAYS % 30 CALENDAR DAYS %			CALEN	DAR DAYS %		
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		or acknowledges receipt of amend- he SOLICITATION for offerors								
		d documents numbered and dated:								
11. NAME AND ADDRESS OF OFFEROR				16. AWARD  Your offer on Solicitation Number, including the additions or changes made by you which additions or changes are set forth in full above, is hereby accepted as to the items listed above and on any continuation sheets.						
12. Tel	ephone	No. (Include area code)								
	ME Al	ND TITLE OF PERSON AUTHORIZED ( rint)	TO SIGN OFF	ER	17A.	NAM	E OF CONTR	ACTING OFFICER		
					17B	UNITE	D STATES O	F AMERICA	17C. DATE	SIGNED
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14. Signature			15. Offe	er Date	BY(Signature Of Contracting Officer)					

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

The United States District Court for the <u>Northern District of Texas</u> 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 76021,76034,76036,76053,76060, 76063,76102,76103,76104,76105, 76106,76107,76108,76109,76110, 76111,76112,76114,76115,76116, 76117,76118,76119,76120,76123, 76126,76127,76131,76132,76133, 76134,76135,76136,76140,76148, 75155.

As a result of this solicitation the Government intends to enter into a Blanket Purchase Agreement (BPA). For this BPA, approximately  $\underline{1}$  to  $\underline{2}$  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	Y UNIT PRICE
X *	1010	Urine Collection/Testing & Reporting	2022 315  2023 320  2024  Unit: Price: per specimen	
INT	AKE:			
	PROJECT CODE	REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	Y UNIT PRICE
X *	2011	Intake Assessment and Report	2022 3  2023 4  2024 Unit: per intake (total fee)	
SUF	BSTANCE ABUSE C	OUNSELING: REQUIRED SERVICES	ESTIMATED MONTHLY QUANTITY	Y UNIT PRICE
X *	2010	Individual Counseling	2022 120 2023 125 2024	
	PROJECT CODE	REQUIRED SERVICES	Unit: per 30 minute session  ESTIMATED MONTHLY QUANTITY	Y UNIT PRICE
X *	2020	Group Counseling	2022 580	
			2023 585	
			2024 Unit: per 30 minute session	
	PROJECT CODE REQUIRED SERVICES		ESTIMATED MONTHLY QUANTITY	Y UNIT PRICE

X *	2030	Family Counseling	2022	2		
			2023	4		
			2024	4		
				Unit: per 30 minute session		
	PROJECT CODE	REQUIRED SERVICES	ESTIN	NATED MONTHLY QUANTITY	UNIT PRICE	
X *	2080	Intensive Outpatient Counseling	2022	60		
			2023	63		
			2024	66		
				Unit: per day		
	PROJECT CODE	REQUIRED SERVICES	ESTIM	NATED MONTHLY QUANTITY	UNIT PRICE	
X *	2090	Treatment Readiness Group	2022	36		
			2023	38		
			2024	40		
			2021	Unit: per 30 minute session		
					UNIT PRICE	
	PROJECT CODE REQUIRED SERVICES		ESTIM	ESTIMATED MONTHLY QUANTITY		
X	1501	Administrative Fee	2022	Unknown	5% of fees	
			2023	Unknown	collected by vendor	
			2024	Unknown		
			2027			

## 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)

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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 biohazards, and are familiar with standard precautions for handling bodily fluids.

# d. General Urine Specimen Collection Procedures

(1) The vendor shall ensure defendants/persons under

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# 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).

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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:

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- (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.

# 1. Onsite Screening Urinalysis Laboratory

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

## **Substance Use Services**

# 2. Substance Use Intake Assessment Report (2011)

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

The vendor shall provide:

(a) A comprehensive diagnostic interview for each defendant/person under supervision, to include a structured diagnostic instrument such as the Substance

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Abuse Subtle Screening Inventory (SASSI), Addiction Severity Index (ASI), or Structured Clinical Interview for DSM.

- (b) A typed report to the USPO/USPSO within 10 calendar days of the vendor's first face-to-face contact with the defendant/person under supervision. At a minimum, the assessment report shall address the following:
  - (1) Basic identifying information and sources of the information for the report;
    - (2) Diagnostic impression;
  - (3) A biopsychosocial profile of symptoms that are related to substance use disorders, and mental disorders, if applicable;
  - (4) The target treatment problem which will be the primary or central focus of the initial treatment plan;
  - (5) The severity of the defendant's/person under supervision's substance use disorder (mild, moderate, severe); and
  - (6) A treatment recommendation as to the level of service appropriate to address the identified problems.

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

# 3. Substance Use Counseling

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

The vendor shall provide:

- a. The services below (1 through 5) or any combination thereof as indicated on the Form 45 for each defendant/person under supervision:
- (1) **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:
  - (1) Provide treatment only as directed on the Probation Form 45.
  - (2) Provide for emergency services (e.g., after hours staff phone numbers, local hotlines) for defendants/persons under supervision when counselors are not available.
  - (3) Ensure that treatment plans are present and include: (a) short and long-term goals for the defendant(s)/person(s) under supervision; (b) measurable objectives; (c) type and frequency of services to be received; (d) specific criteria for treatment completion and the anticipated time-frame; (e) documentation of treatment plan review (including defendant's/person under supervision's input), and continued need for treatment, if necessary (at least every 90 days). The plan should include information on family and significant others involvement (i.e., community support programs, etc.).

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

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

- (5) Ensure that a typed discharge summary is submitted to the USPO/USPSO within 15 calendar days after treatment is terminated. The summary shall outline the reason for concluding contract services, (i.e., the defendant/person under supervision responded to treatment and treatment is no longer needed, or the defendant/person under supervision failed to respond to treatment). Additionally, the discharge summary shall include recommendations for community-based aftercare that the defendant/person under supervision can readily access. In all cases, the discharge status (i.e., successful discharge, unsuccessful discharge, interruption of treatment, etc.) shall be clearly stated.
- (6) Ensure that counselors notify the USPO/USPSO within 24 hours if the defendant/person under supervision fails to report for treatment, conduct violating a condition of supervision occurs, or third-party risk issues are identified. If the assigned USPO/USPSO is not available, the counselor shall notify a supervisor or the duty officer.
- c. For **substance use treatment services** performed for project codes **2010**, **2020**, **2030**, **2040**, and **2090** the vendor shall ensure that all personnel meet the following qualifications:
  - (1) Principal counseling services practitioners shall have at least one of the following (a or b):
  - (a) an advanced degree (masters or doctoral level) in behavioral science, preferably psychology or social work,
  - (b) a BA/BS and at least two years of drug treatment training and/or experience.
  - (2) Counselors shall be certified and/or have credentials to engage in substance use treatment intervention as established by his/her state's regulatory board and/or accrediting agency.
  - (3) Paraprofessionals are **only** used under the direct supervision of, and in conjunction with, a staff member who meets the requirements described in item numbers (1) and (2) above, and after obtaining the approval of the contracting officer or designee. Interns may be considered paraprofessionals.

# 4. 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.

# Defendant/Person under supervision Reimbursement and Co-Payment

The vendor shall:

5.

- 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.

- 6. **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 signout 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.
- 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.

## 7. 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.

# 8. 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.

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- 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.

## 9. Facility Requirements:

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

10. 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.

## 11. 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

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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.

The physical facility at which the services are provided is located within 1/2 mile of public transportation access.

## **INTAKE**

## \* 2011

The physical facility at which the services are provided is located within 1/2 mile of public transportation access.

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.

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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). 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.

## SUBSTANCE ABUSE COUNSELING

\* 2010

The physical facility at which the services are provided is located within 1/2 mile of public transportation access.

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.

The Northern District of Texas is seeking this local need in response to the unique treatment

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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.

#### \* 2020

The physical facility at which the services are provided is located within 1/2 mile of public transportation access.

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.

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

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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.

#### \* 2030

The physical facility at which the services are provided is located within 1/2 mile of public transportation access.

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.

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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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.

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## \* 2080

The physical facility at which the services are provided is located within 1/2 mile of public transportation access.

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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.

#### \* 2090

The physical facility at which the services are provided is located within 1/2 mile of public transportation access.

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.).

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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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## 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: <a href="http://www.uscourts.gov/procurement.aspx">http://www.uscourts.gov/procurement.aspx</a>

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--
  - (l) Publish a statement notifying such employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the Contractor's workplace and specifying the actions that will be taken against employees for violations of such prohibition;
  - (2) Establish an ongoing drug-free awareness program to inform such employees about-
    - (i) The dangers of drug abuse in the workplace;
    - (ii) The Contractor's policy of maintaining a drug-free workplace;
    - (iii) Any available drug counseling, rehabilitation, and employee assistance programs; and

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- (iv) The penalties that may be imposed upon employees from drug abuse violations occurring in the workplace;
- (3) Provide all employees engaged in performance of the contract with a copy of the statement required by subparagraph (b)(l) of this clause;
- (4) Notify such employees in writing in the statement required by subparagraph (b)(l) of this clause, that as a condition of continued employment on the contract resulting from this solicitation, the employee will-
  - (i) Abide by the terms of the statement; and
  - (ii) Notify the employer in writing of the employee's conviction under a criminal drug statute for a violation occurring in the workplace no later than five (5) days after such conviction;
- (5) Notify the contracting officer within ten (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)(l) through (b)(6) of this provision.
- (c) The Contractor, if an individual, agrees by award of the contract or acceptance of a purchase order, not to engage in the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the performance of the contract resulting from the contract.
- (d) In addition to other remedies available to the Government, the Contractor's failure to comply with the requirements of paragraphs (b) and (c) of this clause may, render the Contractor subject to suspension of contract payments, termination of the contract for default, and suspension of debarment.

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

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

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

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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.

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#### **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: <a href="http://www.uscourts.gov/procurement.aspx">http://www.uscourts.gov/procurement.aspx</a>

#### 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

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

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

Clause 1-10 Gratuities or Gifts JAN 2010

#### **SECTION J - LIST OF ATTACHMENTS**

- J.1 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.)

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## **NOT APPLICABLE**

Prob. Form 45 Today's Date:

Client	Identify	ving In	formation
CIICIIC	IUCIICII I	y iiig iii	ioi illatioii

Client: Address:	PACTS#: Pretrial/Post Conviction:	Photo Not	
Officer: Officer Phone:	Client Phone: DOB:	Availabl	

**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**

Officer:

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

Client:

Referral Agent:

**Instructions to Provider Regarding Client Needs and Goals of Treatment** 

PROB 46 (Rev. 06/10)  MONTHLY TREATMENT REPORT							This form must be completed and submitted with each monthly billing. Additional sheets may be used.			
1. PROGRAM NAME:				1a. PROVIDER NAME:			2. DATE OF CURRI	ENT TX PLAN (ATTACH F	REVISIONS):	
3. CLIENT NAME:			3a. PACTS NO. 4. FOR PERIOI		D COVERING:					
5. PHASE NO. 5a. TIME IN PHASE: 6. PRET			TRIAL C	LIENT:	7. CLIENT EM	IPLOYED:				
				□ Yes	_ No	)	□ Yes □ N	No 🔲 Student	Other	
					8. C0	ONTACTS SING	CE LAST RE	PORT		e. Copay (amount collected)
a. Date	b.	Service	(Name & No	0.)	c. Le	ngth of Contact	d. Comme	d. Comments (No Shows, Tardiness, Issues Addressed)		
					9	. URINE TEST	ING RECOI	RD		Г
DATE COLLECTED	)	eduled	Sample N	г	l Dr	rug Use Admitted	COLLECTED BY	SPECIAL TESTS REQUESTED	TEST RESULTS (Positive/Negative)	Copay (amount collected)
	Yes	No	Insuf. Qty.	Stall	NO	Yes (specify drug)				
		•	10. CO	MMEN	TS RE	GARDING CLI	ENT'S TRE	ATMENT PROC	GRESS	I
a. Describe the	he treat	nent go	oals address	sed this 1	month (	☐ Met ☐ Not Met	t):			
h Describe a	ny sten	s taken	by the clie	nt this n	onth toy	vard these goals (	Docitive	Negative):		
o. Describe a	my step	s taken	by the ene	iit tiiis ii	ionin tov	vard these goals (=	1 OSILIVE <u>—</u> 1	vegative).		
c. Describe a	ny obst	acles of	r setbacks t	he client	t encount	tered this month:				
d. Describe o	ne unic	ue way	the PO/PS	O can a	ssist/sup	port the client in tre	eatment over th	e next month:		
e If continue	d treats	nent is	recommen	ded disc	nice the r	olan for next month	n ( Recomme	nded 🖳 Not Reco	mmended):	
c. II continue	d ticati	ilelit is	recommen	icu, uisc	uss the p	man for next month	I ( <u>=</u> Recomme	nded <u>=</u> Not Reco	mmended).	
f. Discuss yo	ur obse	rvation	s of the clie	ent's beh	avior an	d commitment to to	reatment ( Po	sitive	e):	
g. Comments	s:									
1.0. 11.5										
h. Overall Pr			cceptable R	<u>⊔</u> Una	cceptabl	e		DATE		

DISTRIBUTION: ORIGINAL CONTRACTOR

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

1,		the undersigned,
	(Name of Client)	
hereby authorize		to release confidential
information in its records, possession, o	(Name of Program) or knowledge, of what	tever nature may now exist or come to exist to the United
States Probation Office of the		District of .
	(Name of Court)	District of (State)
urine testing results; type, frequency an to program rules; type and dosage of medate of and reason for withdrawal from  The information which I now a	ad effectiveness of ther edication; response to program; and prognos authorize for release is	ude: date of entrance to program; attendance records; crapy (including psychotherapy notes); general adjustment of treatment; test results (psychological, vocational, etc.); asis.  It to be used in connection with my participation in the off my
(pretrial release, post-trial release, prob		
official duties, including total or partial Commission when necessary for the pu  I understand that this authorizate use or disclose this information expire	disclosure of such, to prose of discharging in tion is valid until my res. I understand that	formation hereby obtained only in connection with its of the District Court and/or United States Parole its supervisory duties over me.  release from supervision, at which time this authorization information used or disclosed pursuant to this longer be protected by federal or state law.
I understand that I have the right notification to the program's privacy co		orization, in writing, at any time by sending such written
	(Name and Address	ss of Program)
authorization to further disclosure of su satisfy the condition of my supervision	ich information. I also that requires me to pa	ease confidential information, I will thereby revoke my o understand that revoking this authorization before I articipate in the program will be reported to the court. uld be considered a violation of a condition of my post-
(Signature of Parent or Guardian if Client	t 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

Ι,			, the undersigned,
	(Name of Client)		
hereby authorize			to release confidential
·	(Name of Program)		
information in its records, possession, or	r knowledge of wha	atever nature may nov	w exist or come to exist to the United
States Probation Office of the		District of	
	(Name of Court)		(State)
The confidential information to urine testing results; type, frequency and to program rules; type and dosage of me psychotherapy notes; date of and reason	d effectiveness of the edication; response	nerapy (including psy to treatment; test resu	alts (psychological, vocational, etc.);
The information which I now au ordered report.	ithorize for release	is to be used in conne	ection with the preparation of a court-
I understand that the probation official duties, including total or partial			otained only in connection with its
I understand that this authorizat this authorization to use or disclose this to this authorization may be disclosed by	information expire	s. I understand that is	*
I understand that I have the righ notification to the program's privacy co		horization, in writing	at any time by sending such written
	(Name and Addi	ress of Program)	
I understand that if I revoke this authorization to further disclosure of suc completion of the presentence investigated	s authorization to re ch information. I al	elease confidential inf lso understand that re	ormation, I will thereby revoke my voking this authorization before the
(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 Progra	
information in its possession to the United States Probation C	Office in the
-	(Name of Court)
The confidential information to be released will including detection test results; type, frequency, and effectiveness adjustment to program rules; type and dosage of medication; psycho-physiological measurements, vocational, sex offense reason for withdrawal or termination from program; diagnosis	response to treatment; test results (e.g., psychological, specific evaluations, clinical polygraphs); date of and
This information is to be used in connection with my has been made a condition of my post-conviction supervision supervised release, or conditional release), and may be used by probation officer informed concerning compliance with any conderstand that this authorization is valid until my release from disclose this information expires. I understand that information be disclosed by the recipient and may no longer be protected	by the probation officer for the purpose of keeping the condition or special condition of my supervision. I om supervision, at which time this authorization to use or on used or disclosed pursuant to this authorization may
I understand that I have the right to revoke this authonotification to the program's privacy contact at:	orization, in writing, at any time by sending such written
(Name and Address	s of Program)
I understand that if I revoke this authorization to releas authorization to further disclosure of such information. I also satisfy the condition of my supervision that requires me to pa My revocation of authorization under such circumstances con conviction supervision.	o understand that revoking this authorization before I articipate in the program will be reported to the court.
(Signature of Parent or Guardian if Client is a Minor)	(Signature of Client)
(Date Signed)	(Data Signad)
(Date Signed)	(Date Signed)
(Name & Title of Witness)	(Date Signed)

# AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION

(DRUG OR ALCOHOL ABUSE PROGRAMS)

1,		, the undersigned,
(Name of C	Client)	
hereby authorize	D \	to release confidential
(Name of information in its records, possession, or knowledge, of	_	r come to exist to the United
States Pretrial Services or Probation Office for the	District of	f
	(Name of Court)	(State)
The confidential information to be released will urine testing results; type, frequency and effectiveness of to program rules; type and dosage of medication; respondate of and reason for withdrawal from program; and program;	of therapy (including psychotheral runse to treatment; test results (psychotheral	y notes); general adjustment
The information which I now authorize for releastorementioned program which has been made a condition		th my participation in the
I understand that this authorization is valid unti- to use or disclose this information expires. I understand authorization may be disclosed by the recipient and may	I that information used or disclose	d pursuant to this
I understand that I have the right to revoke this notification to the program's privacy contact at:	authorization, in writing, at any ti	me by sending such written
(Name and A	Address of Program)	
I understand that if I revoke this authorization to authorization to further disclosure of such information. satisfy the condition of my supervision that requires me My revocation of authorization under such circumstance supervision.	I also understand that revoking to participate in the program will	his authorization before I be reported to the court.
(Signature of Parent or Guardian, if Client is a Minor)	(Signa	ture of Client)
(Date Signed)	(D:	ate Signed)
(Name & Title of Witness)	(Da	ate Signed)

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

1,	, the undersigned,
(Name of C	Client)
hereby authorize	to release confidential
(Name of Pro	ogram)
information in its possession to the United States Pretria	1 Services Office in the
	(Name of Court)
drug detection test results; type, frequency, and effective and dosage of medication; response to treatment; test results;	l include: date of entrance to program; attendance records; veness of therapy; general adjustment to program rules; type alts (e.g., psychological, psycho-physiological measurements, and reason for withdrawal or termination from program;
has been made a condition of my pretrial supervision, are of keeping the pretrial services officer informed concern supervision. I understand that this authorization is vauthorization to use or disclose this information expires this authorization may be disclosed by the recipient an information may also be made available to the probation accordance with federal law.	ith my participation in the above-mentioned program, which and may be used by the pretrial services officer for the purpose ing compliance with any condition or special condition of my alid until my release from supervision, at which time this . I understand that information used or disclosed pursuant to d may no longer be protected by federal or state law. Such on office for the purpose of preparing a presentence report in authorization, in writing, at any time by sending such written
notification to the program's privacy contact at:	
(Name and Ac	ldress of Program)
authorization to further disclosure of such information. satisfy the condition of my supervision that requires me	to release confidential information, I will thereby revoke my I also understand that revoking this authorization before I to participate in the program will be reported to the court. Less could be considered a violation of a condition of my
(Signature of Parent or Guardian if Client is a Minor)	(Signature of Client)
(Date Signed)	(Date Signed)
(Name & Title of Witness)	(Date Signed)
UNAME & THE OF WIRESS	(Date Signed)

# **DAILY TREATMENT LOG**

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name	Month/Year

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

	U.S. PROBATION AND PRETRIAL SERVICES TRAVEL LOG DISTRICT:									
DATE		EXPENSE CODE	CONTACT CO	DES (P-Personal/	C-Collateral)		PROBLEM C	ODES		
OFFICER NAME		A-Telephone B-Parking C-Other	H-Home C-Community PS-Presentence PR-Prerelease PT-Pretransfer SI-Special Inve	O for Institution P P	PO-Other Proba Services Of TS-Pretrial Serv	ficer ices rvices Diversion	DA-Drug Abu UA-Urine Co PS- HS-Housing/S O-Other	llection MS-Mor EM-Emp Shelter FB-Finar FM-Fam	shol hitoring/Surveillance oloyment ncial/Budgeting ily/Marital ation/Training	DAILY TRAVEL RECORD
DESTIN	NATION	ODOMETER READING	MILES TRAVELED	OTHER EXPENSES	CONTACT CODE	PROBLEM CODE	CA	ASE NUMBER/NAME	OF CASE	ACTIVITY AND PERSON CONTACTED
START										
ТО										
ТО										
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ТО										
ТО										
TIME STARTED	PER DIEM TIME RETURNEI	D AMT. CLAIMED	TOTAL MILES		l	TOTAL OTHER	EXPENSES	NUMBER OF MILES FROM HOME TO	SIGNATURE O	I F OFFICER
			AMOUNT CLA	AIMED FOR MIL	EAGE			OFFICE		

Attachment .	

Date	Page o	of
	. age (	<u> </u>

# ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS TREATMENT SERVICES INVOICE

(PART A)							
Judicial District     Vendor     a. Address:		3. P.O./B.P.A.# 4. Service Delivery: From 5. Total # of Individuals Service	m To erved:				
b. Telephone:							
correct to the best of my know	wledge and include only cha	requests for reimbursement in arges for services actually rend ation has been received from					
		Authorized Administrate	or				
6. Project Code	7. Quantity	8. Unit Price	9. Total Price				

Atta	chm	nent	٠. ا	I۵

Date	Page	of

# ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS TREATMENT SERVICES INVOICE

## (PART B)

Subtotal all costs for each client listed below:

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

# BREATHALYZER INSTRUMENT LOG

<b>Vendor Name</b>	
--------------------	--

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

# **BREATHALYZER LOG**

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name	PACTS #	Month/Yes	ar	
Client's Signature/Initials	Collector's Initials	Reason Tested	Test Results	Refusal
Comments (please note any unusual occurrences	s):			

# **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 Nam	e		PACTS #		_ Month	/Year			
Application Date	Client's Signature/Initials	Chain of Custody Bar Code Number	Medications Taken	Collector's Initials	Removal Date	Client's Initials	Collector' s Initials	Test Results/Date	Co-Pay Collected
Comments (	please note any unusi	ual occurrences):							
	produce more unity unitable								

# **URINALYSIS TESTING LOG**

COMPLETE ONE FORM PER CLIENT PER MONTH

Client Name	PACTS #	Month/Year
-------------	---------	------------

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

REGISTER OF WAGE DETERMINATIONS UNDER | 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 05/24/2021

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.

States: Arkansas, Texas

Daniel W. Simms

Area: Arkansas Counties of Little River, Miller

Texas County of Bowie

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	$\mathbf{D} \wedge \mathbf{T} \mathbf{\Gamma}$
OCCUPATION CODE - ITTE	FOOLNOIP	RATE

01000 - Administrative Support And Clerical Occup	ations
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 Occupation	
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
- 1	

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	12.20
-	22.66
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
12071 - Licensed Fractical 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
	26.27
12305 - Radiologic Technologist	
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
15072 - IIIusuawi II	43.JT

13043 - Illustrator III	29.28	
13047 - Librarian	26.51	
13050 - Library Aide/Clerk	15.0	3
13054 - Library Information Technology System	ns	23.94
Administrator		
13058 - Library Technician	18.8	9
13061 - Media Specialist I	17.27	
13062 - Media Specialist II	19.32	
13063 - Media Specialist III	21.55	5
13071 - Photographer I	17.27	
13072 - Photographer II	19.32	
13073 - Photographer III	23.94	
13074 - Photographer IV	29.28	3
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	0.72
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	1.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (No	on-Rated)	27.78
15020 - Aircrew Training Devices Instructor (Ra	ated)	33.62
15030 - Air Crew Training Devices Instructor (F		40.30
15050 - Computer Based Training Specialist / In	structor	27.78
15060 - Educational Technologist	32	2.66
15070 - Flight Instructor (Pilot)	40.30	0
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	8
15095 - Technical Instructor/Course Developer		23.84
15110 - Test Proctor	15.73	
15120 - Tutor	15.73	
16000 - Laundry, Dry-Cleaning, Pressing And Re	lated Occupation	ons
16010 - Assembler	9.93	
16030 - Counter Attendant	9.93	3
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 Occupation	ons	
19010 - Machine-Tool Operator (Tool Room)		2.76
19040 - Tool And Die Maker	26.20	, 0
21000 - Materials Handling And Packing Occupations	20.20	
	19.35	
21020 - Forklift Operator		
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 Occu		
23010 - Aerospace Structural Welder	24.13	
-		55
23019 - Aircraft Logs and Records Technician		.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	n	21.28
23080 - Aircraft Worker	20.50	
23091 - Aircrew Life Support Equipment (ALSE) Med	chanic	20.50
II II ( )		
23092 - Aircrew Life Support Equipment (ALSE) Med	chanic	22.95
II	ename	22.73
23110 - Appliance Mechanic	21.28	
	18.73	
23120 - Bicycle Repairer		
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.	
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	20.6	
23370 - General Maintenance Worker	17.08	
23380 - Ground Support Equipment Mechanic		22.95
23381 - Ground Support Equipment Servicer		0.55
23382 - Ground Support Equipment Worker	20	0.50

20204	10.50	
23391 - Gunsmith I	18.73	
23392 - Gunsmith II	20.50	
23393 - Gunsmith III	22.00	22.00
23410 - Heating, Ventilation And Air-Conditioning		22.80
Mechanic		22.64
23411 - Heating, Ventilation And Air Contidioning		23.64
Mechanic (Research Facility)		
23430 - Heavy Equipment Mechanic	27.	
23440 - Heavy Equipment Operator	19.1	7
23460 - Instrument Mechanic	22.00	_
23465 - Laboratory/Shelter Mechanic	21.2	8
23470 - Laborer	14.80	
23510 - Locksmith	21.28	
23530 - Machinery Maintenance Mechanic		29.95
23550 - Machinist, Maintenance	20.71	
23580 - Maintenance Trades Helper	18.3	8
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	2:	2.74
23910 - Small Engine Mechanic	19.72	
23931 - Telecommunications Mechanic I	21	.05
23932 - Telecommunications Mechanic II	21	1.97
23950 - Telephone Lineman	22.00	
23960 - Welder, Combination, Maintenance	1	9.17
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		15.09
Coordinator		
24630 - Homemaker	15.09	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.00	
25040 - Sewage Plant Operator	19.87	
25070 - Stationary Engineer	23.71	
25190 - Ventilation Equipment Tender	17.9	95
25210 - Water Treatment Plant Operator	18.	
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 Serv	vices	
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	_0.,,0	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2) 40.29	
<b>1</b>		
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2) 27.78	
30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2) 27.78 O) (see 2) 30.59	
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30011 - Air Traffic Control Specialist, Station (HFO) 30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician II 30022 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30062 - Cryogenic Technician II 30063 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician II 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician IV 30086 - Engineering Technician VI 30090 - Environmental Technician	(see 2) 27.78 17.64 19.73 24.44 24.44 23.23 25.97 28.68 17.64 19.73 22.00 27.08 15.07 19.06 21.32 26.42 32.32 38.24 23.45	
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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	8
30461 - Technical Writer I	24.44	
30462 - Technical Writer II	31.19	
30463 - Technical Writer III	37.52	
30491 - Unexploded Ordnance (UXO) Technician I	37.52	25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort	24	5.60
* · · · · · · · · · · · · · · · · · · ·	2.	
30495 - Unexploded (UXO) Sweep Personnel	27.00	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	/	44
31000 - Transportation/Mobile Equipment Operation C	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	17.77	
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	10.01	
99050 - Desk Clerk	10.50	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	.2
99251 - Laboratory Animal Caretaker I	12.3	
99252 - Laboratory Animal Caretaker II	12.5	01
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	19.9	19
99841 - Vending Machine Repairer	22.83	
99842 - Vending Machine Repairer Helper		9.99
2.2.2. Chang Alashine Leepaner Helper	1,	

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

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

HEALTH & WELFARE: \$4.54 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

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 | Division of | Revision No.: 16

Director Wage Determinations | Date Of Last Revision: 05/13/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Callahan, Jones, Taylor

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
OCCUPATION CODE - TITLE	FUUTNUTE	NAIL

01000 - Administrative Support And Clerical Occup	ations
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
	17.77
01312 - Secretary II	
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 Occupati	
09010 - Electrostatic Spray Painter	19.02
09040 - Electrostatic Spray Familier	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	10.07
11030 - Cleaner, Vehicles	12.27

11060 - Elevator Operator	11.65
11090 - Gardener	15.97
11122 - Housekeeping Aide	11.94
11150 - Janitor	11.94
	12.14
11210 - Laborer, Grounds Maintenance	
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
	18.35
12195 - Medical Transcriptionist	41.82
12210 - Nuclear Medicine Technologist	_
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 System	ns		22.02
Administrator			
13058 - Library Technician		14.76	
13061 - Media Specialist I		5.89	
13062 - Media Specialist II		7.78	
13063 - Media Specialist III		9.82	
		5.89	
13071 - Photographer I			
13072 - Photographer II		7.78	
13073 - Photographer III		2.02	
13074 - Photographer IV		26.94	
13075 - Photographer V	3	2.59	
13090 - Technical Order Library Clerk		17.6	
13110 - Video Teleconference Technician		1:	5.89
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	7.50
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)		
± • • • • • • • • • • • • • • • • • • •	(500 1)	15	38
14150 - Peripheral Equipment Operator	(500 1)	15.	.38
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	(500 1)		21.63
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	(500 1)	15. 24.96	21.63
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> </ul>	, ,		21.63
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	on-Rated)		21.63
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	on-Rated)		21.63 29.94 36.23
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> </ul>	on-Rated) ated) Pilot)		29.94 36.23 43.42
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / Instructor (F. 15050 - Computer Based</li></ul>	on-Rated) ated) Pilot)	24.96	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / Instructor (Based Occupational Occupations)	on-Rated) ated) Pilot) astructor	24.96 31.99	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Factorial Occupations) 15050 - Computer Based Training Specialist / Instructor (Pilot)	on-Rated) ated) Pilot) astructor	24.96 31.99 43.42	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor	24.96 31.99 43.42 .76	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	on-Rated) ated) Pilot) astructor	24.96 31.99 43.42 .76	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor	31.99 43.42 .76	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) ated) Pilot) astructor	31.99 43.42 .76	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor	31.99 43.42 .76	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) ated) Pilot) astructor	31.99 43.42 .76 43 19.96	29.94 36.23 43.42 29.94
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	on-Rated) ated) Pilot) astructor	31.99 13.42 .76 43 19.96	29.94 36.23 43.42 29.94 43.42 43.42 8.42
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	on-Rated) (ated) (bilot) (astructor) (23)	31.99 13.42 .76 43 19.96	29.94 36.23 43.42 29.94 43.42 43.42 8.42
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. Pilot. Test Proctor.	on-Rated) ated) Pilot) astructor  23	31.99 43.42 .76 43 19.96	29.94 36.23 43.42 29.94 43.42 43.42 8.42
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor	on-Rated) ated) Pilot) astructor  23	31.99 13.42 .76 43 19.96	29.94 36.23 43.42 29.94 43.42 43.42 8.42
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Rec. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing. 15120 - Tutor. 15120	on-Rated) ated) Pilot) astructor  17. 17.77 Plated Occup	31.99 13.42 .76 43 19.96	29.94 36.23 43.42 29.94 43.42 43.42 8.42
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler	on-Rated) ated) Pilot) astructor  17. 17.77 Plated Occup	31.99 43.42 .76 43 19.96 77 pations 51 9.51	29.94 36.23 43.42 29.94 43.42 43.42 8.42
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner.	on-Rated) ated) Pilot) astructor  17.7 Plated Occup 9.5	31.99 43.42 .76 43 19.96 77 pations 51 9.51	29.94 36.23 43.42 29.94 43.42 43.42 3.42 24.43
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15060 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	on-Rated) ated) Pilot) astructor  17.7 17.77 Plated Occup 9.5	31.99 13.42 .76 43 19.96 77 pations 51 9.51	29.94 36.23 43.42 29.94 43.42 43.42 3.42 24.43
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) ated) Pilot) astructor  17.7 17.77 Plated Occup 9.5	31.99 43.42 .76 43 19.96 77 pations 51 9.51 9.51	29.94 36.23 43.42 29.94 43.42 3.42 43.42 24.43
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. Technical Instructor. 15095 - Technical Instructor. Personal Computer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	on-Rated) ated) Pilot) astructor  17.7 17.77 Plated Occup 9.5	31.99 43.42 .76 43 19.96 77 pations 51 9.51 91 9.51	29.94 36.23 43.42 29.94 43.42 3.42 43.42 24.43
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) ated) Pilot) astructor  17.7 17.77 Plated Occup 9.5	31.99 43.42 .76 43 19.96 77 pations 51 9.51 91 9.51 9.51	29.94 36.23 43.42 29.94 43.42 3.42 43.42 24.43

16190 - Sewing Machine Operator	11.45	
16220 - Tailor 11	.89	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occupa		
23010 - Aerospace Structural Welder	29.64	
23019 - Aircraft Logs and Records Technician		2.61
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	2605
23070 - Aircraft Survival Flight Equipment Technician	24.20	26.07
23080 - Aircraft Worker	24.28	24.20
23091 - Aircrew Life Support Equipment (ALSE) Mech	anıc	24.28
I L'G G L'E : L'ALGE) M. 1		27.97
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	27.87
II	21.24	
23110 - Appliance Mechanic	21.34	
23120 - Bicycle Repairer	17.18	
23125 - Cable Splicer	30.29	
23130 - Carpenter, Maintenance 23140 - Carpet Layer	17.15 19.93	
23140 - Carpet Layer 23160 - Electrician, Maintenance	23.48	
23181 - Electronics Technician Maintenance I		73
23182 - Electronics Technician Maintenance II		i.73 I.33
23183 - Electronics Technician Maintenance III		5.02
23260 - Fabric Worker	18.50	5.02
23290 - Fabric Worker 23290 - Fire Alarm System Mechanic	22.8	1
23310 - Fire Extinguisher Repairer	17.18	1
23311 - Fuel Distribution System Mechanic		.09
23312 - Fuel Distribution System Operator	16.6	
23370 - General Maintenance Worker	15.8	
23380 - Ground Support Equipment Mechanic		<del>7</del> 27.87
23381 - Ground Support Equipment Nechanic		2.61
23382 - Ground Support Equipment Worker		4.28
23391 - Gunsmith I	17.18	20
23392 - Gunsmith II	19.93	
200/2 Guildinini II	17.70	

23393 - Gunsmith III	22.81
23410 - Heating, Ventilation And Air-Conditioning	21.54
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	22.90
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.28
23440 - Heavy Equipment Operator	19.24
23460 - Instrument Mechanic	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	15.63
Coordinator	
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
	20.7.

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 Attend	
28515 - Recreation Specialist	18.75
28630 - Sports Official	12.05
28690 - Swimming Pool Operator	17.52
29000 - Stevedoring/Longshoremen Occupationa	
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	(TTO) (
30010 - Air Traffic Control Specialist, Center (I	
30011 - Air Traffic Control Specialist, Station (	
30012 - Air Traffic Control Specialist, Terminal	
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
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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 O	/	
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	22.70	
99020 - Cabin Safety Specialist	15.10	
99030 - Cashier	10.36	
99050 - Casiner 99050 - Desk Clerk	12.60	
99095 - Embalmer	27.00	
	25.60	
99130 - Flight Follower		
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	16.63	5

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

# ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 05/18/2021

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.

State: Texas

Daniel W. Simms

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

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE FOOTNOTE	RATE
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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	1,,,,
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	23.17
07010 - Baker	11.50
07041 - Cook I	11.91
07041 - 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 Occupation	
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	41.07
11030 - Cleaner, Vehicles	10.91
11030 - Cicanor, venicies	10.71

11060 - Elevator Operator	12.80
11090 - Gardener	17.70
11122 - Housekeeping Aide	12.80
± <del>-</del>	
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
12010 - Amountaince Briver 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
	16.17
12224 - Nursing Assistant IV	
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
	5 <u>-</u> ., 5

13050 - Library Aide/Clerk	14.31	
13054 - Library Information Technology System		29.56
Administrator	15	29.30
	14.74	5
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	15.5	
14042 - Computer Operator II	17.4	
14043 - Computer Operator III	19.4	
14044 - Computer Operator IV	21.	
14045 - Computer Operator V	23.	
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 (No		29.15
15020 - Aircrew Training Devices Instructor (Ra	,	35.26
15030 - Air Crew Training Devices Instructor (P	· ·	42.26
15050 - Computer Based Training Specialist / In	structor	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 Re	elated Occupation	ns
16010 - Assembler	10.84	
16030 - Counter Attendant	10.84	ļ
16040 - Dry Cleaner	12.39	
16070 - Finisher, Flatwork, Machine	1	0.84
16090 - Presser, Hand	10.84	
16110 - Presser, Machine, Drycleaning		10.84
16130 - Presser, Machine, Shirts		
	10.8	
16160 - Presser, Machine, Wearing Apparel, Lau		34 10.84

16190 - Sewing Machine Operator	12.90	
16220 - Tailor	3.42	
16250 - Washer, Machine	11.35	
19000 - Machine Tool Operation And Repair Occupation	ıs	
19010 - Machine-Tool Operator (Tool Room)	2	1.73
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	
	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 Occup		
23010 - Mechanics And Maintenance And Repair Occup 23010 - Aerospace Structural Welder	33.44	
		1.92
23019 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I		1.92
	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) Mech	nanic	26.71
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	31.56
II	iame	31.30
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		.85
23182 - Electronics Technician Maintenance II		5.61
23183 - Electronics Technician Maintenance III		3.45
23260 - Fabric Worker	18.85	. 13
23290 - Fire Alarm System Mechanic	20.9	5
23310 - Fire Extinguisher Repairer	17.50	J
23311 - Fuel Distribution System Mechanic	25.	18
	20.0	
23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker	20.0	
		2 31.56
23380 - Ground Support Equipment Mechanic		
23381 - Ground Support Equipment Servicer		1.92 6.71
23382 - Ground Support Equipment Worker		6.71
23391 - Gunsmith I	17.50	
23392 - Gunsmith II	20.29	

23393 - Gunsmith III	23.23	
23410 - Heating, Ventilation And Air-Conditioning	23.9	99
Mechanic		
23411 - Heating, Ventilation And Air Contidioning	25.5	51
Mechanic (Research Facility)		
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	17.2	23
Coordinator		
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	
2. 55 5 Develon Dog Hundrer	20.7 .	

24.06	
20.94	
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	40.29
	27.78
	30.59
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25.24	
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25.2	24
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23.64	•
20.00	,
28.92 34.9	
	34.38  12. 13. 9.25 16.2 12.15 18.19  20.23 14.49 15.8 vices 24.91 24.91 24.91 23.13 26.66 0 (see 2) 0 (see 2) 0 (see 2) 0 (see 2) 16.4 18.2 22.7 22.79 21.3 25.24 27.87 16.44 18.22

20277 P. 1 G. 1 G. 11.	27.07	
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		.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	/	
31000 - Transportation/Mobile Equipment Operation C	•	
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	5

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

# ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/24/2021

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.

State: Texas

Daniel W. Simms

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

**RATE** 

01000 A 1	- <b>4</b>
01000 - Administrative Support And Clerical Occupa	
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

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

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
	20.08
01312 - Secretary II	
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	24.40
07010 - Baker	13.60
07041 - Cook I	13.72
07041 - 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 Occupation	
09010 - Electrostatic Spray Painter 09040 - Furniture Handler	18.26 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	10.05
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
	13.49
12000 - Health Occupations 12010 - Ambulance Driver	22.06
	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
12222 - Nursing Assistant II 12223 - Nursing Assistant III	14.47
	16.25
12224 - Nursing Assistant IV	
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	30.36 30.96

13050 - Library Aide/Clerk	14.4	13
13054 - Library Information Technology System		27.95
Administrator	118	21.93
	10.5	.7
13058 - Library Technician	18.5	
13061 - Media Specialist I	20.17	
13062 - Media Specialist II	22.5	
13063 - Media Specialist III	25.1	
13071 - Photographer I	16.60	
13072 - Photographer II	18.57	
13073 - Photographer III	23.01	
13074 - Photographer IV	28.1	
13075 - Photographer V	34.00	
13090 - Technical Order Library Clerk		18.13
13110 - Video Teleconference Technician		21.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		.74
14042 - Computer Operator II		.84
14043 - Computer Operator III	22	.11
14044 - Computer Operator IV		4.58
14045 - Computer Operator V	27	7.22
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	2	9.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (N	on-Rated)	31.00
15020 - Aircrew Training Devices Instructor (R	ated)	37.51
15030 - Air Crew Training Devices Instructor (I	Pilot)	44.67
15050 - Computer Based Training Specialist / Ir	nstructor	31.03
15060 - Educational Technologist	3	3.26
15070 - Flight Instructor (Pilot)	44.6	7
15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	44.6 26.05	7
• , ,	26.05	7 41.07
15080 - Graphic Artist	26.05	
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	26.05	41.07
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	26.05	41.07 41.07 41.07
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	26.05	41.07 41.07 41.07
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	26.05	41.07 41.07 41.07
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	26.05	41.07 41.07 41.07
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	26.05 23.0 18.63 18.63	41.07 41.07 41.07 8 28.22
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	26.05 23.0 18.63 18.63	41.07 41.07 41.07 8 28.22
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref	26.05 23.0 18.63 18.63 elated Occupation	41.07 41.07 41.07 8 28.22
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	26.05  23.0  18.63 18.63 elated Occupation 9.51	41.07 41.07 41.07 8 28.22
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant	23.0 18.63 18.63 elated Occupation 9.51 9.51	41.07 41.07 41.07 8 28.22
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	23.0 18.63 18.63 elated Occupation 9.51 9.51	41.07 41.07 41.07 8 28.22 ons
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	23.0 18.63 18.63 elated Occupation 9.51 9.5 11.62 9.51	41.07 41.07 41.07 8 28.22 ons 1 9.51
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts	23.0 18.63 18.63 elated Occupation 9.51 9.5 11.62 9.51	41.07 41.07 41.07 8 28.22 ons 1
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	23.0 18.63 18.63 elated Occupation 9.51 9.5 11.62 9.51	41.07 41.07 41.07 8 28.22 ons 1 9.51

16190 - Sewing Machine Operator	12.36	
16220 - Tailor 13	3.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupation	ıS	
19010 - Machine-Tool Operator (Tool Room)	2	0.33
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 Occup	ations	
23010 - Aerospace Structural Welder	34.95	
23019 - Aircraft Logs and Records Technician		.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	27.10	31.29
23080 - Aircraft Worker	29.46	31.27
23091 - Aircrew Life Support Equipment (ALSE) Mech		29.46
I	iaiiic	27.40
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	33.08
II		
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	3.62
23260 - Fabric Worker	20.05	
23290 - Fire Alarm System Mechanic	24.43	3
23310 - Fire Extinguisher Repairer	18.73	
23311 - Fuel Distribution System Mechanic	22.	54
23312 - Fuel Distribution System Operator	17.4	17
23370 - General Maintenance Worker	17.6	4
23380 - Ground Support Equipment Mechanic	,	33.08
23381 - Ground Support Equipment Servicer		7.46
23382 - Ground Support Equipment Worker		9.46
23391 - Gunsmith I	18.73	
23392 - Gunsmith II	21.51	

23393 - Gunsmith III	24.16
23410 - Heating, Ventilation And Air-Conditioning	21.48
Mechanic	21.10
23411 - Heating, Ventilation And Air Contidioning	22.69
Mechanic (Research Facility)	22.07
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	18.72
Coordinator	
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

2010 5	22.50
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 Attenda	
28515 - Recreation Specialist	23.87
28630 - Sports Official	15.34
28690 - Swimming Pool Operator	16.14
29000 - Stevedoring/Longshoremen Occupational	
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	TEO) (7-2) 41.05
30010 - Air Traffic Control Specialist, Center (H	
30011 - Air Traffic Control Specialist, Station (H	
30012 - Air Traffic Control Specialist, Terminal	
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	27.07
20262 Danalas - 1/I 1 A ' 4 4 III	27.87
30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant IV	27.87 30.42 36.80

20275 Datroloum Cymply Capacialist	29.9	0	
30375 - Petroleum Supply Specialist	26.21		
30390 - Photo-Optics Technician			
30395 - Radiation Control Technician	29.9	90	
30461 - Technical Writer I	24.09		
30462 - Technical Writer II	29.46		
30463 - Technical Writer III	35.65	26.00	
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	2	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 Oc	ccupations		
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	20.02	,	
99020 - Cabin Safety Specialist	15.39		
• 1	12.02		
99050 - Desk Clerk	12.89		
99095 - Embalmer	28.37		
99130 - Flight Follower	26.09		
99251 - Laboratory Animal Caretaker I	13.	16	
99252 - Laboratory Animal Caretaker II	13.		
· · · · · · · · · · · · · · · · · · ·		.33	
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	14.1	17	
99842 - Vending Machine Repairer Helper	1	1.69	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 16

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Hardin, Jefferson, Orange

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
OCCUITION CODE TITLE	IOOIIIOIL	$\mathbf{M}\mathbf{M}\mathbf{L}\mathbf{L}$

01000 - Administrative Support And Clerical Occupation	S
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
	18.07
01312 - Secretary II	
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
05100 - 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 Occupati	
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 - Purmure Repairer, Willion	23.08
	43.00
11000 - General Services And Support Occupations	11 67
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	_0.57
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	11.0	1
13054 - Library Information Technology System		25.19
Administrator	15	23.19
	14.4	1
13058 - Library Technician		
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.	
14042 - Computer Operator II	19.	
14043 - Computer Operator III	24.	
14044 - Computer Operator IV		'.48
14045 - Computer Operator V		.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	2.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (No		33.36
15020 - Aircrew Training Devices Instructor (Ra	,	40.37
15030 - Air Crew Training Devices Instructor (P		48.38
15050 - Computer Based Training Specialist / In		33.36
15060 - Educational Technologist		2.76
15070 - Flight Instructor (Pilot)	48.33	8
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	25.4	1
15095 - Technical Instructor/Course Developer		31.08
15110 - Test Proctor	20.51	
15120 - Tutor	20.51	
16000 - Laundry, Dry-Cleaning, Pressing And Re	-	ons
16010 - Assembler	10.88	
16030 - Counter Attendant	10.8	8
16040 - Dry Cleaner	12.06	
16070 - Finisher, Flatwork, Machine	13.96	
16090 - Presser, Hand	1	0.88
•		
16110 - Presser, Machine, Drycleaning	10.88	10.88
<ul><li>16110 - Presser, Machine, Drycleaning</li><li>16130 - Presser, Machine, Shirts</li></ul>	10.88 10.	10.88 88
16110 - Presser, Machine, Drycleaning	10.88 10.	10.88

16190 - Sewing Machine Operator	14.76	
16220 - Tailor 1	5.89	
16250 - Washer, Machine	11.92	
19000 - Machine Tool Operation And Repair Occupatio	ns	
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)	11.05	16.83
21110 - Shipping Packer	16.12	10.05
21130 - Shipping/Receiving Clerk	16.12	
21140 - Store Worker I	12.70	
21150 - Stock Clerk	18.30	
21210 - Stock Clerk 21210 - Tools And Parts Attendant	16.83	
	16.83	
21410 - Warehouse Specialist		
23000 - Mechanics And Maintenance And Repair Occup		
23010 - Aerospace Structural Welder	28.74	
23019 - Aircraft Logs and Records Technician		2.63
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) Mec	hanic	24.36
I		
23092 - Aircrew Life Support Equipment (ALSE) Mec	hanic	27.55
II		
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	2.83
23182 - Electronics Technician Maintenance II	35	5.30
23183 - Electronics Technician Maintenance III	3′	7.14
23260 - Fabric Worker	22.63	
23290 - Fire Alarm System Mechanic	24.4	0
23310 - Fire Extinguisher Repairer	20.83	
23311 - Fuel Distribution System Mechanic		.47
23312 - Fuel Distribution System Operator	24.:	
23370 - General Maintenance Worker	18.5	
23380 - Ground Support Equipment Mechanic		27.55
23381 - Ground Support Equipment Servicer		2.63
23382 - Ground Support Equipment Worker		24.36
23391 - Gunsmith I	20.83	
23392 - Gunsmith II	24.36	
23372 - Oullolliul II	4T.JU	

22202 Committee III	27.55
23393 - Gunsmith III 23410 Heating Ventilation And Air Conditioning	27.55 28.87
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.07
23411 - Heating, Ventilation And Air Contidioning	30.12
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 - Locksmith 23530 - Machinery Maintenance Mechanic	31.99
23550 - Machinist, Maintenance	26.58
23580 - Maintenance Trades Helper	16.35
23590 - Maintenance Trades Helper 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 - Office Appliance Repairer 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 - Kigger 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	20.05
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	15.94
Coordinator	
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 D / / OCC	25.55	
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		3.43
28515 - Recreation Specialist	21.33	
28630 - Sports Official	15.14	
28690 - Swimming Pool Operator	16.46	
29000 - Swimming Foot Operator 29000 - Stevedoring/Longshoremen Occupational Serv		
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	( )	40.00
30010 - Air Traffic Control Specialist, Center (HFO)		40.29
30011 - Air Traffic Control Specialist, Station (HFO)		27.78
30012 - Air Traffic Control Specialist, Terminal (HFC		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	1
30390 - Photo-Optics Technician	28.62	
30395 - Radiation Control Technician	35.0	1
30461 - Technical Writer I	28.62	
30462 - Technical Writer II	35.01	
30463 - Technical Writer III	42.36	
30491 - Unexploded Ordnance (UXO) Technician	n I	25.60
30492 - Unexploded Ordnance (UXO) Technician		30.98
30493 - Unexploded Ordnance (UXO) Technician		37.13
30494 - Unexploded (UXO) Safety Escort		5.60
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		25.76
Surface Programs	(500 2)	23.70
<u> </u>	see 2) 28.	62
31000 - Transportation/Mobile Equipment Operation	,	02
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	12.71	
31030 - Bus Driver	18.80	
31043 - Driver Courier	13.29	
	13.29	
31260 - Parking and Lot Attendant 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	15.10	
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.:	
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	17.9	92
99841 - Vending Machine Repairer	23.0	
99842 - Vending Machine Repairer Helper		7.92

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 04/07/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Cameron

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	S
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	13.01
05005 - Automobile Body Repairer, Fiberglass	17.70
05010 - Automotive Electrician	18.14
05040 - Automotive Class Installer	17.25
05070 - Automotive Glass Histariei 05070 - Automotive Worker	17.25
	17.23
05110 - Mobile Equipment Servicer	
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 Occupati	ons
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
11000 Cleaning, Complete	<b>7.00</b>

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
	18.41
12130 - Medical Laboratory Technician	
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	18.3	0
13054 - Library Information Technology System		26.46
Administrator		201.0
13058 - Library Technician	13.2	2
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	14.9	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)	4.4.00
14150 - Peripheral Equipment Operator		14.98
14160 - Personal Computer Support Technician	2.0	20.90
14170 - System Support Specialist	23	5.62
15000 - Instructional Occupations	m Datad)	28.44
15010 - Aircrew Training Devices Instructor (No 15020 - Aircrew Training Devices Instructor (Ra		34.42
15030 - Air Crew Training Devices Instructor (R	,	41.25
15050 - An Crew Training Devices instructor (r 15050 - Computer Based Training Specialist / Ins		28.44
15060 - Educational Technologist		).36
15070 - Educational Technologist 15070 - Flight Instructor (Pilot)	41.25	
15080 - Graphic Artist	17.26	,
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	17.20	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 Re	lated Occupation	ons
16010 - Assembler	9.51	
16030 - Counter Attendant	9.51	
16040 - Dry Cleaner	11.17	
16070 - Finisher, Flatwork, Machine	9	9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts	9.5	
16160 - Presser, Machine, Wearing Apparel, Lau	ındry	9.51

16190 - Sewing Machine Operator	11.74	
16220 - Tailor 12	.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	1	7.63
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	
	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	
	21.03	
21210 - Tools And Parts Attendant	13.36	
21410 - Warehouse Specialist	13.36	
23000 - Mechanics And Maintenance And Repair Occupa		
23010 - Aerospace Structural Welder	21.03	
23019 - Aircraft Logs and Records Technician		'.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	10.20
23070 - Aircraft Survival Flight Equipment Technician	10.24	19.29
23080 - Aircraft Worker	18.34	10.24
23091 - Aircrew Life Support Equipment (ALSE) Mech	anic	18.34
I 22002 Airgray Life Support Equipment (ALSE) Mach	onio	20.17
23092 - Aircrew Life Support Equipment (ALSE) Mech II	anic	20.17
23110 - Appliance Mechanic	18.86	
23120 - Apphance Mechanic 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		.39
23182 - Electronics Technician Maintenance II		.50
23183 - Electronics Technician Maintenance III		3.52
23260 - Fabric Worker	17.83	
23290 - Fire Alarm System Mechanic	20.72	2
23310 - Fire Extinguisher Repairer	16.85	_
23311 - Fuel Distribution System Mechanic	19.	22
23312 - Fuel Distribution System Operator	15.6	
23370 - General Maintenance Worker	11.8	
23380 - Ground Support Equipment Mechanic		20.17
23381 - Ground Support Equipment Servicer		7.35
23382 - Ground Support Equipment Worker		8.34
23391 - Gunsmith I	16.85	
23392 - Gunsmith II	18.85	

23393 - Gunsmith III	20.72
23410 - Heating, Ventilation And Air-Conditionin	ng 15.90
Mechanic	1 6 70
23411 - Heating, Ventilation And Air Contidionin	ng 16.58
Mechanic (Research Facility)	21.57
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	15.04
Coordinator	13.07
24630 - Homemaker	15.04
25000 - Plant And System Operations Occupations	
25000 - Frant And System Operations Occupations 25010 - Boiler Tender	20.72
25040 - Bonel Tender 25040 - Sewage Plant Operator	16.82
25070 - Stationary Engineer	20.72
· · ·	15.01
25190 - Ventilation Equipment Tender	
25210 - Water Treatment Plant Operator	16.82
27000 - Protective Service Occupations	14.67
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.	
28043 - Carnival Worker	9.27	
28210 - Gate Attendant/Gate Tender	13.0	03
28310 - Lifeguard	11.34	0.5
28350 - Park Attendant (Aide)	14.57	
· /	17.57	10.63
28510 - Recreation Aide/Health Facility Attendant	10.05	10.03
28515 - Recreation Specialist	18.05	
28630 - Sports Official	11.60	4.2
28690 - Swimming Pool Operator	. 14.4	43
29000 - Stevedoring/Longshoremen Occupational Ser		
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)	, ,	27.78
30012 - Air Traffic Control Specialist, Terminal (HF	, ,	30.59
30021 - Archeological Technician I	16.1	
30022 - Archeological Technician II	18.1	
30022 Archeological Technician III	22.4	
30030 - Cartographic Technician	22.43	
S 1	18.8	
30040 - Civil Engineering Technician		
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	24.8	
30081 - Engineering Technician I	15.69	
30082 - Engineering Technician II	17.63	3
30083 - Engineering Technician III	19.7	1
30084 - Engineering Technician IV	24.4	12
30085 - Engineering Technician V	29.8	7
30086 - Engineering Technician VI	36.1	.5
30090 - Environmental Technician	22.4	13
30095 - Evidence Control Specialist	22.4	
30210 - Laboratory Technician	22.20	
30221 - Latent Fingerprint Technician I	24.8	
30222 - Latent Fingerprint Technician II	27.	
30240 - Mathematical Technician	22.4	
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	35.2	3

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		
		25.60	
30491 - Unexploded Ordnance (UXO) Technicia		25.60	
30492 - Unexploded Ordnance (UXO) Technicia		30.98	
30493 - Unexploded Ordnance (UXO) Technicia		37.13	
30494 - Unexploded (UXO) Safety Escort	25.6		
30495 - Unexploded (UXO) Sweep Personnel		5.60	
30501 - Weather Forecaster I	24.84		
30502 - Weather Forecaster II	30.21	20.10	
30620 - Weather Observer, Combined Upper Air	Or (see 2)	20.18	
Surface Programs	( 2) 22 42		
· · · · · · · · · · · · · · · · · · ·	(see 2) 22.43		
31000 - Transportation/Mobile Equipment Operation	<u>=</u>		
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	17.10		
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	14.2	25	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 16

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Burleson

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

	E0.0 F1.10 FE	D
OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupa	ntions
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	22.11
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 Occupati	ons
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
	23.00
13000 - Information And Arts Occupations	10.55
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	12.01
100 7 4 7 11 7 2 1 7 7 1 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 1 2 1 1 1 1 2 1 1 1 1 2 1	13.01
13054 - Library Information Technology System	ms 23.24
Administrator	4.5.00
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
14071 - Computer Programmer II	(see 1) 23.43
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)
14102 - Computer Systems Analyst III	,
1 ,	(see 1)
14150 - Peripheral Equipment Operator	18.25 25.80
14160 - Personal Computer Support Technician	
14170 - System Support Specialist	28.60
15000 - Instructional Occupations	(an Datad) 21.00
15010 - Aircrew Training Devices Instructor (N	
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16190 - Sewing Machine Operator	12.36	
16220 - Tailor 13	5.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occupa	ations	
23010 - Aerospace Structural Welder	24.56	)
23019 - Aircraft Logs and Records Technician		9.05
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	17.05	21.70
23080 - Aircraft Worker	20.44	21.70
23091 - Aircrew Life Support Equipment (ALSE) Mech		20.44
I	idiffe	20.44
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	22.95
II		22.75
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		.65
23182 - Electronics Technician Maintenance II		3.14
23183 - Electronics Technician Maintenance III		4.66
23260 - Fabric Worker	18.21	4.00
23290 - Fire Alarm System Mechanic	22.3	0
23310 - Fire Extinguisher Repairer	16.86	O
23311 - Fuel Distribution System Mechanic		.41
23312 - Fuel Distribution System Operator	18.4	
23370 - General Maintenance Worker	17.0	
23380 - Ground Support Equipment Mechanic		22.95
23381 - Ground Support Equipment Servicer		9.06
23382 - Ground Support Equipment Worker		9.00 20.44
23391 - Gunsmith I	16.86	
23391 - Gunsmith II	19.58	
23372 - Guildilliui II	17.30	

22202 G 34 H	22.20
23393 - Gunsmith III	22.30
23410 - Heating, Ventilation And Air-Conditioning	22.11
Mechanic 23411 - Heating, Ventilation And Air Contidioning	23.51
Mechanic (Research Facility)	23.31
23430 - Heavy Equipment Mechanic	24.15
23440 - Heavy Equipment Operator	18.79
23460 - Instrument Mechanic	23.20
23465 - Laboratory/Shelter Mechanic	20.93
23470 - Laboraror 23470 - Laborer	13.12
23510 - Locksmith	20.93
23530 - Locksintii 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	16.68
Coordinator	1671
24630 - Homemaker	16.71
25000 - Plant And System Operations Occupations	22.72
25010 - Boiler Tender	23.73
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	23.73
25190 - Ventilation Equipment Tender	16.50 18.72
25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	18.72
27000 - Protective Service Occupations 27004 - Alarm Monitor	18.53
27004 - Alarm Womtor 27007 - Baggage Inspector	12.13
27007 - Baggage Inspector 27008 - Corrections Officer	21.87
27008 - Corrections Officer 27010 - Court Security Officer	23.54
27030 - Court Security Officer 27030 - Detection Dog Handler	16.19
-, 550 Betterion Bog Humaner	10.17

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 Attends	
28515 - Recreation Specialist	16.20
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	21.25
29000 - Stevedoring/Longshoremen Occupationa 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	TEO) ( 2) 40.20
30010 - Air Traffic Control Specialist, Center (I	
30011 - Air Traffic Control Specialist, Station (1	
30012 - Air Traffic Control Specialist, Terminal	
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	27.7	7
30390 - Photo-Optics Technician	26.21	
30395 - Radiation Control Technician	27.7	
30461 - Technical Writer I	23.06	,
30462 - Technical Writer II	28.21	
30463 - Technical Writer III	34.13	
30491 - Unexploded Ordnance (UXO) Technician I	31.13	25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort	2	25.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	26.09	23.00
30502 - Weather Forecaster II	31.74	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.60
Surface Programs	(300 2)	23.00
30621 - Weather Observer, Senior (see 2	26	21
31000 - Transportation/Mobile Equipment Operation O	,	· <i>L</i> 1
31010 - Airplane Pilot	30.98	
31020 - Alipiane Fliot 31020 - Bus Aide	12.20	
31030 - Bus Driver	17.37	
31043 - Driver Courier	17.57	
31260 - Parking and Lot Attendant	13.89	7
31290 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	15.09	,
31310 - Taxi Driver	13.09	
	15.20	
31361 - Truckdriver, Light		
31362 - Truckdriver, Medium	16.31	
31363 - Truckdriver, Heavy	18.67	,
31364 - Truckdriver, Tractor-Trailer	18.67	
99000 - Miscellaneous Occupations	15 10	
99020 - Cabin Safety Specialist	15.10 11.53	
99050 - Desk Clerk	10.95	
99095 - Embalmer	27.05	
99130 - Flight Follower	25.60	<b>(</b> 0
99251 - Laboratory Animal Caretaker I	13.	
99252 - Laboratory Animal Caretaker II	15.	.1 /
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.	
99841 - Vending Machine Repairer	21.1	
99842 - Vending Machine Repairer Helper	1	6.72

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 16

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Brazos, Robertson

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	S
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
	16.75
01300 - Scheduler, Maintenance	
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	10.75
05000 - Automotive Service Geographics 05005 - Automobile Body Repairer, Fiberglass	19.99
05003 - Automobile Body Repairer, Fiberglass 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 Occupati	
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
	13.01
12000 - Health Occupations	10.72
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
<u>e</u>	13.04
12222 - Nursing Assistant II	
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
	34.10
12315 - Registered Nurse III, Anesthetist	
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
1307/ - Liulailaii	43.37

13050 - Library Aide/Clerk		13.00	
13054 - Library Information Technology System	ıs		22.93
Administrator			
13058 - Library Technician		15.74	
13061 - Media Specialist I		6.55	
13062 - Media Specialist II		8.51	
13063 - Media Specialist III		20.63	
		5.55	
13071 - Photographer I			
13072 - Photographer II		3.51	
13073 - Photographer III		2.93	
13074 - Photographer IV		28.04	
13075 - Photographer V	3	3.94	
13090 - Technical Order Library Clerk		16.3	
13110 - Video Teleconference Technician		20	0.44
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	5.45
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)		
± • • • • • • • • • • • • • • • • • • •	(SCC 1)	17	66
14150 - Peripheral Equipment Operator	(Sec 1)	17.	.66 26.21
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	(SCC 1)		26.21
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	(Sec 1)	17. 28.60	26.21
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> </ul>			26.21
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	on-Rated)		26.21
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	on-Rated)		26.21 29.14 35.26
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> </ul>	on-Rated) ated) Pilot)		26.21 29.14 35.26 42.25
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / Instructor (F. 15050 - Computer Based</li></ul>	on-Rated) ated) Pilot)	28.60	29.14 35.26 42.25 29.14
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / Instructor (Based Occupational Occupations)	on-Rated) ated) Pilot) astructor	28.60 29.21	29.14 35.26 42.25 29.14
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Factorial Occupations) 15050 - Computer Based Training Specialist / Instructor (Pilot)	on-Rated) ated) Pilot) astructor	28.60 29.21 42.25	29.14 35.26 42.25 29.14
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor	28.60 29.21 42.25 .46	29.14 35.26 42.25 29.14
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	on-Rated) ated) Pilot) astructor	29.21 42.25 .46	29.14 35.26 42.25 29.14
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor	29.21 42.25 .46	29.14 35.26 42.25 29.14 32.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) ated) Pilot) astructor	29.21 42.25 .46	29.14 35.26 42.25 29.14
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor	29.21 42.25 .46	29.14 35.26 42.25 29.14 32.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) ated) Pilot) astructor	29.21 42.25 .46 42 25.11	29.14 35.26 42.25 29.14 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	on-Rated) ated) Pilot) astructor	29.21 42.25 .46 42 25.11	29.14 35.26 42.25 29.14 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	on-Rated) ated) Pilot) astructor	29.21 42.25 .46 42 25.11	29.14 35.26 42.25 29.14 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. Pilot. Test Proctor.	on-Rated) ated) Pilot) astructor  22  21. 21.31	29.21 42.25 .46 42 25.11	29.14 35.26 42.25 29.14 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor	on-Rated) ated) Pilot) astructor  22  21. 21.31	29.21 42.25 .46 42 25.11 31 pations	29.14 35.26 42.25 29.14 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Rec. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing. 15120 - Tutor. 15120	on-Rated) (ated) (Pilot) (astructor) (22) (21. (21.31) (Pilated Occur)	29.21 42.25 .46 42 25.11 31 pations	29.14 35.26 42.25 29.14 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler	on-Rated) ated) Pilot) astructor  21. 21.31 Plated Occu 9.5	29.21 42.25 .46 42 25.11 31 pations	29.14 35.26 42.25 29.14 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner.	on-Rated) ated) Pilot) astructor  21. 21.31 Plated Occu 9.5	29.21 42.25 .46 42 25.11 31 pations 51 9.51	29.14 35.26 42.25 29.14 42.25 42.25 42.25 2.25 30.40
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15060 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	on-Rated) ated) Pilot) astructor  21. 21.31 Plated Occu 9.5	29.21 42.25 .46 42 25.11 31 pations 51 9.51	29.14 35.26 42.25 29.14 42.25 42.25 42.25 2.25 30.40
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) ated) Pilot) astructor  21. 21.31 Plated Occu 9.5	29.21 42.25 .46 42 25.11 31 pations 51 9.51 .62 9.51	29.14 35.26 42.25 29.14 42.25 42.25 2.25 30.40
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. Technical Instructor. 15095 - Technical Instructor. Personal Computer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	on-Rated) ated) Pilot) astructor  21. 21.31 Plated Occu 9.5	29.21 42.25 .46 42 25.11 31 pations 51 9.51 .62 9.51	29.14 35.26 42.25 29.14 42.25 42.25 2.25 30.40
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) ated) Pilot) astructor  21. 21.31 Plated Occu 9.5	29.21 42.25 .46 42 25.11 31 pations 51 9.51 .62 9.51 51 9.5	29.14 35.26 42.25 29.14 42.25 42.25 2.25 30.40

16190 - Sewing Machine Operator	12.36	
16220 - Tailor 13	5.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupation	.S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occupa		
23010 - Aerospace Structural Welder	23.70	
23019 - Aircraft Logs and Records Technician	_	3.21
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	20.02
23070 - Aircraft Survival Flight Equipment Technician	10.50	20.93
23080 - Aircraft Worker	19.58	10.50
23091 - Aircrew Life Support Equipment (ALSE) Mech	anic	19.58
I	:	22.20
23092 - Aircrew Life Support Equipment (ALSE) Mech II	anic	22.30
	20.93	
23110 - Appliance Mechanic	20.93 16.86	
23120 - Bicycle Repairer 23125 - Cable Splicer	28.93	
23130 - Carpenter, Maintenance	19.60	
23140 - Carpet Layer	19.58	
23160 - Carpet Layer 23160 - Electrician, Maintenance	24.66	
23181 - Electronics Technician Maintenance I		.65
23182 - Electronics Technician Maintenance II		.0 <i>3</i> 3.14
23183 - Electronics Technician Maintenance III		4.66
23260 - Fabric Worker	18.21	1.00
23290 - Fire Alarm System Mechanic	22.30	0
23310 - Fire Extinguisher Repairer	16.86	O
23311 - Fuel Distribution System Mechanic	24.	41
23312 - Fuel Distribution System Operator	18.4	
23370 - General Maintenance Worker	17.0	
23380 - Ground Support Equipment Mechanic		22.30
23381 - Ground Support Equipment Servicer		3.21
23382 - Ground Support Equipment Worker		9.58
23391 - Gunsmith I	16.86	- ·• ·
23392 - Gunsmith II	19.58	
	->.00	

23393 - Gunsmith III	22.30
23410 - Heating, Ventilation And Air-Conditioning	22.10
Mechanic	22.40
23411 - Heating, Ventilation And Air Contidioning	23.49
Mechanic (Research Facility)	04.15
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	16.68
Coordinator	10.00
24630 - Homemaker	16.68
25000 - Plant And System Operations Occupations	10.00
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	10./2
27000 - Protective Service Occupations 27004 - Alarm Monitor	18.53
	12.13
27007 - Baggage Inspector 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 Ser	rvices
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	
30012 - Air Traffic Control Specialist, Terminal (HF	
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	7
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	5.60
30495 - Unexploded (UXO) Sweep Personnel	20	25.60
30501 - Weather Forecaster I	25.14	23.00
30502 - Weather Forecaster II	30.58	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	20.51
Surface Programs	(300 2)	20.31
30621 - Weather Observer, Senior (see 2	2) 22.6	50
31000 - Transportation/Mobile Equipment Operation O	/	) 9
	30.98	
31010 - Airplane Pilot		
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	15.10	
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	13.8	
99252 - Laboratory Animal Caretaker II	14.0	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	16.7	2
99841 - Vending Machine Repairer	21.12	
99842 - Vending Machine Repairer Helper		5.72

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 Division of | Revision No.: 13

Wage Determinations | Date Of Last Revision: 06/01/2021 Director

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Aransas, Nueces, San Patricio

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - ITTLE	FOOTNOTE	KAIE
01000 - Administrative Support And Clerica	al 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 H : D C 1 A : /	20.26

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	10.20
05005 - Automobile Body Repairer, Fiberglass	21.88
05010 - Automotive Electrician	19.98
05040 - Automotive Glass Installer	19.00
05070 - Automotive Glass Histarier	19.00
05110 - Mobile Equipment Servicer	16.99
05110 - Motor Equipment Metal Mechanic	20.89
05160 - Motor Equipment Metal Worker	19.00
05100 - Motor Lequipment Wetair Worker 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	19.00
05340 - Radiator Repair Specialist	19.00
1 1	
05370 - Tire Repairer	16.25
05400 - Transmission Repair Specialist	20.89
07000 - Food Preparation And Service Occupations	1.4.52
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 Occupati	
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
	11.46
12221 - Nursing Assistant I	
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	
12311 - Registered Nuise I	25.83
<u> </u>	25.83 31.60
12312 - Registered Nurse II	31.60
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist	31.60 31.60
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III	31.60 31.60 38.23
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist	31.60 31.60 38.23 38.23
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV	31.60 31.60 38.23 38.23 45.82
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing)	31.60 31.60 38.23 38.23
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV	31.60 31.60 38.23 38.23 45.82
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor	31.60 31.60 38.23 38.23 45.82 24.87
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations	31.60 31.60 38.23 38.23 45.82 24.87 21.64
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I	31.60 31.60 38.23 38.23 45.82 24.87 21.64
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	31.60 31.60 38.23 38.23 45.82 24.87 21.64 24.42 30.26
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	31.60 31.60 38.23 38.23 45.82 24.87 21.64 24.42 30.26 37.01
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I	31.60 31.60 38.23 38.23 45.82 24.87 21.64 24.42 30.26 37.01 24.42
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	31.60 31.60 38.23 38.23 45.82 24.87 21.64 24.42 30.26 37.01
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I	31.60 31.60 38.23 38.23 45.82 24.87 21.64 24.42 30.26 37.01 24.42
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II	31.60 31.60 38.23 38.23 45.82 24.87 21.64 24.42 30.26 37.01 24.42 30.26

12070 1:1 4:1 /01 1	11.00	
13050 - Library Aide/Clerk	11.23	
13054 - Library Information Technology System	IS	30.26
Administrator		
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	
C 1	29.33	
13075 - Photographer V		5.74
13090 - Technical Order Library Clerk	1	
13110 - Video Teleconference Technician		19.80
14000 - Information Technology Occupations	15.4	2
14041 - Computer Operator I	15.4	
14042 - Computer Operator II	17.2	
14043 - Computer Operator III	19.2	
14044 - Computer Operator IV	21	
14045 - Computer Operator V	23.0	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)	
1 . 1 0 0 0 0 111 p 11 0 0 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1	(222 1)	
14150 - Peripheral Equipment Operator		15 42
14150 - Peripheral Equipment Operator		15.42 21.36
14160 - Personal Computer Support Technician		21.36
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	27.	21.36
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	27.	21.36 .14
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	27. on-Rated)	21.36 14 31.02
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> </ul>	27. on-Rated) ated)	21.36 14 31.02 37.54
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> </ul>	27. on-Rated) ated) vilot)	21.36 14 31.02 37.54 44.99
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	27. on-Rated) nted) rilot) structor	21.36 14 31.02 37.54 44.99 31.02
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> <li>15050 - Computer Based Training Specialist / In</li> <li>15060 - Educational Technologist</li> </ul>	on-Rated) rilot) structor 36.	21.36 14 31.02 37.54 44.99 31.02
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) nted) rilot) structor 36. 44.99	21.36 14 31.02 37.54 44.99 31.02
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16190 - Sewing Machine Operator	11.74	
16220 - Tailor 12	2.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupation	IS	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occup		
23010 - Aerospace Structural Welder	34.05	
23019 - Aircraft Logs and Records Technician		3.09
23021 - Aircraft Mechanic I	32.65	
23022 - Aircraft Mechanic II	34.05	
23022 - Aircraft Mechanic II	35.47	
23040 - Aircraft Mechanic Helper	24.86	
23050 - Aircraft, Painter	31.23	
23060 - Aircraft Servicer	28.09	21.22
23070 - Aircraft Survival Flight Equipment Technician	20.60	31.23
23080 - Aircraft Worker	29.69	20.60
23091 - Aircrew Life Support Equipment (ALSE) Mech	nanic	29.69
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	32.65
II		
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		.64
23182 - Electronics Technician Maintenance II		3.28
23183 - Electronics Technician Maintenance III		1.79
23260 - Fabric Worker	23.31	, >
23290 - Fire Alarm System Mechanic	21.5	9
23310 - Fire Extinguisher Repairer	22.02	
23311 - Fuel Distribution System Mechanic	30.	48
23312 - Fuel Distribution System Operator	24.7	
23370 - General Maintenance Worker	17.4	
23380 - Ground Support Equipment Mechanic		32.65
23381 - Ground Support Equipment Nectianic		32.03 3.09
23382 - Ground Support Equipment Worker		9.69
23391 - Gunsmith I	22.02	J.UJ
23391 - Gunsmith II	24.64	
23372 - Guildilliui II	∠ <del>4.</del> 0 <del>4</del>	

23393 - Gunsmith III	27.09
23410 - Heating, Ventilation And Air-Conditioning	24.01
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	25.04
Mechanic (Research Facility)	
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	17.80
Coordinator	
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	13.3	4
28042 - Carnival Equipment Repairer	14.24	
28043 - Carnival Worker	10.10	•
28210 - Gate Attendant/Gate Tender	13.54	[
28310 - Lifeguard	11.34	Ī
S C C C C C C C C C C C C C C C C C C C		
28350 - Park Attendant (Aide)	15.15	11.06
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 Ser	vices	
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		27.93
30012 - Air Traffic Control Specialist, Terminal (HF		30.75
30021 - Archeological Technician I	18.17	30.73
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	3
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	

20275 Detuctorum Country Consciplint	20.24	
30375 - Petroleum Supply Specialist	29.24	
30390 - Photo-Optics Technician 30395 - Radiation Control Technician	24.33	
	29.24 25.17	
30461 - Technical Writer I		
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		
30493 - Unexploded Ordnance (UXO) Technician II		
30494 - Unexploded (UXO) Safety Escort	25.74 25.74	
30495 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I		
30502 - Weather Forecaster II	27.89 33.92	
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.67	
Surface Programs 30621 - Weather Observer, Senior (see	2) 24.33	
30621 - Weather Observer, Senior (see 31000 - Transportation/Mobile Equipment Operation)	,	
31010 - Airplane Pilot	31.14	
31020 - Alipiane Fliot 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	20.21	
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	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

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

**RATE** 

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE

01000 - Administrative Support And Clerical Occupa	ations
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	22.00
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 Occupation	
09010 - Electrostatic Spray Painter	19.02
09040 - Electrostatic Spray Fainter	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Purmure Repairer, Willion	16.57
11000 - General Services And Support Occupations	10.3/
11030 - Cleaner, Vehicles	11.77
11030 - Cicanor, venicies	11.//

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
	40.23
12025 - Dental Hygienist	
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
<u> </u>	14.48
12222 - Nursing Assistant II	
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	25.50
<u> •</u>	20.65
13011 - Exhibits Specialist I	
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 Aida/Clark	14.33
13050 - Library Aide/Clerk 13054 - Library Information Technology Systen	
Administrator	118 27.42
	16.20
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
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	29.85 42.82
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	42.82
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 1972)</li> </ul>	42.82 on-Rated) 35.04
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Resource)</li> </ul>	42.82 on-Rated) 35.04 ated) 41.90
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (F</li> </ul>	42.82 on-Rated) 35.04 ated) 41.90 Pilot) 47.60
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Rational Occupations)</li> <li>15030 - Air Crew Training Devices Instructor (Rational Occupations)</li> <li>15050 - Computer Based Training Specialist / Ir</li> </ul>	42.82  on-Rated) 35.04 ated) 41.90 Pilot) 47.60 astructor 35.04
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Rational Occupations)</li> <li>15030 - Air Crew Training Devices Instructor (Rational Occupations)</li> <li>15050 - Computer Based Training Specialist / Instructor (Based Occupations)</li> <li>15060 - Educational Technologist</li> </ul>	42.82  on-Rated) ated) Pilot) astructor  35.04 41.90 47.60 35.04 34.30
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of the Instructor of Instructor o	42.82  on-Rated) 35.04  ated) 41.90  Pilot) 47.60  astructor 35.04  47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	42.82  on-Rated) 35.04  ated) 41.90  Pilot) 47.60  astructor 34.30  47.60  25.79
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Nature of Natur	42.82  on-Rated) 35.04  ated) 41.90  Pilot) 47.60  34.30  47.60  25.79  47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Nature of Natur	42.82  on-Rated) 35.04  ated) 41.90  Pilot) 47.60  34.30  47.60  25.79  47.60  47.60  47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	42.82  on-Rated) 35.04  ated) 41.90  Pilot) 47.60  34.30  47.60  25.79  47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Nature of Natur	42.82  on-Rated) 35.04  ated) 41.90  Pilot) 47.60  34.30  47.60  25.79  47.60  47.60  47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	42.82  on-Rated) 35.04  ated) 41.90  Pilot) 47.60  astructor 35.04  34.30  47.60  25.79  47.60  47.60  47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	42.82  on-Rated) 35.04  ated) 41.90  Pilot) 47.60  astructor 35.04  34.30  47.60  25.79  47.60  47.60  27.43  33.55  22.14
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref 16010 - Assembler 16030 - Counter Attendant	42.82  on-Rated) 35.04  ated) 41.90 Pilot) 47.60 astructor 35.04  34.30 47.60 25.79  47.60 47.60 27.43 33.55  22.14 22.14 Pelated Occupations 10.94 10.94
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	42.82  on-Rated) 35.04  ated) 41.90 Pilot) 47.60 astructor 35.04  34.30 47.60 25.79  47.60 47.60 27.43 33.55  22.14 22.14 Plated Occupations 10.94 10.94 14.05 10.94
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	42.82  on-Rated) 35.04  ated) 41.90 Pilot) 47.60 astructor 35.04  34.30 47.60 25.79  47.60 47.60 27.43 33.55  22.14 22.14 Pelated Occupations 10.94 10.94 10.94 10.94 10.94
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ro. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	42.82  on-Rated) 35.04 ated) 41.90 Pilot) 47.60 astructor 35.04  34.30 47.60 25.79  47.60 47.60 27.43 33.55  22.14 Plated Occupations 10.94 10.94 10.94 10.94 10.94 10.94
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts	42.82  on-Rated) 35.04  ated) 41.90 Pilot) 47.60 astructor 35.04  34.30 47.60 25.79  47.60 47.60 27.43 33.55  22.14 22.14 Plated Occupations 10.94 10.94 10.94 10.94 10.94 10.94 10.94
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16190 - Sewing Machine Operator	14.90	
16220 - Tailor 16	5.02	
16250 - Washer, Machine	12.02	
19000 - Machine Tool Operation And Repair Occupation	ıs	
19010 - Machine-Tool Operator (Tool Room)	2	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 Occup	ations	
23010 - Aerospace Structural Welder	39.14	
23019 - Aircraft Logs and Records Technician		1.80
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	31.00	35.44
23080 - Aircraft Worker	33.63	33.77
23091 - Aircrew Life Support Equipment (ALSE) Mech		33.63
I	ianic	33.03
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	37.33
II	idille	37.33
23110 - Appliance Mechanic	19.55	
23120 - Bicycle Repairer	19.15	
23125 - Cable Splicer	27.55	
23120 - Carpenter, Maintenance	19.37	
23140 - Carpet Layer	19.04	
23160 - Electrician, Maintenance	23.75	
23181 - Electronics Technician Maintenance I		5.71
23182 - Electronics Technician Maintenance II		3.15
23183 - Electronics Technician Maintenance III		9.65
23163 - Electronics Technician Wantenance III 23260 - Fabric Worker	26.87	9.0 <i>3</i>
23290 - Frank Worker 23290 - Fire Alarm System Mechanic	23.7	6
	19.15	O
23310 - Fire Extinguisher Repairer		.32
23311 - Fuel Distribution System Mechanic	16.7	
23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker	19.9	
		37.33
23380 - Ground Support Equipment Servicer		37.33 1.80
23381 - Ground Support Equipment Worker		
23382 - Ground Support Equipment Worker 23391 - Gunsmith I		3.63
	19.15	
23392 - Gunsmith II	22.00	

23393 - Gunsmith III	24.42	
23410 - Heating, Ventilation And Air-Conditioning	23.09	
Mechanic	23.07	
23411 - Heating, Ventilation And Air Contidioning	24.21	
Mechanic (Research Facility)	21.21	
23430 - Heavy Equipment Mechanic	26.05	
23440 - Heavy Equipment Operator	20.03	
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	17.13	
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	18.06	
Coordinator	10.00	
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	
2, 55 5 December Dog Hamadel	10.72	

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	37.07
<u> </u>	14.42
28041 - Carnival Equipment Operator	
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 Ser	
29010 - Blocker And Bracer	28.45
29020 - Hatch Tender	28.45
29030 - Line Handler	28.45
29041 - Stevedore I	26.43
29042 - Stevedore II	29.99
30000 - Technical Occupations	. ( 2)
30010 - Air Traffic Control Specialist, Center (HFO	
30011 - Air Traffic Control Specialist, Station (HFO	
30012 - Air Traffic Control Specialist, Terminal (HF	FO) (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
-	22.40
30062 - Drafter/CAD Operator II	
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
	19.49
30361 - Paralegal/Legal Assistant I	
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	· /	
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	46.00	
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 24.59	
99711 - Recycling Specialist 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	
77072 - v chang wachine Repairer Helper	13.40	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/09/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of El Paso, Hudspeth

<sup>\*\*</sup>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 Occupati	
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	17.00
11030 - Cleaner, Vehicles	10.31
11000 Citomer, Compress	10.01

11060 - Elevator Operator	10.66
11090 - Gardener	14.73
11122 - Housekeeping Aide	10.66
11150 - Janitor	10.66
	10.39
11210 - Laborer, Grounds Maintenance	
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
	28.29
12305 - Radiologic Technologist	
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

12050 I :1 A : 1. /C11-	12.05	
13050 - Library Aide/Clerk	12.85	20.00
13054 - Library Information Technology System	1S	30.88
Administrator	15.04	
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	5.14
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	7
14044 - Computer Operator IV	21.7	5
14045 - Computer Operator V	24.09	9
14071 - Computer Programmer I	(see 1) 2	22.18
14072 - Computer Programmer II	(see 1) 2	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)	
<u>*</u> * * * * * * * * * * * * * * * * * *	` /	5 70
14150 - Peripheral Equipment Operator	1:	5.70
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	1:	5.70 22.41
14160 - Personal Computer Support Technician	25.8	22.41
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>		22.41
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	25.8	22.41
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	25.8 on-Rated)	22.41 32
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Research</li> </ul>	25.8 on-Rated) ated)	22.41 32 29.48
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> </ul>	25.8 on-Rated) ated) Pilot)	22.41 32 29.48 35.67
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	25.8 on-Rated) ated) Pilot)	22.41 29.48 35.67 42.75 29.48
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	25.8 on-Rated) ated) Pilot) astructor	22.41 29.48 35.67 42.75 29.48
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	25.8 on-Rated) onted) Pilot) astructor	22.41 29.48 35.67 42.75 29.48
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	25.8 con-Rated) rated) Pilot) astructor 36.3 42.75	22.41 29.48 35.67 42.75 29.48
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	25.8 con-Rated) rated) Pilot) astructor 36.3 42.75	22.41 29.48 35.67 42.75 29.48 37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	25.8 con-Rated) rated) Pilot) astructor 36.3 42.75 19.58	22.41 29.48 35.67 42.75 29.48
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	25.8 con-Rated) ented) Pilot) estructor 36.3 42.75 19.58	22.41 29.48 35.67 42.75 29.48 37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	25.8 con-Rated) rated) Pilot) astructor 36.3 42.75 19.58	29.48 35.67 42.75 29.48 37 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	25.8 con-Rated) rated) Pilot) istructor 36.3 42.75 19.58	22.41 29.48 35.67 42.75 29.48 37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor.	25.8 con-Rated) ated) Pilot) astructor 36.3 42.75 19.58	29.48 35.67 42.75 29.48 37 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	25.8 con-Rated) cited) Pilot) astructor 36.3 42.75 19.58	22.41 29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re	25.8 con-Rated) ated) Pilot) istructor 36.3 42.75 19.58 19.87 16.04 16.04 Plated Occupations	22.41 29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. Personal Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler.	25.8 con-Rated) ated) Pilot) astructor 36.3 42.75 19.58 19.87 16.04 16.04 Plated Occupations 9.32	22.41 29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	25.8 con-Rated) ated) Pilot) astructor 36.3 42.75 19.58 19.87 16.04 16.04 Plated Occupations 9.32 9.40	22.41 29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	25.8 con-Rated) ated) Pilot) istructor 36.3 42.75 19.58 19.87 16.04 16.04 elated Occupations 9.32 9.40 10.90	29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	25.8 con-Rated) ated) Pilot) astructor 36.3 42.75 19.58 19.87 16.04 16.04 Plated Occupations 9.32 9.40	29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	25.8 con-Rated) ented) Pilot) estructor 36.3 42.75 19.58 19.87 16.04 16.04 elated Occupations 9.32 9.40 10.90 9.40 9.40	29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	25.8 con-Rated) ented) Pilot) estructor 36.3 42.75 19.58 19.87 16.04 16.04 elated Occupations 9.32 9.40 10.90 9.40 9.40	29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	25.8 con-Rated) ated) Pilot) istructor 36.3 42.75 19.58 19.87 16.04 16.04 Plated Occupations 9.32 9.40 10.90 9.40 9.40 9.40 9.40	29.48 35.67 42.75 29.48 37 42.75 42.75 42.75 42.75 42.75

16190 - Sewing Machine Operator	11.54	
16220 - Tailor 12	18	
16250 - Washer, Machine	9.73	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occupa		
23010 - Aerospace Structural Welder	39.37	
23019 - Aircraft Logs and Records Technician		9.09
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	22.00
23070 - Aircraft Survival Flight Equipment Technician	21.65	33.08
23080 - Aircraft Worker	31.67	21.67
23091 - Aircrew Life Support Equipment (ALSE) Mech	anic	31.67
I Lift G A F A (ALGE) M 1		26.70
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	36.79
II	10.02	
23110 - Appliance Mechanic	19.82	
23120 - Bicycle Repairer	15.40 26.47	
23125 - Cable Splicer	16.56	
23130 - Carpenter, Maintenance 23140 - Carpet Layer	18.40	
23160 - Carpet Layer 23160 - Electrician, Maintenance	18.82	
23181 - Electronics Technician Maintenance I		5.46
23182 - Electronics Technician Maintenance II		7.44
23183 - Electronics Technician Maintenance III		9.58
23260 - Fabric Worker	16.90	7.50
23290 - Fire Alarm System Mechanic	21.1	3
23310 - Fire Extinguisher Repairer	15.41	3
23311 - Fuel Distribution System Mechanic		.79
23312 - Fuel Distribution System Operator	15.2	
23370 - General Maintenance Worker	14.6	
23380 - Ground Support Equipment Mechanic		36.79
23381 - Ground Support Equipment Servicer		9.09
23382 - Ground Support Equipment Worker		1.67
23391 - Gunsmith I	15.41	
23392 - Gunsmith II	18.40	

22202 C	21 27
23393 - Gunsmith III	21.37
23410 - Heating, Ventilation And Air-Conditioning	18.61
Mechanic 23411 - Heating, Ventilation And Air Contidioning	19.91
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 - Laboratory/Shefter McChaine	11.51
23510 - Locksmith	19.79
23530 - Locksintii 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	15.34
Coordinator	
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	10.00
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 Attenda	
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	20:21
30010 - Air Traffic Control Specialist, Center (H	FO) (see 2) 40.29
30011 - Air Traffic Control Specialist, Station (H	
30012 - Air Traffic Control Specialist, Terminal	
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 - Engineering Technician VI	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 III       32.65         30493 - Technical Writer III       39.49         30491 - Unexploded Ordnance (UXO) Technician II       30.98         30492 - 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
30395 - Radiation Control Technician       28.57         30461 - Technical Writer I       26.68         30462 - Technical Writer III       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
30461 - Technical Writer I 30462 - Technical Writer II 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 25.60
30462 - Technical Writer II 30463 - Technical Writer III 30491 - Unexploded Ordnance (UXO) Technician I 30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III 30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel 25.60
30491 - Unexploded Ordnance (UXO) Technician I25.6030492 - Unexploded Ordnance (UXO) Technician II30.9830493 - Unexploded Ordnance (UXO) Technician III37.1330494 - Unexploded (UXO) Safety Escort25.6030495 - Unexploded (UXO) Sweep Personnel25.60
30491 - Unexploded Ordnance (UXO) Technician I25.6030492 - Unexploded Ordnance (UXO) Technician II30.9830493 - Unexploded Ordnance (UXO) Technician III37.1330494 - Unexploded (UXO) Safety Escort25.6030495 - Unexploded (UXO) Sweep Personnel25.60
30492 - Unexploded Ordnance (UXO) Technician II30.9830493 - Unexploded Ordnance (UXO) Technician III37.1330494 - Unexploded (UXO) Safety Escort25.6030495 - Unexploded (UXO) Sweep Personnel25.60
30493 - Unexploded Ordnance (UXO) Technician III37.1330494 - Unexploded (UXO) Safety Escort25.6030495 - Unexploded (UXO) Sweep Personnel25.60
30494 - Unexploded (UXO) Safety Escort25.6030495 - Unexploded (UXO) Sweep Personnel25.60
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

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Johnson, Parker, Tarrant, Wise

**RATE** 

OCCUPATION CODE	- TITLE	FOOTNOTE

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		

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

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
	20.14
01312 - Secretary II	
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 Occupati	ons
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	11 77
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
<u>=</u>	
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

12050 Library Aida/Clark	14.33
13050 - Library Aide/Clerk	
13054 - Library Information Technology System	ns 27.42
Administrator	17.00
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
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	20.10 29.85
14160 - Personal Computer Support Technician	29.85
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	29.85 40.81
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	29.85 40.81 on-Rated) 35.04
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	29.85 40.81 on-Rated) 35.04 ated) 42.54
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	29.85 40.81 on-Rated) 35.04 ated) 42.54 Pilot) 50.81
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> </ul>	29.85 40.81 on-Rated) 35.04 ated) 42.54 Pilot) 50.81
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> <li>15050 - Computer Based Training Specialist / In</li> </ul>	29.85 40.81 35.04 ated) 35.04 Pilot) 50.81 astructor 35.04
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Na 15020 - Aircrew Training Devices Instructor (Ra 15030 - Air Crew Training Devices Instructor (Fa 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	29.85 40.81  on-Rated) ated) 210t) 35.04 210t) 35.04 35.04 32.43
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	29.85 40.81  on-Rated) ated) 29.85  40.81  35.04  42.54  50.81  35.04  32.43  50.81
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	29.85 40.81  on-Rated) ated) 210t) 210t) 35.04 25.04 32.43 50.81 25.79
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	29.85 40.81  on-Rated) ated) 25.79  29.85  35.04  35.04  35.04  35.04  35.04  47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	29.85 40.81  con-Rated) ated) 25.79  29.85  40.81  35.04  42.54  50.81  35.04  32.43  50.81  25.79  47.60  47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	29.85 40.81  con-Rated) 35.04 ated) 42.54 Pilot) 50.81 35.04 32.43 50.81 25.79 47.60 47.60 47.60 47.60
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	29.85 40.81  con-Rated) 35.04 ated) 42.54 Pilot) 50.81 32.43 50.81 25.79 47.60 47.60 47.60 27.43
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	29.85 40.81  con-Rated) ated) 25.49 Pilot) 35.04 32.43 32.43 50.81 25.79 47.60 47.60 47.60 27.43 33.55
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	29.85 40.81  con-Rated) 35.04 ated) 2ilot) 35.04 32.43 32.43 50.81 25.79  47.60 47.60 47.60 27.43 33.55 22.14 22.14
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor.	29.85 40.81  con-Rated) 35.04 ated) 2ilot) 35.04 32.43 32.43 50.81 25.79  47.60 47.60 47.60 27.43 33.55 22.14 22.14
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re	29.85 40.81  con-Rated) 35.04 ated) 42.54 Pilot) 50.81 astructor 35.04  32.43 50.81 25.79 47.60 47.60 47.60 27.43 33.55 22.14 22.14 Plated Occupations
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	29.85 40.81  con-Rated) ated) 35.04 42.54 Pilot) 50.81 35.04 32.43 50.81 25.79 47.60 47.60 47.60 27.43 33.55 22.14 22.14 Plated Occupations 10.94
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	29.85 40.81  con-Rated) 35.04 ated) 42.54 Pilot) 50.81 astructor 35.04  32.43 50.81 25.79  47.60 47.60 47.60 27.43 33.55  22.14 Plated Occupations 10.94 10.94
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	29.85 40.81  con-Rated) 35.04 ated) 42.54 Pilot) 50.81 astructor 35.04  32.43 50.81 25.79 47.60 47.60 47.60 27.43 33.55 22.14 22.14 Plated Occupations 10.94 10.94 14.05
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	29.85 40.81  con-Rated) 35.04 ated) 42.54 Pilot) 50.81 astructor 35.04  32.43 50.81 25.79  47.60 47.60 47.60 27.43 33.55  22.14 Plated Occupations 10.94 10.94 14.05 10.94
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	29.85 40.81  con-Rated) 35.04 ated) 42.54 Pilot) 50.81 astructor 35.04  32.43 50.81 25.79  47.60 47.60 27.43 33.55 22.14 Plated Occupations 10.94 10.94 10.94 10.94 10.94
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15090 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	29.85 40.81  con-Rated) 35.04 ated) 42.54 Pilot) 50.81 astructor 35.04  32.43 50.81 25.79  47.60 47.60 47.60 27.43 33.55  22.14 Plated Occupations 10.94 10.94 10.94 10.94 10.94 10.94 10.94 10.94 10.94

16190 - Sewing Machine Operator	14.90	
16220 - Tailor 16	5.02	
16250 - Washer, Machine	12.02	
19000 - Machine Tool Operation And Repair Occupation	ıs	
19010 - Machine-Tool Operator (Tool Room)		5.17
19040 - Tool And Die Maker	30.45	
21000 - Materials Handling And Packing Occupations	50.15	
21020 - Forklift Operator	17.32	
21030 - Material Coordinator	24.46	
21040 - Material Expediter	24.46	
<u>=</u>	14.93	
21050 - Material Handling Laborer		
	14.57	17.22
21080 - Production Line Worker (Food Processing)	16.20	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 Occup	ations	
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) Mech		33.63
I		22132
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	37.33
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		.71
23182 - Electronics Technician Maintenance II		.71 5.15
23183 - Electronics Technician Maintenance III		9.65
		7.03
23260 - Fabric Worker	25.58	<i>(</i>
23290 - Fire Alarm System Mechanic	23.70	0
23310 - Fire Extinguisher Repairer	19.15	0.1
23311 - Fuel Distribution System Mechanic	21.	
23312 - Fuel Distribution System Operator	17.0	
23370 - General Maintenance Worker	19.9	
23380 - Ground Support Equipment Mechanic		37.33
23381 - Ground Support Equipment Servicer		1.80
23382 - Ground Support Equipment Worker		3.63
23391 - Gunsmith I	19.15	
23392 - Gunsmith II	22.00	

23393 - Gunsmith III	24.42
23410 - Heating, Ventilation And Air-Conditioning	23.09
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	24.21
Mechanic (Research Facility)	
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	17.13
24550 - Case Manager	18.06
24570 - Casc Manager 24570 - Child Care Attendant	11.76
24580 - Child Care Center Clerk	14.66
24610 - Chore Aide	10.04
24620 - Family Readiness And Support Services	18.06
Coordinator	10.00
24630 - Homemaker	18.06
25000 - Plant And System Operations Occupations	10.00
25010 - Plant And System Operations Occupations 25010 - Boiler Tender	30.15
	21.18
25040 - Sewage Plant Operator	
25070 - Stationary Engineer	30.15
25190 - Ventilation Equipment Tender	21.29
25210 - Water Treatment Plant Operator	21.18
27000 - Protective Service Occupations	20.64
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	31.09
28041 - Carnival Equipment Operator	14.42
± ± ±	15.76
28042 - Carnival Equipment Repairer 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 Attendan	
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational S	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
	29.33
30000 - Technical Occupations	30) ( 2) 42.42
30010 - Air Traffic Control Specialist, Center (HF	
30011 - Air Traffic Control Specialist, Station (HI	
30012 - Air Traffic Control Specialist, Terminal (	
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
55501 I aratogan Bogan I tobiotaint I v	J1.12

20275 Patroloum Sunnly Specialist	31.	41
30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician	27.7	
30395 - Radiation Control Technician		.41
30461 - Technical Writer I	25.69	.41
30462 - Technical Writer II	31.42	
30463 - Technical Writer III	38.01	27.60
30491 - Unexploded Ordnance (UXO) Technicia		27.60
30492 - Unexploded Ordnance (UXO) Technicia		33.39
30493 - Unexploded Ordnance (UXO) Technicia	ın III	40.02
30494 - Unexploded (UXO) Safety Escort		27.60
30495 - Unexploded (UXO) Sweep Personnel	20.44	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		
	(	5.68
31000 - Transportation/Mobile Equipment Operat	_	
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	10.9	91
31290 - Shuttle Bus Driver	18.53	
31310 - Taxi Driver	13.24	
31361 - Truckdriver, Light	18.75	
31362 - Truckdriver, Medium	20.5	0
31363 - Truckdriver, Heavy	23.34	
31364 - Truckdriver, Tractor-Trailer	23.3	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	1:	3.18
99252 - Laboratory Animal Caretaker II	1	4.42
99260 - Marketing Analyst	37.40	
99310 - Mortician	26.46	
99410 - Pest Controller	23.95	
99510 - Photofinishing Worker	14.6	4
99710 - Recycling Laborer	20.02	
99711 - Recycling Specialist	24.59	
99730 - Refuse Collector	17.69	
99810 - Sales Clerk	13.65	
99820 - School Crossing Guard	11.5	4
99830 - Survey Party Chief	29.08	•
99831 - Surveying Aide	16.87	
99832 - Surveying Technician	21.23	3
99840 - Vending Machine Attendant		5.15
99841 - Vending Machine Repairer		3.13
99842 - Vending Machine Repairer Helper	10	15.15
270.2 Chang machine repuner freiper		10.10

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 17

Daniel W. Simms Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

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

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

# OCCUPATION CODE - TITLE

FOOTNOTE

**RATE** 

01000 - Administrative Support And Clerical Occupations			
01011 - Accounting Clerk I	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 M C '	1 4 40	
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	23.6	
01290 - Rental Clerk	15.65	
01300 - Scheduler, Maintenance	18.5	<b>5</b> 1
01311 - Secretary I	18.51	71
•		
01312 - Secretary II	20.70	
01313 - Secretary III	23.07	
01320 - Service Order Dispatcher	17.3	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	20170	
05005 - Automobile Body Repairer, Fiberglass		25.76
05010 - Automotive Electrician	23.7	
05040 - Automotive Electrician 05040 - Automotive Glass Installer	21.9	
05070 - Automotive Worker	21.9	
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	22.8	88
05370 - Tire Repairer	14.40	
05400 - Transmission Repair Specialist	25	5.76
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	11.7	R
07210 - Meat Cutter	12.91	O
07260 - Waiter/Waitress	9.79	
09000 - Furniture Maintenance And Repair Occupatio	18.3	2
09010 - Electrostatic Spray Painter		2
09040 - Furniture Handler	11.95	
09080 - Furniture Refinisher	17.70	<b>5</b> 0
09090 - Furniture Refinisher Helper	14.	
09110 - Furniture Repairer, Minor	16.8	52
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 Assistant 12130 - Medical Laboratory Technician	25.95
12160 - Medical Record Clerk	18.41
12100 - Medical Record Technician	20.60
	20.81
12195 - Medical Transcriptionist	
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	22.02
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 System	as 27.06
Administrator	
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 (No	on-Rated) 38.33
15020 - Aircrew Training Devices Instructor (Ra	ted) 46.39
15030 - Air Crew Training Devices Instructor (P	ilot) 55.59
15050 - Computer Based Training Specialist / In	structor 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 Re	lated 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 Occupati	ons	
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	
	13.00	18.42
21080 - Production Line Worker (Food Processing)	17.42	10.42
21110 - Shipping Packer		
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 Occi	•	
23010 - Aerospace Structural Welder	34.35	
23019 - Aircraft Logs and Records Technician	27	7.09
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 Technicia	n	31.11
23080 - Aircraft Worker	29.10	
23091 - Aircrew Life Support Equipment (ALSE) Me		29.10
I		29.10
23092 - Aircrew Life Support Equipment (ALSE) Me	chanic	32.91
II	Chame	32.71
23110 - Appliance Mechanic	21.10	
23120 - Repairer	19.72	
23125 - Cable Splicer	29.54	
23130 - Carpenter, Maintenance	21.65	
23140 - Carpet Layer	20.97	
1 0		
23160 - Electrician, Maintenance	27.52	. 60
23181 - Electronics Technician Maintenance I		5.60
23182 - Electronics Technician Maintenance II		3.45
23183 - Electronics Technician Maintenance III		0.10
23260 - Fabric Worker	21.55	0
23290 - Fire Alarm System Mechanic	24.7	0
23310 - Fire Extinguisher Repairer	19.94	
23311 - Fuel Distribution System Mechanic		.14
23312 - Fuel Distribution System Operator	16.9	
23370 - General Maintenance Worker	20.1	
23380 - Ground Support Equipment Mechanic		32.91
23381 - Ground Support Equipment Servicer		7.09
23382 - Ground Support Equipment Worker	2	9.10
23391 - Gunsmith I	19.94	

23392 - Gunsmith II	23.14
23393 - Gunsmith III	26.18
23410 - Heating, Ventilation And Air-Conditioning	24.94
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	26.03
Mechanic (Research Facility)	
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	18.52
Coordinator	
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	1	1.92
28515 - Recreation Specialist	20.23	
28630 - Sports Official	13.01	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Serv	vices	
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	30.22	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.32
30011 - Air Traffic Control Specialist, Station (HFO)	, ,	31.94
30012 - Air Traffic Control Specialist, Terminal (HFC		35.18
30021 - Archeological Technician I	21.56	33.10
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	
30062 - 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	
	25.15	
30083 - Engineering Technician III		
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	7	
30461 - Technical Writer I		26.27		
30462 - Technical Writer II		32.12		
30463 - Technical Writer III		38.86		
30491 - Unexploded Ordnance (UXO) Technic	eian I	20.00	29.44	
30492 - Unexploded Ordnance (UXO) Technic			35.62	
30493 - Unexploded Ordnance (UXO) Technic			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 A	Air Or	(see 2)	27.56	
Surface Programs		,		
30621 - Weather Observer, Senior	(see 2)	30.4	18	
31000 - Transportation/Mobile Equipment Opera	` /			
31010 - Airplane Pilot		35.62		
31020 - Bus Aide		4.91		
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		12.4	9	
99252 - Laboratory Animal Caretaker II		13.6	1	
99260 - Marketing Analyst		35.05		
99310 - Mortician	4	1.99		
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	1	2.66		
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		12.8		
99841 - Vending Machine Repairer		16.20		
99842 - Vending Machine Repairer Helper		12	2.81	

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

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

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 15

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Lampasas

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

FOOTNOTE	RATE
	FOOTNOTE

01000 - Administrative Support And Clerical Occupation	ons
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
	16.03
05000 - Automotive Service Occupations	22.50
05005 - Automobile Body Repairer, Fiberglass 05010 - Automotive Electrician	23.58
	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 Occupati	
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	20.30
11030 - Cleaner, Vehicles	11.36
11030 - Cicalici, Vellicies	11.30

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	13.72
•	17.21
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
<u> </u>	
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
	34.47
12315 - Registered Nurse III, Anesthetist	
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
1507/ - Liulailaii	43.73

13050 - Library Aide/Clerk	13.01
13054 - Library Information Technology System	
Administrator	25.15
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	17.05
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
	30.56
141/0 - System Support Specialist	
14170 - System Support Specialist 15000 - Instructional Occupations	30.30
15000 - Instructional Occupations	
	on-Rated) 31.00
<ul><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (N</li><li>15020 - Aircrew Training Devices Instructor (R)</li></ul>	on-Rated) 31.00 ated) 37.51
<ul><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (N</li></ul>	on-Rated) 31.00 ated) 37.51 Pilot) 44.67
<ul> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> <li>15050 - Computer Based Training Specialist / Ir</li> </ul>	on-Rated) 31.00 ated) 37.51 Pilot) 44.67
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<ul> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> <li>15050 - Computer Based Training Specialist / Ir</li> <li>15060 - Educational Technologist</li> </ul>	on-Rated) 31.00 ated) 37.51 Pilot) 44.67 astructor 31.03
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15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	on-Rated) 31.00 ated) 37.51 Pilot) 44.67 astructor 31.03 33.26 44.67 22.13 41.93
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) 31.00 ated) 37.51 Pilot) 44.67 astructor 31.03 33.26 44.67 22.13 41.93 41.93
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R: 15030 - Air Crew Training Devices Instructor (R: 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) 31.00 ated) 37.51 Pilot) 44.67 astructor 31.03 33.26 44.67 22.13 41.93 41.93 41.93
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15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R: 15030 - Air Crew Training Devices Instructor (R: 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	on-Rated) 31.00 ated) 37.51 Pilot) 44.67 astructor 31.03  33.26 44.67 22.13  41.93 41.93 41.93 24.13 29.51  19.48 Plated Occupations 9.51 9.51 9.51 9.51 9.51
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R: 15030 - Air Crew Training Devices Instructor (R: 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts	on-Rated) 31.00 ated) 37.51 Pilot) 44.67 astructor 31.03  33.26 44.67 22.13  41.93 41.93 41.93 24.13 29.51  19.48 Plated Occupations 9.51 9.51 9.51 9.51 9.51 9.51 9.51
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16190 - Sewing Machine Operator	12.36	
16220 - Tailor	3.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupation	ıs	
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 Occup	ations	
23010 - Aerospace Structural Welder	30.14	ļ
23019 - Aircraft Logs and Records Technician	23	3.16
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) Mech	nanic	24.90
I		
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	28.35
II		
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	2.49
23182 - Electronics Technician Maintenance II	24	4.04
23183 - Electronics Technician Maintenance III	2:	5.61
23260 - Fabric Worker	18.02	
23290 - Fire Alarm System Mechanic	23.3	8
23310 - Fire Extinguisher Repairer	16.69	
23311 - Fuel Distribution System Mechanic	22	.37
23312 - Fuel Distribution System Operator	16.9	92
23370 - General Maintenance Worker	16.8	31
23380 - Ground Support Equipment Mechanic		28.35
23381 - Ground Support Equipment Servicer	2	3.16
23382 - Ground Support Equipment Worker	2	24.90
23391 - Gunsmith I	16.69	
23392 - Gunsmith II	19.38	

23393 - Gunsmith III	22.07	
23410 - Heating, Ventilation And Air-Conditioning	19.55	
Mechanic	-1	
23411 - Heating, Ventilation And Air Contidioning	21.27	
Mechanic (Research Facility)		
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	10.03	
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	18.54	
Coordinator	10.57	
24630 - Homemaker	18.54	
25000 - Plant And System Operations Occupations	10.01	
25010 - 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	10.50	
27000 - Protective Service Occupations 27004 - Alarm Monitor	18.67	
	15.66	
27007 - Baggage Inspector	20.67	
27008 - Corrections Officer		
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	15.3	
28043 - Carnival Worker	10.19	
28210 - Gate Attendant/Gate Tender	12.8	32
28310 - Lifeguard	11.01	,2
28350 - Park Attendant (Aide)	14.34	
· · · · · · · · · · · · · · · · · · ·	17.57	10.46
28510 - Recreation Aide/Health Facility Attendant	17.76	10.40
28515 - Recreation Specialist	17.76	
28630 - Sports Official	11.41	
28690 - Swimming Pool Operator	17.6	0/
29000 - Stevedoring/Longshoremen Occupational Ser		
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		27.78
30012 - Air Traffic Control Specialist, Terminal (HF		30.59
30021 - Archeological Technician I	20.39	
30022 - Archeological Technician II	22.8	
30022 Archeological Technician III	28.2	
30030 - Cartographic Technician	28.27	
30040 - Civil Engineering Technician	25.7	
<u> </u>	27.23	7 0
30051 - Cryogenic Technician I	· -	
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	28.8	
30081 - Engineering Technician I	15.31	
30082 - Engineering Technician II	17.18	3
30083 - Engineering Technician III	19.23	3
30084 - Engineering Technician IV	23.8	2
30085 - Engineering Technician V	29.1	3
30086 - Engineering Technician VI	35.2	5
30090 - Environmental Technician	24.5	9
30095 - Evidence Control Specialist	24.59	9
30210 - Laboratory Technician	22.13	
30221 - Latent Fingerprint Technician I	27.2	23
30222 - Latent Fingerprint Technician II	30.0	
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	U

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	30.39	25.60
• , ,		
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III	25	37.13
30494 - Unexploded (UXO) Safety Escort		.60
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	28.80 35.04	
30502 - Weather Forecaster II		22.60
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.60
Surface Programs	) 26.2	1
30621 - Weather Observer, Senior (see 2	/	, 1
31000 - Transportation/Mobile Equipment Operation Oc	_	
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	15 10	
99020 - Cabin Safety Specialist	15.10	
	11.15	
99050 - Desk Clerk	10.38	
99095 - Embalmer	27.05	
99130 - Flight Follower	25.60	<i>C</i>
99251 - Laboratory Animal Caretaker I	11.66	
99252 - Laboratory Animal Caretaker II	12.82	2
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	5.72

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 15

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Bell, Coryell

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupat	ions
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	13.70
05000 - Automotive Service Georganous 05005 - Automobile Body Repairer, Fiberglass	23.58
05010 - Automotive Electrician	19.73
05040 - Automotive Glass Installer	18.46
05070 - Automotive Glass Histariei 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 Occupati	ons
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
11000 Cleaning, Complete	11.50

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
	35.79
12025 - Dental Hygienist	
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
	14.71
12223 - Nursing Assistant III	
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	20.23
•	18.92
13011 - Exhibits Specialist I	
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

3050 =   thrary Aide/Clerk	11.07	
13050 - Library Aide/Clerk	11.97	
13054 - Library Information Technology System	ns	23.43
Administrator		
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	
<b>-</b> -		
13074 - Photographer IV	29.26	
13075 - Photographer V	35.41	- 40
13090 - Technical Order Library Clerk		5.49
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	2
14044 - Computer Operator IV	26.9	04
14045 - Computer Operator V	29.8	3
14071 - Computer Programmer I	(see 1) 2	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	` '	9.44
14160 - Personal Computer Support Technician	1	26.94
	20.5	
14170 - System Support Specialist	30.5	
14170 - System Support Specialist 15000 - Instructional Occupations		56
<ul><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (No.</li></ul>	on-Rated)	28.91
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	on-Rated) ated)	28.91 34.98
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15030 - Air Crew Training Devices Instru</li></ul>	on-Rated) ated) Pilot)	28.91 34.98 41.93
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In	on-Rated) ated) Pilot) astructor	28.91 34.98 41.93 28.91
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist	on-Rated) ated) Pilot) astructor 29.3	28.91 34.98 41.93 28.91
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) ated) Pilot) astructor 29.3 41.93	28.91 34.98 41.93 28.91
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor 29.3	28.91 34.98 41.93 28.91
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) ated) Pilot) astructor 29.3 41.93	28.91 34.98 41.93 28.91
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor 29.3 41.93	28.91 34.98 41.93 28.91
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	on-Rated) nted) Pilot) estructor 29.3 41.93 20.12	28.91 34.98 41.93 28.91 30
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) nted) Pilot) estructor 29.3 41.93 20.12	28.91 34.98 41.93 28.91 30
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) nted) Pilot) sstructor 29.3 41.93 20.12	28.91 34.98 41.93 28.91 30
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	on-Rated) nted) Pilot) sstructor 29.3 41.93 20.12	28.91 34.98 41.93 28.91 30 41.93 41.93
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. Developer. 15110 - Test Proctor.	on-Rated) (ated) (bilot) (astructor) (29.3) (41.93) (20.12)	28.91 34.98 41.93 28.91 30 41.93 41.93
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor.	on-Rated) eited) Pilot) estructor  29.3 41.93 20.12  24.13  19.48 19.48	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93 29.51
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Res.	on-Rated) ented) Pilot) estructor  29.3  41.93  20.12  24.13  19.48  19.48  Plated Occupations	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93 29.51
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler.	on-Rated) eited) Pilot) estructor  29.3 41.93 20.12  24.13  19.48 19.48 elated Occupations 9.51	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93 29.51
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	29.3 41.93 20.12 24.13 19.48 19.48 Plated Occupations 9.51 9.51	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93 29.51
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	on-Rated) ented) Pilot) estructor  29.3  41.93  20.12  24.13  19.48  19.48  19.48  elated Occupations 9.51 9.51 11.62	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	on-Rated) eited) Pilot) estructor  29.3 41.93 20.12  24.13  19.48 19.48 elated Occupations 9.51 9.51 11.62 9.5	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	29.3 41.93 20.12 24.13 19.48 19.48 19.48 19.48 19.49 11.62 9.51 9.51	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93 29.51
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	on-Rated) ented) Pilot) estructor  29.3  41.93  20.12  24.13  19.48  19.48  19.48  19.48  19.51  9.51  9.51  9.51	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) eited) Pilot) estructor  29.3  41.93  20.12  24.13  19.48  19.48  19.48  Plated Occupations  9.51  11.62  9.51  9.51	28.91 34.98 41.93 28.91 30 41.93 41.93 41.93 29.51

16190 - Sewing Machine Operator	12.3	6
16220 - Tailor 1	3.17	
16250 - Washer, Machine	10.09	
19000 - Machine Tool Operation And Repair Occupation	ns	
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 Occup		
23010 - Aerospace Structural Welder	30.1	4
23019 - Aircraft Logs and Records Technician		23.16
23021 - Aircraft Mechanic I	28.35	23.10
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	26.61
23070 - Aircraft Survival Flight Equipment Technician		20.01
23080 - Aircraft Worker	24.90	24.00
23091 - Aircrew Life Support Equipment (ALSE) Mec	nanic	24.90
23092 - Aircrew Life Support Equipment (ALSE) Mec	hanic	28.35
II		
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	2	2.49
23182 - Electronics Technician Maintenance II	2	24.04
23183 - Electronics Technician Maintenance III	2	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		2.37
23312 - Fuel Distribution System Operator		.92
23370 - General Maintenance Worker	17.	
23380 - Ground Support Equipment Mechanic	17.	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	
23372 Ounommi II	17.50	

22202 Commist III	22.07
23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning	22.07 17.77
Mechanic	17.77
23411 - Heating, Ventilation And Air Contidioning	18.89
Mechanic (Research Facility)	10.07
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	10.05
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	18.54
Coordinator	
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
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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	13.9	9
28042 - Carnival Equipment Repairer	15.2	
28043 - Carnival Worker	10.19	_
28210 - Gate Attendant/Gate Tender	12.82	2
28310 - Lifeguard	11.34	_
28350 - Park Attendant (Aide)	14.34	
28510 - Recreation Aide/Health Facility Attendant		10.46
28515 - Recreation Specialist	17.76	10.70
-	11.41	
28630 - Sports Official		7
28690 - Swimming Pool Operator	17.6	/
29000 - Stevedoring/Longshoremen Occupational Ser		
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)		40.29
30011 - Air Traffic Control Specialist, Station (HFO)	) (see 2)	27.78
30012 - Air Traffic Control Specialist, Terminal (HF	(O) (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	2
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	<b>1</b>
30085 - Engineering Technician V	31.84	
30086 - Engineering Technician VI	36.70	
30090 - Engineering Technician VI	23.72	
30095 - Evidence Control Specialist	24.59	
30210 - Laboratory Technician	22.13	2
30221 - Latent Fingerprint Technician I	27.2	
30222 - Latent Fingerprint Technician II	30.0	
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	1

20255 P. 1 G. 1 G. 11.	20.	\ <del>-</del>
30375 - Petroleum Supply Specialist	30.0	
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	n I	25.60
30492 - Unexploded Ordnance (UXO) Technician	n II	30.98
30493 - Unexploded Ordnance (UXO) Technician	n 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		22.13
Surface Programs	()	
	see 2) 24	1.59
31000 - Transportation/Mobile Equipment Operati		1.57
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	13.38	
31030 - Bus Driver	19.10	
31043 - Driver Courier	14.34	
	11.8	0
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	13.82	U
31310 - Taxi Driver	12.38	
31361 - Truckdriver, Light	15.20	
31362 - Truckdriver, Medium	18.69	
31363 - Truckdriver, Heavy	20.53	2
31364 - Truckdriver, Tractor-Trailer	20.5	3
99000 - Miscellaneous Occupations	15.10	
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		.66
99252 - Laboratory Animal Caretaker II	12	2.68
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	1
99830 - Survey Party Chief	24.83	
99831 - Surveying Aide	15.51	
99832 - Surveying Technician	21.24	
99840 - Vending Machine Attendant		.72
99841 - Vending Machine Repairer	21.	
99842 - Vending Machine Repairer Helper		16.72

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 15

Director Wage Determinations | Date Of Last Revision: 06/09/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Webb

<sup>\*\*</sup>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
	14.55
01311 - Secretary I	
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
05110 - Woone Equipment Servicer 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 Occupati	
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
=	17.50
09130 - Upholsterer	17.30
11000 - General Services And Support Occupations	0.55
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
	11.04
12000 - Health Occupations 12010 - Ambulance Driver	17.25
	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
12222 - Nursing Assistant II 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
1501/ Diolatian	J 1.77

13050 - Library Aide/Clerk	1	8.30	
13054 - Library Information Technology System	ns	31.54	
Administrator			
13058 - Library Technician		4.43	
13061 - Media Specialist I		75	
13062 - Media Specialist II		5.44	
13063 - Media Specialist III	28	3.39	
13071 - Photographer I	22.	14	
13072 - Photographer II	24.	.77	
13073 - Photographer III	30	.69	
13074 - Photographer IV	37	7.53	
13075 - Photographer V	45	5.42	
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)		
± • • • • • • • • • • • • • • • • • • •	(500 1)		
14150 - Peripheral Equipment Operator		14.88	
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>		20.62	
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>			
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> </ul>	, ,	20.62 26.70	
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 1972)</li> </ul>	on-Rated)	20.62 26.70 28.90	
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Resource)</li> </ul>	on-Rated) ated)	20.62 26.70 28.90 34.96	
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Rational Occupations)</li> <li>15030 - Air Crew Training Devices Instructor (Factoria)</li> </ul>	on-Rated) ated) Pilot)	20.62 26.70 28.90 34.96 41.90	
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Rational Occupations)</li> <li>15030 - Air Crew Training Devices Instructor (Rational Occupations)</li> <li>15050 - Computer Based Training Specialist / Instructor</li> </ul>	on-Rated) ated) Pilot)	20.62 26.70 28.90 34.96 41.90 28.90	
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	on-Rated) ated) Pilot) astructor	20.62 26.70 28.90 34.96 41.90 28.90 34.54	
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) ated) Pilot) astructor	20.62 26.70 28.90 34.96 41.90 28.90 34.54 1.90	
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / Inception 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor 4 17.8	20.62 26.70 28.90 34.96 41.90 28.90 34.54 1.90	
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14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref	on-Rated) ated) Pilot) estructor  4 17.8  16.3 16.37 elated Occup	20.62 28.90 34.96 41.90 28.90 34.54 1.90 32 41.90 41.90 41.90 26.85 7 ations	
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16190 - Sewing Machine Operator	11.74	
16220 - Tailor 12	2.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	1	7.50
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	
	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 Occupa	ations	
23010 - Aerospace Structural Welder	19.68	
23019 - Aircraft Logs and Records Technician	15	5.25
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) Mech	anic	16.34
I		
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	18.59
II		
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		.34
23182 - Electronics Technician Maintenance II		.50
23183 - Electronics Technician Maintenance III		3.59
23260 - Fabric Worker	15.25	_
23290 - Fire Alarm System Mechanic	18.59	9
23310 - Fire Extinguisher Repairer	14.16	
23311 - Fuel Distribution System Mechanic	18.	
23312 - Fuel Distribution System Operator	14.1	
23370 - General Maintenance Worker	12.2	
23380 - Ground Support Equipment Mechanic		18.59
23381 - Ground Support Equipment Servicer		5.25
23382 - Ground Support Equipment Worker		6.34
23391 - Gunsmith I	14.16	
23392 - Gunsmith II	16.34	

23393 - Gunsmith III	18.59	
23410 - Heating, Ventilation And Air-Conditioning	17.64	
Mechanic		
23411 - Heating, Ventilation And Air Contidioning	18.67	
Mechanic (Research Facility)		
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	14.10	
24550 - Case Manager	15.94	
24570 - Case Manager 24570 - Child Care Attendant	9.00	
24580 - Child Care Center Clerk		
24610 - Chore Aide	11.23 10.18	
24620 - Family Readiness And Support Services	15.94	
Coordinator	15.04	
24630 - Homemaker	15.94	
25000 - Plant And System Operations Occupations	10.50	
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	
25000 B		
27000 - Protective Service Occupations	4.6.	
27004 - Alarm Monitor	16.78	
27004 - Alarm Monitor 27007 - Baggage Inspector	10.02	
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	10.02 19.22	
27004 - Alarm Monitor 27007 - Baggage Inspector	10.02	

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	11.9	)4
28042 - Carnival Equipment Repairer	12.8	
28043 - Carnival Worker	9.27	•
28210 - Gate Attendant/Gate Tender	15.10	6
28310 - Lifeguard	11.36	J
S .	16.95	
28350 - Park Attendant (Aide)		12.20
28510 - Recreation Aide/Health Facility Attendant		12.29
28515 - Recreation Specialist	20.85	
28630 - Sports Official	13.50	_
28690 - Swimming Pool Operator	14.87	7
29000 - Stevedoring/Longshoremen Occupational Ser		
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		28.48
30012 - Air Traffic Control Specialist, Terminal (HF		31.36
30021 - Archeological Technician I	17.73	
30021 - Archeological Technician II	19.83	
30023 - Archeological Technician III	24.57	
30030 - Cartographic Technician	24.57	4
30040 - Civil Engineering Technician	23.14	4
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	1
30085 - Engineering Technician V	27.32	
30086 - Engineering Technician VI	33.15	
30090 - Environmental Technician	25.16	
30095 - Evidence Control Specialist	25.16	,
=	22.11	
30210 - Laboratory Technician		-
30221 - Latent Fingerprint Technician I	27.83	
30222 - Latent Fingerprint Technician II	30.7	/
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	30.7	77
30390 - Photo-Optics Technician	23.6	
30395 - Radiation Control Technician	30.	
30461 - Technical Writer I	24.57	
30462 - Technical Writer II	30.05	
30463 - Technical Writer III	36.37	
30491 - Unexploded Ordnance (UXO) Technician		26.25
30492 - Unexploded Ordnance (UXO) Technician		31.76
30493 - Unexploded Ordnance (UXO) Technician		38.07
30494 - Unexploded (UXO) Safety Escort		26.25
30495 - Unexploded (UXO) Sweep Personnel		26.25
30501 - Weather Forecaster I	27.85	20.25
30502 - Weather Forecaster II	33.88	
30620 - Weather Observer, Combined Upper Air Combin		22.11
Surface Programs	(500 2)	22.11
E	see 2) 24	1.57
31000 - Transportation/Mobile Equipment Operation	,	1.57
31010 - Airplane Pilot	31.76	
31020 - Rus Aide	14.98	
31030 - Bus Driver	20.53	
31043 - Driver Courier	18.41	
31260 - Parking and Lot Attendant	13.41	0
31290 - Farking and Lot Attendant 31290 - Shuttle Bus Driver	18.04	9
31310 - Taxi Driver	11.32	
31361 - Truckdriver, Light	19.84	
31362 - Truckdriver, Light 31362 - Truckdriver, Medium	21.39	•
31363 - Truckdriver, Heavy	21.39	
31364 - Truckdriver, Tractor-Trailer	21.4	1
99000 - Miscellaneous Occupations	21.4	1
99020 - Cabin Safety Specialist	15.48	
99030 - Cashier	11.00	
99050 - Casiliei 99050 - Desk Clerk	9.92	
99090 - Desk Clerk 99095 - Embalmer	26.25	
	26.25	
99130 - Flight Follower		27
99251 - Laboratory Animal Caretaker I		7.27 3.57
99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst	29.89	5.57
99310 - Marketing Analyst	26.25	
99410 - Pest Controller	17.74	
	17.74	•
99510 - Photofinishing Worker 99710 - Recycling Laborer	16.68	•
99711 - Recycling Laborer 99711 - Recycling Specialist	19.74	
99730 - Refuse Collector	15.17	
99810 - Sales Clerk	11.26	
	13.27	7
99820 - School Crossing Guard	23.14	1
99830 - Survey Party Chief	15.74	
99831 - Surveying Technician	15.74	
99832 - Surveying Technician		.27
99840 - Vending Machine Attendant		
99841 - Vending Machine Repairer 99842 - Vending Machine Repairer Helper	21.	43 17.27
77042 - Vending Machine Repairer Helper		1 / . 4 /

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Gregg, Rusk, Upshur

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupations	
15.41	
17.29	
19.35	
26.27	
19.24	
12.82	
13.99	
15.71	
15.20	
16.59	
18.85	
15.61	
15.61	
13.64	
14.88	
16.70	
20.47	
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
	18.36
01312 - Secretary II	
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 Occupati	ons
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	20.50
11030 - Cleaner, Vehicles	12.41
11050 - Cicalici, venicies	12.71

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	12.57
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
•	29.95
12313 - Registered Nurse II, Specialist	
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 System	ms		23.16
Administrator			
13058 - Library Technician		18.70	
13061 - Media Specialist I	1	6.71	
13062 - Media Specialist II	1	8.70	
13063 - Media Specialist III	2	20.84	
13071 - Photographer I	16	5.71	
13072 - Photographer II	18	8.70	
13073 - Photographer III	2	3.16	
13074 - Photographer IV	2	28.33	
13075 - Photographer V	3	4.28	
13090 - Technical Order Library Clerk		15.7	74
13110 - Video Teleconference Technician		10	6.71
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)		0.56
14072 - Computer Programmer II	(see 1)	25	5.46
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)		
14102 Computer Systems Apolyst III	(222 1)		
14103 - Computer Systems Analyst III	(see 1)		
14150 - Peripheral Equipment Operator	, ,	16.	.09
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	, ,		23.14
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	, ,	16. 24.49	23.14
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	1		23.14
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> </ul>	n Non-Rated)		23.14
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> </ul>	Non-Rated)		23.14 29.56 35.77
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (Nature of Computer Structor)</li> <li>15020 - Aircrew Training Devices Instructor (Rational Computer Structor)</li> <li>15030 - Air Crew Training Devices Instructor (Rational Computer Structor)</li> </ul>	Non-Rated) Rated) Pilot)		23.14 29.56 35.77 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / I	Non-Rated) Rated) Pilot)	24.49	29.56 35.77 42.87 29.56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / I 15060 - Educational Technologist	Non-Rated) Rated) Pilot) Instructor	24.49 31.99	29.56 35.77 42.87 29.56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (N 15030 - Air Crew Training Devices Instructor (N 15050 - Computer Based Training Specialist / I 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	Non-Rated) Rated) Pilot) Instructor	24.49 31.99 42.87	29.56 35.77 42.87 29.56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Nature	Non-Rated) Rated) Pilot) Instructor	24.49 31.99 42.87 .58	29.56 35.77 42.87 29.56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Praining Devices Instructor (Rational - Air Crew Training Devices Instructor (Rational - Air Crew Training Devices Instructor (Rational - Computer Based Training Specialist / Instructor - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	Non-Rated) Rated) Pilot) Instructor	24.49 31.99 42.87 .58	29.56 35.77 42.87 29.56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Praining Devices Instructor) 15020 - Aircrew Training Devices Instructor (Rational - Aircrew Training Devices Instructor) 15030 - Air Crew Training Devices Instructor) 15050 - Computer Based Training Specialist / Instructor (Pilot) 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	Non-Rated) Rated) Pilot) Instructor	24.49 31.99 42.87 .58	29.56 35.77 42.87 29.56 32.87 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Praining Devices Instructor) 15020 - Air Crew Training Devices Instructor (Nature of Praining Devices Instructor) 15030 - Air Crew Training Devices Instructor (Nature of Praining Specialist / Instructor) 15050 - Computer Based Training Specialist / Instructor (Pilot) 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	Non-Rated) Rated) Pilot) Instructor	31.99 42.87 .58	29.56 35.77 42.87 29.56
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Praining Devices Instructor) 15020 - Aircrew Training Devices Instructor (Rational - Air Crew Training Devices Instructor) 15030 - Air Crew Training Devices Instructor) 15050 - Computer Based Training Specialist / Instructor (Pilot) 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	Non-Rated) Rated) (Pilot) (Instructor) (24)	31.99 42.87 .58 42 24.35	29.56 35.77 42.87 29.56 42.87 42.87 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Praining Devices Instructor) 15020 - Aircrew Training Devices Instructor (Rational - Aircrew Training Devices Instructor) 15030 - Air Crew Training Devices Instructor) 15050 - Computer Based Training Specialist / Instructor (Pilot) 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	Non-Rated) Rated) Pilot) Instructor	31.99 42.87 .58 42 24.35	29.56 35.77 42.87 29.56 32.87 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Praining Devices Instructor) 15020 - Air Crew Training Devices Instructor (Rational - Air Crew Training Devices Instructor) 15030 - Air Crew Training Devices Instructor) 15050 - Computer Based Training Specialist / Instructor (Pilot) 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	Non-Rated) Rated) Pilot) Instructor 24	31.99 42.87 .58 42 24.35	29.56 35.77 42.87 29.56 42.87 42.87 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Nature of Properation of Properatio	Non-Rated) Rated) Pilot) Instructor 24 24 25	31.99 42.87 .58 42 24.35	29.56 35.77 42.87 29.56 42.87 42.87 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / I 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R	Non-Rated) Rated) Pilot) Instructor  24  19. 19.66 Related Occu	31.99 42.87 .58 42 24.35 66	29.56 35.77 42.87 29.56 42.87 42.87 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / I. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R. 16010 - Assembler	Non-Rated) Rated) Pilot) Instructor  24  19. 19.66 elated Occu	31.99 42.87 .58 42 24.35 66 pations 03	29.56 35.77 42.87 29.56 42.87 42.87 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (T. 15050 - Computer Based Training Specialist / I. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R. 16010 - Assembler 16030 - Counter Attendant	Non-Rated) Rated) Pilot) Instructor  24  19. 19.66 elated Occu 10.	31.99 42.87 .58 42 24.35 66 pations 03 10.03	29.56 35.77 42.87 29.56 42.87 42.87 42.87
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / I. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	Non-Rated) Rated) Pilot) Instructor  24  19. 19.66 elated Occu 10.	31.99 42.87 .58 42 24.35 66 pations 03 10.03 .87	29.56 35.77 42.87 29.56 42.87 42.87 42.87 29.79
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (T. 15050 - Computer Based Training Specialist / I. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	Non-Rated) Rated) Pilot) Instructor  19. 19.66 elated Occu 10.	31.99 42.87 .58 42 24.35 66 pations 03 10.03	29.56 35.77 42.87 29.56 42.87 42.87 42.87 29.79
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / I. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	Non-Rated) Rated) Pilot) Instructor  19. 19.66 elated Occu 10.	31.99 42.87 .58 42 24.35 66 pations 03 10.03 .87 10.0	29.56 35.77 42.87 29.56 42.87 42.87 29.79
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (R 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / I 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	Non-Rated) Rated) Pilot) Instructor  19. 19.66 elated Occu 10.	31.99 42.87 .58 42 24.35 66 pations 03 10.03 .87 10.0	29.56 35.77 42.87 29.56 42.87 42.87 29.79
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N. 15020 - Aircrew Training Devices Instructor (R. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / I. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	Non-Rated) Rated) Pilot) Instructor  19. 19.66 Instructed Occus 10.  11	31.99 42.87 .58 42 24.35 66 pations 03 10.03 .87 10.0 .03 10.0	29.56 35.77 42.87 29.56 42.87 42.87 29.79

16190 - Sewing Machine Operator	12.58	
16220 - Tailor 13	5.26	
16250 - Washer, Machine	10.60	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	20	0.89
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	
<u> </u>	13.90	
21050 - Material Handling Laborer 21071 - Order Filler	13.52	
		17.74
21080 - Production Line Worker (Food Processing)		1/./4
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 Occupa		
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) Mech	anic	20.18
I		
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	22.95
II		
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	22.62	28
23182 - Electronics Technician Maintenance II	31.	
23183 - Electronics Technician Maintenance III		.86
23163 - Electronics Technician Maintenance III 23260 - Fabric Worker	18.48	.80
		•
23290 - Fire Alarm System Mechanic	23.05	)
23310 - Fire Extinguisher Repairer	17.17	0.4
23311 - Fuel Distribution System Mechanic	24.8	
23312 - Fuel Distribution System Operator	20.4	
23370 - General Maintenance Worker	17.08	
23380 - Ground Support Equipment Mechanic		22.95
23381 - Ground Support Equipment Servicer		.06
23382 - Ground Support Equipment Worker		0.18
23391 - Gunsmith I	17.17	
23392 - Gunsmith II	19.77	

23393 - Gunsmith III	22.18
23410 - Heating, Ventilation And Air-Conditioning	20.74
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	21.82
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.42
23440 - Heavy Equipment Operator	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
	17.17
24000 - Personal Needs Occupations 24550 - Case Manager	15.91
24570 - Case Manager 24570 - Child Care Attendant	
24570 - Child Care Attendant 24580 - Child Care Center Clerk	10.25
24580 - Child Care Center Clerk 24610 - Chore Aide	13.02 10.82
24620 - Family Readiness And Support Services	15.91
Coordinator	15.01
24630 - Homemaker	15.91
25000 - Plant And System Operations Occupations	22.00
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
28042 - Carnival Equipment Repairer	10.11
28210 - Gate Attendant/Gate Tender	15.04
28310 - Lifeguard	13.39
28350 - Park Attendant (Aide)	16.82
28510 - Recreation Aide/Health Facility Attenda	
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	20.31
30010 - Air Traffic Control Specialist, Center (H	IFO) (see 2) 40.29
30011 - Air Traffic Control Specialist, Station (F	
30012 - Air Traffic Control Specialist, Terminal	
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
	23.71
30095 - Evidence Control Specialist	
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	5.60	
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	(500 2)	22.00	
30621 - Weather Observer, Senior (see 2	24.4	14	
31000 - Transportation/Mobile Equipment Operation O	,	- <b>-</b>	
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	3	
99252 - Laboratory Animal Caretaker II	12.5		
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 Laborer 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	0.21	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Crosby, Lubbock, Lynn

<sup>\*\*</sup>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	17.77
05005 - Automobile Body Repairer, Fiberglass	22.59
05010 - Automobile Body Repairer, Floeiglass	20.45
05040 - Automotive Class Installer	19.10
05070 - Automotive Glass Histariei 05070 - Automotive Worker	19.10
05110 - Mobile Equipment Servicer	16.47
05110 - Woone Equipment Servicer 05130 - Motor Equipment Metal Mechanic	21.87
05160 - Motor Equipment Metal Worker	19.10
05100 - Motor Vehicle Mechanic	21.87
05220 - Motor Vehicle Mechanic Helper	15.21
<u>.</u>	17.74
05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker	19.10
	20.45
05310 - Painter, Automotive	
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	14.05
05400 - Transmission Repair Specialist	21.87
07000 - Food Preparation And Service Occupations	12.20
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 Occupati	
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	12.00
-	17.00
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
<del>_</del>	
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
	29.61
12312 - Registered Nurse II	
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
	31.73
13013 - Exhibits Specialist III	
13041 - Illustrator I	20.94
13042 - Illustrator II	25.94
13043 - Illustrator III	31.73
13047 - Librarian	28.73

12050 Library Aida/Clark	13.82	
13050 - Library Aide/Clerk		25.04
13054 - Library Information Technology System	18	25.94
Administrator	10.65	
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	1	7.36
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I	16.58	3
14042 - Computer Operator II	18.5	6
14043 - Computer Operator III	21.2	7
14044 - Computer Operator IV	23.6	54
14045 - Computer Operator V	26.1	8
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 Davinhard Equipment Operator	1	16.58
14150 - Peripheral Equipment Operator	]	10.56
14160 - Personal Computer Support Technician	J	23.64
	26.	23.64
14160 - Personal Computer Support Technician		23.64
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	26.	23.64
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	26. on-Rated)	23.64 78
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	26. on-Rated) ated)	23.64 78 29.83
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	26. on-Rated) ated) Pilot)	23.64 78 29.83 36.09
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> </ul>	26. on-Rated) ated) Pilot)	23.64 78 29.83 36.09 43.26 29.83
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> <li>15050 - Computer Based Training Specialist / In</li> </ul>	26. on-Rated) ated) Pilot) astructor	23.64 78 29.83 36.09 43.26 29.83
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> <li>15050 - Computer Based Training Specialist / In.</li> <li>15060 - Educational Technologist</li> </ul>	26. on-Rated) ated) Pilot) astructor	23.64 78 29.83 36.09 43.26 29.83
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	26. con-Rated) cated) Pilot) astructor 29. 43.26	23.64 78 29.83 36.09 43.26 29.83
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	26. con-Rated) cated) Pilot) astructor 29. 43.26	23.64 78 29.83 36.09 43.26 29.83
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	26. con-Rated) ated) Pilot) astructor 29. 43.26 19.64	23.64 78 29.83 36.09 43.26 29.83 08
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	26. con-Rated) ated) Pilot) astructor 29. 43.26 19.64	23.64 78 29.83 36.09 43.26 29.83 08 43.26 43.26
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	26. con-Rated) eated) Pilot) eastructor 29. 43.26 19.64	23.64 78 29.83 36.09 43.26 29.83 08 43.26 43.26
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	26. con-Rated) eated) Pilot) eastructor 29. 43.26 19.64	23.64 78 29.83 36.09 43.26 29.83 08 43.26 43.26 43.26 43.26
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	26. con-Rated) rated) Pilot) astructor 29. 43.26 19.64	23.64 78 29.83 36.09 43.26 29.83 08 43.26 43.26 43.26 43.26
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler.	26.  con-Rated) pated) Pilot) astructor  29. 43.26 19.64  22.61  18.33 18.33 Plated Occupation 9.55	23.64 78  29.83 36.09 43.26 29.83  08  43.26 43.26 43.26  27.67
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	26.  con-Rated) pated) Pilot) astructor  29. 43.26 19.64  22.61  18.33 18.33 Plated Occupation 9.55 9.55 11.53	23.64 78  29.83 36.09 43.26 29.83  08  43.26 43.26 43.26  27.67
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	26.  con-Rated) cated) Pilot) astructor  29. 43.26 19.64  22.61  18.33 18.33 Plated Occupation 9.55 9.55 11.53 9.955	23.64 78  29.83 36.09 43.26 29.83 08  43.26 43.26 43.26 27.67
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16190 - Sewing Machine Operator	12.21	
16220 - Tailor 12	2.84	
16250 - Washer, Machine	10.40	
19000 - Machine Tool Operation And Repair Occupation	ıs	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occup	ations	
23010 - Aerospace Structural Welder	29.61	
23019 - Aircraft Logs and Records Technician	22	2.60
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	20.03
23091 - Aircrew Life Support Equipment (ALSE) Mech	_	24.28
I		0
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	27.85
II		_,
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		5.17
23182 - Electronics Technician Maintenance II		3.02
23183 - Electronics Technician Maintenance III		9.95
23260 - Fabric Worker	18.31	.,,,
23290 - Fire Alarm System Mechanic	20.6	1
23310 - Fire Extinguisher Repairer	17.00	•
23311 - Fuel Distribution System Mechanic	25.	98
23312 - Fuel Distribution System Operator	20.0	
23370 - General Maintenance Worker	16.8	
23380 - Ground Support Equipment Mechanic		27.85
23381 - Ground Support Equipment Servicer		2.60
23382 - Ground Support Equipment Worker		4.28
23391 - Gunsmith I	17.00	1.20
23392 - Gunsmith II	19.72	
23372 - Ounsimm II	17.14	

22202 C	22.57
23393 - Gunsmith III	22.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.92
23411 - Heating, Ventilation And Air Contidioning	26.50
Mechanic (Research Facility)	20.30
• /	24.60
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	15.02
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	15.68
Coordinator	15.02
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	22.57
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	10.24
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		1.21
28515 - Recreation Specialist	19.03	
28630 - Sports Official	12.23	
28690 - Swimming Pool Operator	15.78	
29000 - Stevedoring/Longshoremen Occupational Serv	vices	
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)		27.78
30012 - Air Traffic Control Specialist, Terminal (HF		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	25.6	
30495 - Unexploded (UXO) Sweep Personnel		5.60
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 (	,	
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	_0.0.	
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	
99840 - Vending Machine Attendant 99841 - Vending Machine Repairer	20.91	
99842 - Vending Machine Repairer Helper	20.91 16.6	55
77072 - Vending Machine Repairer Helper	10.0	,,

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/09/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Hidalgo

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
OCCUPATION CODE - TITLE	FUUTNUTE	KAIL

01000 - Administrative Support And Clerical Occupati	ons
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	10.01
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
05100 - Motor Lequipment Wetar Worker 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 - Radiator Repair Specialist	14.77
05400 - Transmission Repair Specialist	18.57
07000 - Food Preparation And Service Occupations	10.57
07010 - Baker	10.76
07041 - Cook I	10.70
07041 - Cook I 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 Occupati	
	17.67
09010 - Electrostatic Spray Painter 09040 - Furniture Handler	11.85
09040 - Furniture Refinisher	17.67
09090 - Furniture Refinisher Helper	14.06
09110 - Furniture Rennisher Heiper	15.88
<u> •</u>	17.41
09130 - Upholsterer	1/.41
11000 - General Services And Support Occupations	10.10
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
•	11.87
12221 - Nursing Assistant I	
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
1/314 - Registered Milrse III	
12314 - Registered Nurse III	38.30
12315 - Registered Nurse III, Anesthetist	38.30 38.30
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV	38.30 38.30 45.94
<ul><li>12315 - Registered Nurse III, Anesthetist</li><li>12316 - Registered Nurse IV</li><li>12317 - Scheduler (Drug and Alcohol Testing)</li></ul>	38.30 38.30
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV	38.30 38.30 45.94
<ul><li>12315 - Registered Nurse III, Anesthetist</li><li>12316 - Registered Nurse IV</li><li>12317 - Scheduler (Drug and Alcohol Testing)</li><li>12320 - Substance Abuse Treatment Counselor</li></ul>	38.30 38.30 45.94 26.32
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations	38.30 38.30 45.94 26.32 25.07
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I	38.30 38.30 45.94 26.32 25.07
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	38.30 38.30 45.94 26.32 25.07 21.81 27.03
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III	38.30 38.30 45.94 26.32 25.07 21.81 27.03 33.06
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I	38.30 38.30 45.94 26.32 25.07 21.81 27.03 33.06 21.81
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III	38.30 38.30 45.94 26.32 25.07 21.81 27.03 33.06
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I	38.30 38.30 45.94 26.32 25.07 21.81 27.03 33.06 21.81
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II	38.30 38.30 45.94 26.32 25.07 21.81 27.03 33.06 21.81 27.03

13050 - Library Aide/Clerk	18	.30	
13054 - Library Information Technology System	ns	27.0	3
Administrator			
13058 - Library Technician	13	.46	
13061 - Media Specialist I	19.:		
13062 - Media Specialist II	21.		
13063 - Media Specialist III	24.		
	17.7		
13071 - Photographer I			
13072 - Photographer II	19.8		
13073 - Photographer III	24.6		
13074 - Photographer IV	28.		
13075 - Photographer V	35.		
13090 - Technical Order Library Clerk		16.63	
13110 - Video Teleconference Technician		20.54	
14000 - Information Technology Occupations			
14041 - Computer Operator I		4.61	
14042 - Computer Operator II	1	6.33	
14043 - Computer Operator III	1	8.21	
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 I)		
14103 - Computer Systems Analyst III	(see 1)	14.61	
14150 - Peripheral Equipment Operator	(see 1)	14.61	1
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	` '	20.24	1
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	` '		ļ
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> </ul>		20.2 <sup>2</sup> 22.77	
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	on-Rated)	20.24 22.77	9.21
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Resource)</li> </ul>	on-Rated)	20.24 22.77 29 35.3	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations)	on-Rated) ated) Pilot)	20.24 22.77 29 35.3 42.36	9.21 5
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> <li>15030 - Air Crew Training Devices Instructor (Fa</li> <li>15050 - Computer Based Training Specialist / In</li> </ul>	on-Rated) ated) Pilot) astructor	20.24 22.77 29. 35.3 42.36 29.3	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / Instructor (Based Occupational Occupations)	on-Rated) ated) Pilot) astructor	20.24 22.77 29 35.3 42.36 29.3 34.12	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / Instructor (Pilot)	on-Rated) ated) Pilot) astructor	20.24 22.77 29 35.3 42.36 29.3 34.12	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor	20.24 22.77 29.3 35.3 42.36 29.3 34.12 .36	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational - Air Crew Training Specialist / Instructor - Educational Technologist 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	on-Rated) ated) Pilot) astructor	20.24 22.77 29 35.3 42.36 29.3 34.12 .36 6 42.36	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor	20.24 22.77 29.3 35.3 42.36 29.3 34.12 .36 42.36 42.36	9.21 5
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14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor	20.24 22.77 29.3 35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / Ir. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) (ated) (Pilot) (astructor) (42) (17.20)	20.24 22.77 29.35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36 .79 26.65	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	on-Rated) ated) Pilot) astructor 42 17.20	20.24 22.77 29.35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36 .79 26.65	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupations) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	on-Rated) (ated) (Pilot) (astructor) (42) (17.20)	20.24 22.77 29.35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36 .79 26.65	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	on-Rated) ated) Pilot) astructor  42 17.20  21  17.59 17.59	20.24 22.77 29.35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36 .79 26.65	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	on-Rated) ated) Pilot) astructor  42 17.20  21  17.59 17.59	20.24 22.77 29.35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36 .79 26.65	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Reconstructions	on-Rated) (ated) (Pilot) (astructor) (A2) (17.20) (A3) (A4) (A4) (A5) (A5) (A5) (A5) (A5) (A5) (A5) (A5	20.24 22.77 29.35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36 .79 26.65	9.21 5
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14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	on-Rated) ated) Pilot) astructor  42 17.20  21  17.59 17.59 Plated Occupation 9.51 9.	20.24 22.77 29.35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36 .79 26.65 tions	9.21 5
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Occupations) 15020 - Aircrew Training Devices Instructor (Rational Occupations) 15030 - Air Crew Training Devices Instructor (Rational Occupational Occ	on-Rated) (ated) (Pilot) (astructor) (A2) (17.20) (A3) (A4) (A4) (A5) (A5) (A5) (A5) (A5) (A5) (A5) (A5	20.24 22.77 29.3 35.3 42.36 29.3 34.12 .36 42.36 42.36 42.36 42.36 5.79 26.65 tions	9.21 5
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16190 - Sewing Machine Operator	11.74	
16220 - Tailor 12	.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	0.97
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 Occupa	ntions	
23010 - Aerospace Structural Welder	22.85	
23019 - Aircraft Logs and Records Technician	18	3.85
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) Mech	anic	19.93
I		
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	21.91
II		
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		0.34
23260 - Fabric Worker	18.85	
23290 - Fire Alarm System Mechanic	21.3	7
23310 - Fire Extinguisher Repairer	17.82	
23311 - Fuel Distribution System Mechanic	22.	
23312 - Fuel Distribution System Operator	18.5	
23370 - General Maintenance Worker	13.7	
23380 - Ground Support Equipment Mechanic		21.91
23381 - Ground Support Equipment Servicer		3.85
23382 - Ground Support Equipment Worker		9.93
23391 - Gunsmith I	17.82	
23392 - Gunsmith II	19.93	

23393 - Gunsmith III	21.91	
23410 - Heating, Ventilation And Air-Conditioning	21.01	
Mechanic		
23411 - Heating, Ventilation And Air Contidioning	21.91	
Mechanic (Research Facility)		
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	17.82	
±	16.34	
24550 - Case Manager 24570 - Child Care Attendant	9.77	
24570 - Child Care Attendant 24580 - Child Care Center Clerk	12.18	
24610 - Chore Aide	10.78	
24620 - Family Readiness And Support Services	16.34	
Coordinator 24630 - Homemaker	16.24	
	16.34	
25000 - Plant And System Operations Occupations	22.00	
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	14.60	
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	
27101 - Guard I 27102 - Guard II	14.63	
27131 - Police Officer I		
_,	22.75	
27132 - Police Officer II	25.29	
28000 - Recreation Occupations	10.5	1
28041 - Carnival Equipment Operator	12.5	
28042 - Carnival Equipment Repairer	13.35	)
28043 - Carnival Worker	9.40	
28210 - Gate Attendant/Gate Tender	12.73	i
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 Ser	vices	
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 (HF	O) (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	<b>,</b>
30222 - Latent Fingerprint Technician II	27.31	
30240 - Mathematical Technician	22.33	L
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	

2025 7 1 2 1 2 1 1	2= 21	
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	(222 2)	_0.03
30621 - Weather Observer, Senior (see 2	22.33	3
31000 - Transportation/Mobile Equipment Operation O	/	
31010 - Airplane Pilot	30.98	
31020 - Alipiane i not 31020 - Bus Aide	12.20	
31030 - Bus Aide 31030 - Bus Driver	16.35	
	11.29	
31043 - Driver Courier		
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	8
99252 - Laboratory Animal Caretaker II	21.07	7
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

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/09/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Martin, Midland

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupa	tions
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	29.19
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 Occupati	
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	17.04
11030 - Cleaner, Vehicles	13.50
11030 - Cicanet, Venicles	13.30

11060 - Elevator Operator	12.58
11090 - Gardener	19.84
11122 - Housekeeping Aide	12.58
11150 - Janitor	12.58
	16.19
11210 - Laborer, Grounds Maintenance	
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
	20.20
12040 - Emergency Medical Technician 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
1	18.59
12250 - Pharmacy Technician	
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
13042 - Hustrator III	30.89
13047 - Librarian	27.97
1307/ - Liulaliali	41.71

13050 - Library Aide/Clerk	14.83	3
13054 - Library Information Technology System	ns	25.26
Administrator		
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	
13072 - Photographer III	25.26	
<b>C</b> 1		
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	16.9	
14042 - Computer Operator II	18.9	
14043 - Computer Operator III	22.	
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 Lechnician		/7 //
14160 - Personal Computer Support Technician		25.27
14170 - System Support Specialist		25.27
14170 - System Support Specialist 15000 - Instructional Occupations	32	2.92
<ul><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (N</li></ul>	32 Ion-Rated)	2.92
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> </ul>	Jon-Rated) ated)	27.21 34.92
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> </ul>	32 Ion-Rated) ated) Pilot)	27.21 34.92 40.60
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In	32 Jon-Rated) .ated) Pilot) nstructor	27.21 34.92 40.60 27.72
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	Jon-Rated) (ated) (Pilot) (nstructor) (35)	27.21 34.92 40.60 27.72
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	Jon-Rated) (ated) (Pilot) (astructor) (35) (40.60)	27.21 34.92 40.60 27.72
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / II 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	Jon-Rated) (ated) (Pilot) (astructor) (35) (40.60) (21.92)	27.21 34.92 40.60 27.72
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	Jon-Rated) (ated) (Pilot) (astructor) (35) (40.60) (21.92)	27.21 34.92 40.60 27.72 3.34 39.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	Jon-Rated) (ated) (Pilot) (astructor) (35) (40.60) (21.92)	27.21 34.92 40.60 27.72 39.45 39.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	Jon-Rated) (ated) (Pilot) (astructor) (35) (40.60) (21.92)	27.21 34.92 40.60 27.72 3.34 39.45 39.45 39.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	32 Jon-Rated) .ated) Pilot) nstructor  35 40.60 21.92	27.21 34.92 40.60 27.72 3.34 39.45 39.45 39.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	32 Jon-Rated) (ated) Pilot) Instructor 35 40.60 21.92	27.21 34.92 40.60 27.72 3.34 39.45 39.45 39.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	32 Jon-Rated) Lated) Pilot) Instructor 35 40.60 21.92 25.71	27.21 34.92 40.60 27.72 3.34 39.45 39.45 39.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	32 Jon-Rated) Lated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75	27.21 34.92 40.60 27.72 3.34 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Reference	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation	27.21 34.92 40.60 27.72 3.34 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation 9.51	27.21 34.92 40.60 27.72 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Reference	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation	27.21 34.92 40.60 27.72 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation 9.51	27.21 34.92 40.60 27.72 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation 9.51 9.51 11.21	27.21 34.92 40.60 27.72 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation 9.51 9.51 11.21	27.21 34.92 40.60 27.72 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation 9.51 9.51 11.21	27.21 34.92 40.60 27.72 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation 9.51 9.51 11.21	27.21 34.92 40.60 27.72 3.34 39.45 39.45 39.45 31.45
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	32 Jon-Rated) (ated) Pilot) Instructor  35 40.60 21.92  25.71  20.75 20.75 elated Occupation 9.51 9.51 11.21 9.51 9.51	27.21 34.92 40.60 27.72 3.34 39.45 39.45 39.45 31.45

16190 - Sewing Machine Operator	12.00	
	79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occupa		
23010 - Aerospace Structural Welder	28.61	
23019 - Aircraft Logs and Records Technician		1.82
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	25.15
23070 - Aircraft Survival Flight Equipment Technician	22.51	25.17
23080 - Aircraft Worker	23.51	22.51
23091 - Aircrew Life Support Equipment (ALSE) Mech	anic	23.51
I		26.01
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	26.91
II	22.50	
23110 - Appliance Mechanic	22.58	
23120 - Bicycle Repairer	18.67	
23125 - Cable Splicer 23130 - Carpenter, Maintenance	27.97 20.42	
23140 - Carpet Layer	21.65	
23160 - Carpet Layer 23160 - Electrician, Maintenance	27.82	
23181 - Electronics Technician Maintenance I	· -	.47
23182 - Electronics Technician Maintenance II		5.21
23183 - Electronics Technician Maintenance III		3.02
23260 - Fabric Worker	20.11	3.02
23290 - Fire Alarm System Mechanic	24.7	Q
23310 - Fire Extinguisher Repairer	18.67	
23311 - Fuel Distribution System Mechanic		.04
23312 - Fuel Distribution System Operator	17.	
23370 - General Maintenance Worker	18.7	
23380 - Ground Support Equipment Mechanic		26.91
23381 - Ground Support Equipment Servicer		1.82
23382 - Ground Support Equipment Worker		3.51
23391 - Gunsmith I	18.67	
23392 - Gunsmith II	21.65	
	_1.00	

22202 G 24 HI	24.70
23393 - Gunsmith III	24.79
23410 - Heating, Ventilation And Air-Conditioning	23.82
Mechanic	25.22
23411 - Heating, Ventilation And Air Contidioning	25.33
Mechanic (Research Facility)	26.46
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 - Machinist 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	17.74
24550 - Case Manager	16.64
24570 - Child Care Attendant 24580 - Child Care Center Clerk	11.80
	14.98
24610 - Chore Aide	10.37
24620 - Family Readiness And Support Services	16.64
Coordinator	16.64
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	24.70
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	17.71
//III/I Alorm Monitor	17.61
27004 - Alarm Monitor	
27007 - Baggage Inspector	16.03
27007 - Baggage Inspector 27008 - Corrections Officer	16.03 18.14
27007 - Baggage Inspector	16.03

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	
· · · · · · · · · · · · · · · · · · ·		5.47
28510 - Recreation Aide/Health Facility Attendant		J. <del>4</del> /
28515 - Recreation Specialist	26.27	
28630 - Sports Official	16.88	
28690 - Swimming Pool Operator	17.94	
29000 - Stevedoring/Longshoremen Occupational Se		
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 (HFC		27.78
30012 - Air Traffic Control Specialist, Terminal (H)		30.59
30021 - Archeological Technician I	18.32	00.00
30022 - Archeological Technician II	20.50	
30023 - Archeological Technician III	25.39	
30030 - Cartographic Technician	25.39	
<u> </u>	28.00	
30040 - Civil Engineering Technician		
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		
30493 - Unexploded Ordnance (UXO) Technician		
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 O		
Surface Programs	(SCC 2) 22.04	
	ee 2) 25.39	
	,	
31000 - Transportation/Mobile Equipment Operation	<u> </u>	
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	
	35.61	
99260 - Marketing Analyst 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	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Ector

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	$\mathbf{P} \mathbf{\Lambda} \mathbf{T} \mathbf{F}$

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	10.00
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 Occupati	ons
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	17.02
11030 - Cleaner, Vehicles	14.85
11050 Cicanoi, vonicios	17.03

11060 - Elevator Operator	14.78
11090 - Gardener	19.84
11122 - Housekeeping Aide	13.03
11150 - Janitor	13.03
	16.34
11210 - Laborer, Grounds Maintenance	
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
	26.62
12130 - Medical Laboratory Technician	
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
<u> </u>	25.31
13012 - Exhibits Specialist II	
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		25.31
Administrator		
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		.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	21.6	
14045 - Computer Operator V	23.90	
	,	2.18
	,	27.50
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± • • • • • • • • • • • • • • • • • • •	ee 1)	4.70
14150 - Peripheral Equipment Operator	14	4.79
14160 - Personal Computer Support Technician	26.3	21.63
14170 - System Support Specialist 15000 - Instructional Occupations	20.3	O
15000 - Histractional Occupations 15010 - Aircrew Training Devices Instructor (Non-R	Patad)	29.03
15020 - Aircrew Training Devices Instructor (Rotel)	/	35.12
15030 - Air Crew Training Devices Instructor (Rated)		42.09
15050 - An Crew Haming Devices instructor (Filor) 15050 - Computer Based Training Specialist / Instru		29.03
15060 - Educational Technologist	30.4	
15070 - Flight Instructor (Pilot)	42.09	J
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	4	2.09
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	d Occupations	1
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		0.84
16130 - Presser, Machine, Shirts	10.84	
16160 - Presser, Machine, Wearing Apparel, Laundr	У	10.84

16190 - Sewing Machine Operator	12.90	
16220 - Tailor	13.42	
16250 - Washer, Machine	11.35	
19000 - Machine Tool Operation And Repair Occupat	ions	
19010 - Machine-Tool Operator (Tool Room)	22	2.30
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 Occ	upations	
23010 - Aerospace Structural Welder	25.35	
23019 - Aircraft Logs and Records Technician		.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 Technicis		22.30
23080 - Aircraft Worker	20.82	22.30
23091 - Aircrew Life Support Equipment (ALSE) Mo		20.82
I	Cename	20.62
23092 - Aircrew Life Support Equipment (ALSE) Mo	echanic	23.84
II		
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.	
23182 - Electronics Technician Maintenance II		.06
23183 - Electronics Technician Maintenance III		.66
23260 - Fabric Worker	19.34	
23290 - Fire Alarm System Mechanic	23.84	ļ
23310 - Fire Extinguisher Repairer	17.95	
23311 - Fuel Distribution System Mechanic	23.2	26
23312 - Fuel Distribution System Operator	17.5	2
23370 - General Maintenance Worker	18.40	)
23380 - Ground Support Equipment Mechanic	2	23.84
23381 - Ground Support Equipment Servicer	19	.34
23382 - Ground Support Equipment Worker	20	0.82
23391 - Gunsmith I	17.95	
23392 - Gunsmith II	20.82	

22202 G 24 H	22.04
23393 - Gunsmith III	23.84
23410 - Heating, Ventilation And Air-Conditioning	23.97
Mechanic	25.40
23411 - Heating, Ventilation And Air Contidioning	25.49
Mechanic (Research Facility)	27.17
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	1,000
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	15.18
Coordinator	15.10
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	13.73
25010 - Boiler Tender	23.84
25040 - Sewage Plant Operator	22.30
25070 - Stationary Engineer	23.84
· ·	16.58
25190 - Ventilation Equipment Tender	22.30
25210 - Water Treatment Plant Operator	22.30
27000 - Protective Service Occupations	17.01
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	_0,0,0
28041 - Carnival Equipment Operator	16.12
1 1 1	16.80
28042 - Carnival Equipment Repairer 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 Attended	
28515 - Recreation Specialist	21.15
28630 - Sports Official	13.60
28690 - Swimming Pool Operator	20.33
29000 - Stevedoring/Longshoremen Occupationa	l 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	25.05
30010 - Air Traffic Control Specialist, Center (I	HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist, Station (	
30012 - Air Traffic Control Specialist, Terminal	
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 25.32
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

20275 Datualayun Syumly Specialist	20.97	
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	25.60
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician II		37.13
30494 - Unexploded (UXO) Safety Escort	25.6	
30495 - Unexploded (UXO) Sweep Personnel		5.60
30501 - Weather Forecaster I	27.95	
30502 - Weather Forecaster II	33.99	22.70
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.70
Surface Programs	2) 25.22	
30621 - Weather Observer, Senior (see	,	
31000 - Transportation/Mobile Equipment Operation	<u> </u>	
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	16.6	5

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Irion, Tom Green

<sup>\*\*</sup>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	23.30
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 Occupati	
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	17.04
11030 - Cleaner, Vehicles	11.70
11030 - Cleaner, Venicles	11./U

11060 - Elevator Operator	11.51
11000 - Cardener	
	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
	12.20
12000 - Health Occupations	10.40
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
	19.40
12040 - Emergency Medical Technician	
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
<del>_</del>	
13041 - Illustrator I	22.36
13042 - Illustrator II	27.34
13043 - Illustrator III	28.46
13047 - Librarian	16.64

13050 - Library Aide/Clerk	22	2.36
13054 - Library Information Technology System		17.86
Administrator	15	17.00
13058 - Library Technician	16	5.13
13061 - Media Specialist I	18.	
13062 - Media Specialist II	20.	
13063 - Media Specialist III	19	
13071 - Photographer I	18.0	
13072 - Photographer II	22.3	
13073 - Photographer III	27.3	
13074 - Photographer IV		.08
13075 - Photographer V	23.	
13090 - Technical Order Library Clerk		18.78
13110 - Video Teleconference Technician		16.80
14000 - Information Technology Occupations		
14041 - Computer Operator I	1	6.21
14042 - Computer Operator II	1	8.15
14043 - Computer Operator III	2	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)	1 6 0 1
14150 - Peripheral Equipment Operator		16.21
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		26.03
15000 - Instructional Occupations	om Dotad)	20.50
15010 - Aircrew Training Devices Instructor (No 15020 - Aircrew Training Devices Instructor (Ra		28.58 34.92
15030 - Air Crew Training Devices Instructor (Ra		41.45
15050 - An Crew Haming Devices instructor (1 15050 - Computer Based Training Specialist / In		28.58
15060 - Educational Technologist	istructor	36.51
15070 - Flight Instructor (Pilot)	41	.45
15080 - Graphic Artist	19.6	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	1910	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	1
15120 - Tutor	17.77	
16000 - Laundry, Dry-Cleaning, Pressing And Re	lated Occupa	tions
16010 - Assembler	10.84	ļ
16030 - Counter Attendant		0.84
16040 - Dry Cleaner	12.39	
16070 - Finisher, Flatwork, Machine	400	10.84
16090 - Presser, Hand	10.8	
16110 - Presser, Machine, Drycleaning	4	10.84
16130 - Presser, Machine, Shirts		10.84
16160 - Presser, Machine, Wearing Apparel, Lau	anui y	10.84

16190 - Sewing Machine Operator	12.90	
	.42	
16250 - Washer, Machine	11.35	
19000 - Machine Tool Operation And Repair Occupation		
19010 - Machine-Tool Operator (Tool Room)		9.56
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	
	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 Occupa		
23010 - Aerospace Structural Welder	27.64	
23019 - Aircraft Logs and Records Technician		).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	22.74
23070 - Aircraft Survival Flight Equipment Technician	22.07	23.74
23080 - Aircraft Worker	22.07	22.07
23091 - Aircrew Life Support Equipment (ALSE) Mech	ianic	22.07
I LIC G A F A (ALGE) M. 1		26.00
23092 - Aircrew Life Support Equipment (ALSE) Mech	ianic	26.08
II	10.56	
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 23181 - Electronics Technician Maintenance I	22.89	5.4
23182 - Electronics Technician Maintenance II		.54
		.99
23183 - Electronics Technician Maintenance III 23260 - Fabric Worker	16.96	3.51
	20.9	1
23290 - Fire Alarm System Mechanic		1
23310 - Fire Extinguisher Repairer	15.75 22.	04
<ul><li>23311 - Fuel Distribution System Mechanic</li><li>23312 - Fuel Distribution System Operator</li></ul>	17.3	
23370 - General Maintenance Worker	15.8	
23380 - Ground Support Equipment Mechanic		<del>4</del> 26.08
23381 - Ground Support Equipment Servicer		20.08 ).59
23382 - Ground Support Equipment Worker		2.07
23391 - Gunsmith I	15.75	2.07
23392 - Gunsmith II	18.27	
25572 Guilbiniui II	10.27	

23393 - Gunsmith III	20.91
23410 - Heating, Ventilation And Air-Conditioning	21.04
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	22.37
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.48
23440 - Heavy Equipment Operator	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 - Rigger 23870 - Scale Mechanic	18.27
23890 - Sheet-Metal Worker, Maintenance	20.91
· · · · · · · · · · · · · · · · · · ·	18.27
23910 - Small Engine Mechanic 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	16.12
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	16.13
Coordinator	4 6 4 6
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
5	

2=0.40 D	• • • • •	
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	12.2	5
28042 - Carnival Equipment Repairer	13.27	7
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	11.57
-	12.65	
28630 - Sports Official		
28690 - Swimming Pool Operator	15.39	
29000 - Stevedoring/Longshoremen Occupational Se		
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 (HFC	(see 2)	40.29
30011 - Air Traffic Control Specialist, Station (HF)	, ,	27.78
30012 - Air Traffic Control Specialist, Terminal (H		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	
e e		
30364 - Paralegal/Legal Assistant IV	35.67	

30375 - Petroleum Supply Specialist	28	.36
30390 - Photo-Optics Technician	23.1	
30395 - Radiation Control Technician		3.36
30461 - Technical Writer I	23.18	
30462 - Technical Writer II	28.36	
30463 - Technical Writer III	34.31	
30491 - Unexploded Ordnance (UXO) Technicia		25.60
30492 - Unexploded Ordnance (UXO) Technicia		30.98
30493 - Unexploded Ordnance (UXO) Technicia		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		20.86
Surface Programs	(2002)	_0.00
	(see 2) 2	23.18
31000 - Transportation/Mobile Equipment Operat	· /	25.10
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	01
31310 - Taxi Driver	13.18	
31361 - Truckdriver, Light	17.63	
31362 - Truckdriver, Medium	18.9	Q
31363 - Truckdriver, Heavy	20.27	
31364 - Truckdriver, Tractor-Trailer	20.27	
99000 - Miscellaneous Occupations	20.2	21
99020 - Cabin Safety Specialist	15.10	)
99030 - Cashier	10.40	,
99050 - Cashier 99050 - Desk Clerk	11.45	
99095 - Embalmer	25.60	
99130 - Flight Follower	25.60	
99251 - Laboratory Animal Caretaker I		6.65
99252 - Laboratory Animal Caretaker II		8.03
99260 - Marketing Analyst	25.50	0.03
99310 - Mortician	25.60	
99410 - Pest Controller	19.42	
99510 - Photofinishing Worker	13.4	5
99710 - Recycling Laborer	14.23	J
99711 - Recycling Specialist	17.31	
99730 - Refuse Collector	12.73	
99810 - Sales Clerk	11.55	
99820 - School Crossing Guard	12.2	04
99830 - Survey Party Chief	17.69	.T
99831 - Surveying Aide	12.32	
99832 - Surveying Aide	16.9	n
99840 - Vending Machine Attendant		6.65
99841 - Vending Machine Repairer		0.03 ).91
99842 - Vending Machine Repairer Helper	20	16.65
2.20.12		10.00

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

Daniel W. Simms

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

# 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		

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

01141 Massangan Caurian	14.82
01141 - Messenger Courier 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 Occupatio	ns
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
11240 - Maid of Houseman 11260 - Pruner	12.80
11270 - Tractor Operator	16.87
11330 - Trail Maintenance Worker	14.22
11360 - Window Cleaner	13.72
12000 - Health Occupations	40.40
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	<b>-</b>
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
15075 - Illustrator III	31.70

13047 - Librarian	28.95	
13050 - Library Aide/Clerk	14.20	
13054 - Library Information Technology System	as 26.1	4
Administrator		
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 (No	,	9.78
15020 - Aircrew Training Devices Instructor (Ra	,	3
15030 - Air Crew Training Devices Instructor (P	,	
15050 - Computer Based Training Specialist / In	structor 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 Re	<u>=</u>	
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	7	10.03
16190 - Sewing Machine Operator	12.8	6
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupati	ons	
19010 - Machine-Tool Operator (Tool Room)		20.50
19040 - Tool And Die Maker	25.60	20.00
21000 - Materials Handling And Packing Occupations	23.00	
21020 - Forklift Operator	16.27	
21030 - Material Coordinator	22.62	
	22.62	
21040 - Material Expeditor	14.7	İ
21050 - Material Handling Laborer		L
21071 - Order Filler	14.13	16.07
21080 - Production Line Worker (Food Processing)	1604	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	7
21410 - Warehouse Specialist	16.27	
23000 - Mechanics And Maintenance And Repair Occ	upations	
23010 - Aerospace Structural Welder	30.4	-3
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 Technicia		27.08
23080 - Aircraft Worker	25.30	27.00
23091 - Aircrew Life Support Equipment (ALSE) Me		25.30
1	Chame	25.50
22002 Aircray Life Course at Equipment (ALSE) Me	1	20.70
23092 - Aircrew Life Support Equipment (ALSE) Me	echanic	28.78
II	22.01	
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	2	24.56
23182 - Electronics Technician Maintenance II	2	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	2	1.12
23312 - Fuel Distribution System Operator		5.08
23370 - General Maintenance Worker		.38
23380 - Ground Support Equipment Mechanic	17.	28.78
23381 - Ground Support Equipment Servicer		23.60
23382 - Ground Support Equipment Worker		25.30
23391 - Gunsmith I	17.67	20.00
255/1 - Guisinui I	17.07	

23393 - Gunsmith III         23.21           23410 - Heating, Ventilation And Air-Conditioning Mechanic         24.63           23411 - Heating, Ventilation And Air-Conditioning Mechanic (Research Facility)         26.04           23430 - Heavy Equipment Operator         19.16           23460 - Instrument Mechanic         24.51           23460 - Laboratory/Shelter Mechanic         21.85           23470 - Laborer         14.71           23510 - Locksmith         20.38           23530 - Machinist, Maintenance Mechanic         22.72           23580 - Marchology Technician I         24.51           23591 - Metrology Technician II         25.91           23592 - Metrology Technician II         25.91           23593 - Metrology Technician III         25.91           23700 - Painter, Maintenance         17.92           23700 - Painter, Maintenance         23.61           23700 - Pipefitter, Maintenance         23.61           23820 - Pneudraulic Systems Mechanic         23.21           23850 - Rigger         19.79           23870 - Scale Mechanic         20.41           23890 - Sheet-Metal Worker, Maintenance         20.41           23890 - Sheet-Metal Worker, Maintenance         20.01      23910 - Small Engine Mechanic         20.02      23930 - Woodworke	23392 - Gunsmith II	20.41	
Mechanic         23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)         23430 - Heavy Equipment Mechanic         24.86           23440 - Heavy Equipment Operator         19.16           23460 - Laboratory/Shelter Mechanic         24.51           23470 - Laborer         14.71           23510 - Locksmith         20.38           23530 - Machinery Maintenance Mechanic         22.72           23580 - Mantenance Trades Helper         14.85           23591 - Metrology Technician II         25.91           23592 - Metrology Technician III         27.33           23640 - Millwright         25.44           23700 - Pipefitter, Maintenance         17.92           23790 - Pipefitter, Maintenance         22.23           23810 - Plumber, Maintenance         22.23           23820 - Pneudraulic Systems Mechanic         22.23           23820 - Pneudraulic Systems Mechanic         22.23           23870 - Scale Mechanic         19.79           23870 - Stale Mechanic         20.41           23890 - Sheet-Metal Worker, Maintenance         19.00           23910 - Small Engine Mechanic         24.78           23931 - Telecommunications Mechanic I         24.78           23932 - Telecommunications Mechanic I         24.78           23960 - Wel	23393 - Gunsmith III	23.21	
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)   23430 - Heavy Equipment Mechanic   24.86   23440 - Heavy Equipment Operator   19.16   23460 - Instrument Mechanic   24.51   23455 - Laboratory/Shelter Mechanic   24.51   23470 - Laborer   14.71   20.38   23530 - Machinery Maintenance Mechanic   22.72   23580 - Machinery Maintenance Mechanic   22.72   23580 - Maintenance Trades Helper   14.85   23591 - Metrology Technician II   25.91   23592 - Metrology Technician III   27.33   23640 - Millwright   25.44   23710 - Office Appliance Repairer   18.08   23760 - Painter, Maintenance   22.73   23810 - Pineudraulic Systems Mechanic   23.61   23810 - Pineudraulic Systems Mechanic   23.21   23820 - Pineudraulic Systems Mechanic   23.21   23893 - Sheet-Metal Worker, Maintenance   22.23   23820 - Pineudraulic Systems Mechanic   23.91 - 23931 - Telecommunications Mechanic II   24.78   23932 - Telecommunications Mechanic II   24.78   23930 - Telephone Lineman   26.62   23.970 - Woodcraft Worker   23.970 - Pineudraulic Systems Mechanic II   26.20   23.970 - Woodcraft Worker   23.970 - Child Care Attendant   10.34   24570 - Child Care Center Clerk   12.89   16.83   24570 - Child Care Center Clerk   12.89   16.83   25000 - Plant And System Operations Occupations   23.50   23.50   25040 - Sewage Plant Operator   23.50   23.50   25040 - Sewage Plant Operator   23.50   25040 - Sewage Plant Operator   23.50   25040 - Sewage Plant Operator   23.50   25040 - Portoctive Service Occupations   27007 - Baggage Inspector   21.04   27007 - Baggage Inspector   21.04   27007 - Baggage Inspector   21.85   27008 - Corrections Officer   21.85   27008 - Corrections Officer   21.85   27008 - Corrections Officer   21.85   27008 - Corrections	23410 - Heating, Ventilation And Air-Conditioning	24.	63
Mechanic (Research Facility)         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         22.72           23580 - Machinist, Maintenance         22.72           23580 - Machinist, Maintenance         22.72           23580 - Machinist, Maintenance         24.51           23580 - Machinist, Maintenance         22.72           23591 - Metrology Technician II         25.91           23593 - Metrology Technician III         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         19.79           23870 - Seale Mechanic         23.21           23890 - Sheet-Metal Worker, Maintenance         19.00           23910 - Sma			
23430 - Heavy Equipment Mechanic         24.86           23440 - Havy 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         22.72           23580 - Maintenance Trades Helper         14.85           23591 - Metrology Technician II         25.91           23592 - Metrology Technician III         25.91           23593 - Metrology Technician III         27.33           23640 - Millwright         25.44           23710 - Office Appliance Repairer         18.08           23760 - Painter, Maintenance         17.92           23810 - Plumber, Maintenance         23.61           23810 - Plumber, Maintenance         22.23           23870 - Scale Mechanic         23.21           23850 - Rigger         19.79           23870 - Scale Mechanic         20.41           23890 - Sheet-Metal Worker, Maintenance         19.99           23931 - Telecommunications Mechanic I         24.78           23932 - Telecommunications Mechanic I         24.78           23960 - Welder, Combination, Maintenance         20.78     <		26.	04
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     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     23.61       23810 - Plumber, Maintenance     22.23       23870 - Scale Mechanic     23.21       23870 - Scale Mechanic     19.79       23870 - Scale Mechanic     19.90       23931 - Telecommunications Mechanic I     24.78       23932 - Telecommunications Mechanic I     26.62       23960 - Welder, Combination, Maintenance     20.07       23960 - Welder, Combination, Maintenance     20.07       23960 - Welder, Combination, Maintenance     20.07       23960 - Welder, Combination, Maintenance     23.21       23970 - Voodcraft Worker     25.0       24	• /		
23460 - Instrument Mechanic         24.51           23470 - Laboratory/Shelter Mechanic         21.85           23470 - Laborer         14.71           23510 - Locksmith         20.38           23530 - Machinery Maintenance Mechanic         22.72           23580 - Maintenance Trades Helper         14.85           23591 - Metrology Technician II         24.51           23592 - Metrology Technician III         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           23870 - Scale Mechanic         20.41           23890 - Sheet-Metal Worker, Maintenance         19.90           23911 - Telecommunications Mechanic I         24.78           23950 - Telephone Lineman         26.62           23950 - Welder, Combination, Maintenance         20.07           23960 - Welder, Combination, Maintenance         20.07           23950 - Telephone Lineman         26.62           23960 - Welder, Combination	7 -		
23465 - Laboratory/Shelter Mechanic         21.85           23470 - Laborer         14.71           23510 - Locksmith         20.38           23530 - Machinery Maintenance Mechanic         22.72           23580 - Machinist, Maintenance         22.72           23580 - Maintenance Trades Helper         14.85           23591 - Metrology Technician II         25.91           23593 - Metrology Technician III         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           23870 - Rigger         19.79           23870 - Scale Mechanic         20.41           23890 - Sheet-Metal Worker, Maintenance         19.00           23931 - Telecommunications Mechanic I         24.78           23932 - Telecommunications Mechanic II         26.62           23965 - Well Driller         20.78           23960 - Welder, Combination, Maintenance         20.78           23980 - Woodworker         17.67           24000 - Personal Needs Occupations         16.83			
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 III     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       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     26.62       23960 - Welder, Combination, Maintenance     23.21       23960 - Welder, Combination, Maintenance     20.07       23960 - Woodworker     17.67       24000 - Personal Needs Occupations     24.52       24570 - Child Care Attendant     10.34       24570 - Child Care Attendant     10.34       24580 - Child Care Center Clerk     12.89			
23510 - Locksmith         20.38           23530 - Machinery Maintenance         22.72           23580 - Machinist, Maintenance         22.72           23580 - Maintenance Trades Helper         14.85           23591 - Metrology Technician II         24.51           23592 - Metrology Technician III         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 II         26.62           23950 - Telephone Lineman         26.62           23960 - Welder, Combination, Maintenance         20.07           23960 - Welder, Combination, Maintenance         20.78           23970 - Woodcraft Worker         23.21           23980 - Woodworker         17.67 <td>The state of the s</td> <td></td> <td></td>	The state of the s		
23530 - Machinery Maintenance     24.43       23550 - Machinist, Maintenance     22.72       23580 - Maintenance Trades Helper     14.85       23591 - Metrology Technician II     24.51       23592 - Metrology Technician III     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       23870 - Scale Mechanic     20.41       23890 - 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       23960 - Welder, Combination, Maintenance     20.78       23970 - Woodworker     17.67       24000 - Personal Needs Occupations     16.83       24570 - Child Care Attendant     10.34       24580 - Child Care Attendant     10.34       24610			
23550 - Machinist, Maintenance       22.72         23580 - Maintenance Trades Helper       14.85         23591 - 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         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       26.62         23950 - Telephone Lineman       26.62         23970 - Woodcraft Worker       23.21         23970 - Woodcraft Worker       23.21         23970 - Woodworker       17.67         24500 - Personal Needs Occupations       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 <td< td=""><td></td><td></td><td>2</td></td<>			2
23580 - Maintenance Trades Helper     14.85       23591 - Metrology Technician I     24.51       23592 - Metrology Technician III     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       23931 - Telecommunications Mechanic I     24.78       23932 - Telecommunications Mechanic II     26.62       23950 - Telephone Lineman     26.62       23960 - Welder, Combination, Maintenance     20.07       23960 - Welder, Combination, Maintenance     20.07       23980 - Woodworker     17.67       24000 - Personal Needs Occupations     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     16.83       25040 - Sewage Plant Operator     23.50       25040 - Sewage Plant Operator     23.50	•		3
23591 - Metrology Technician II       24.51         23592 - Metrology Technician III       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       23.61         23820 - Pneudraulic Systems Mechanic       23.21         23870 - Scale Mechanic       23.21         23870 - Scale Mechanic       19.79         23870 - Small Engine Mechanic       19.90         23910 - Small Engine Mechanic       19.99         23931 - Telecommunications Mechanic II       24.78         23925 - 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       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       16.83 <td></td> <td></td> <td></td>			
23592 - Metrology Technician III       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         23870 - Scale Mechanic       20.41         23890 - Sheet-Metal Worker, Maintenance       19.00         23910 - Small Engine Mechanic       19.99         23931 - Telecommunications Mechanic II       26.20         23950 - Telephone Lineman       26.62         23960 - Welder, Combination, Maintenance       20.07         23980 - Woodworker       20.78         23970 - Woodcraft Worker       23.21         23980 - Woodworker       17.67         24000 - Personal Needs Occupations       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       16.83         25000 - Plant And System Operations Occupations       23.50         25010 - Boiler Tender			
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         19.79           23870 - Small Engine Mechanic         19.90           23910 - Small Engine Mechanic         19.99           23931 - 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           24620 - Family Readiness And Support Services         16.83           Coordinator         23.50           25040 - Boiler Tender         23.50			
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       23911 - 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     16.83       24570 - Child Care Attendant     10.34       24580 - Child Care Attendant     10.34       24580 - Child Care Center Clerk     12.89       24610 - Chore Aide     10.57       24620 - Family Readiness And Support Services     16.83       25040 - Plant And System Operation Occupations     23.50       25040 - Sewage Plant Operator     21.04       25070 - Stationary Engineer     23.50       25190 - Ventilation Equipment Tender     23.50       25190 -	~·		
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       19.90         23910 - Small Engine Mechanic       19.99         23931 - 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         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       16.83         25000 - Plant And System Operations Occupations       23.50         25040 - Sewage Plant Operator       21.04         25070 - Stationary Engineer			
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 - Telephone Lineman     26.20       23950 - Welder, Combination, Maintenance     20.07       23960 - Welder, Combination, Maintenance     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     16.83       25000 - Plant And System Operations Occupations     23.50       25010 - Boiler Tender     23.50       25040 - Sewage Plant Operator     21.04       25070 - Stationary Engineer     23.50       25190 - Ventilation Equipment Tender     25.00       25210 - Water Treatment Plant Operator     21.04       27000 - Protect	<u>e</u>	18.08	
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     19.90       23910 - Small Engine Mechanic     19.99       23931 - Telecommunications Mechanic I     24.78       23950 - Telephone Lineman     26.20       23960 - Welder, Combination, Maintenance     20.07       23970 - Woodcraft Worker     23.21       23980 - Woodworker     17.67       24000 - Personal Needs Occupations     16.83       24570 - Child Care Attendant     10.34       24580 - Child Care Center Clerk     12.89       24610 - Chore Aide     10.57       24630 - Homemaker     16.83       25000 - Plant And System Operations Occupations     25.00       25010 - Boiler Tender     23.50       25040 - Sewage Plant Operator     21.04       25070 - Stationary Engineer     23.50       25190 - Ventilation Equipment Tender     23.50       25210 - Water Treatment Plant Operator     21.04       27004 - Alarm Monitor     18.97       27007 - Baggage Inspector     14.62       27008 - Corrections Officer     21.85		17.92	
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       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       16.83         Coordinator       24630 - Homemaker       23.50         25010 - Boiler Tender       23.50         25040 - Sewage Plant Operator       21.04         25070 - Stationary Engineer       23.50         25190 - Ventilation Equipment Tender       23.50         25210 - Water Treatment Plant Operator       21.04         27004 - Alarm Monitor       <	23790 - Pipefitter, Maintenance	23.61	
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 - 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       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       16.83         Coordinator       24630 - Homemaker       23.50         25000 - Plant And System Operations Occupations       2500         25010 - Boiler Tender       23.50         25040 - Sewage Plant Operator       21.04         25070 - Stationary Engineer       23.50         25190 - Ventilation Equipment Tender       23.50         25210 - Water Treatment Plant Operator       21.04         27004 - Alarm Monitor       18.97         27007 - Baggage Inspector		22.23	
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       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       16.83         Coordinator       24630 - Homemaker       23.50         25010 - Boiler Tender       23.50         25040 - Sewage Plant Operator       21.04         25070 - Stationary Engineer       23.50         25190 - Ventilation Equipment Tender       23.50         25210 - Water Treatment Plant Operator       21.04         27004 - Alarm Monitor       18.97         27007 - Baggage Inspector       14.62         27008 - Corrections Officer	23820 - Pneudraulic Systems Mechanic	23.21	
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       16.83         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       16.83         Coordinator       24630 - Homemaker       16.83         25000 - Plant And System Operations Occupations       23.50         25040 - Sewage Plant Operator       21.04         25070 - Stationary Engineer       23.50         25190 - Ventilation Equipment Tender       21.04         25210 - Water Treatment Plant Operator       21.04         27004 - Alarm Monitor       18.97         27007 - Baggage Inspector       14.62         27008 - Correc		19.79	
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27008 - Corrections Officer 21.85			
27010 - Court Security Officer 23.00			
	27010 - Court Security Officer	23.00	

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 Ser	vices	
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)		
30012 - Air Traffic Control Specialist, Terminal (HF		
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	
<u> </u>	24.75	
30084 - Engineering Technician IV	30.27	
30085 - Engineering Technician V 30086 - Engineering Technician VI	36.63	
30090 - Engineering Technician VI		
	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	3
30495 - Unexploded (UXO) Sweep Personnel		.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	/	
31000 - Transportation/Mobile Equipment Operation	<u>=</u>	
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	1.5.01	
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 99410 - Pest Controller	28.38 20.47	
	16.68	
99510 - Photofinishing Worker	18.32	
99710 - Recycling Laborer 99711 - Recycling Specialist	21.73	
99730 - Refuse Collector	16.50	
99810 - Sales Clerk	12.65	
99820 - School Crossing Guard	14.15	
<u> </u>	23.22	
99830 - Survey Party Chief 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	7
770-72 - Vending Machine Repairer Helper	13.0	

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

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

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Grayson

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupation	ns
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
01531 - 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	25.24
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 Occupation	ions
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
	18.86
12195 - Medical Transcriptionist	
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
	47.81
12316 - Registered Nurse IV	
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

12050 T'1 A'1 /G1 1	15.55	
13050 - Library Aide/Clerk	15.55	
13054 - Library Information Technology Systems	s 27.42	
Administrator		
13058 - Library Technician	16.57	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	17.73	
13072 - Photographer II	19.85	
13073 - Photographer III	24.58	
13074 - Photographer IV	30.07	
13075 - Photographer V	36.38	
13090 - Technical Order Library Clerk	18.45	
13110 - Video Teleconference Technician	23.32	
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.91	
14042 - Computer Operator II	17.80	
14043 - Computer Operator III	20.78	
14044 - Computer Operator IV	24.67	
14045 - Computer Operator V	27.31	
1 1	(see 1)	
	(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	27.31	
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No	n-Rated) 35.04	
15020 - Aircrew Training Devices Instructor (No		
15030 - Air Crew Training Devices Instructor (Pi	,	
15050 - All Crew Halling Devices instructor (11 15050 - Computer Based Training Specialist / Ins		
15060 - Educational Technologist	30.97	
15070 - Educational Technologist 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 46.09	
15088 - Non-Maintenance Test/Co-Pilot		
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 Rel	<u> </u>	
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 04	
· · · · · · · · · · · · · · · · · · ·	10.94	
16130 - Presser, Machine, Shirts	10.94	
· · · · · · · · · · · · · · · · · · ·	10.94	

16190 - Sewing Machine Operator	14.90	)
	5.02	
16250 - Washer, Machine	12.02	
19000 - Machine Tool Operation And Repair Occupation		
19010 - Machine-Tool Operator (Tool Room)		19.88
19040 - Tool And Die Maker	24.03	19.00
21000 - Materials Handling And Packing Occupations	205	
21020 - Forklift Operator	16.53	
21030 - Material Coordinator	21.56	
21040 - Material Expediter	21.56	
21050 - Material Handling Laborer	13.13	
	13.57	
21080 - Production Line Worker (Food Processing)	13.37	16.53
21110 - Shipping Packer	17.47	10.55
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 Occup		
23010 - Aerospace Structural Welder	30.4	7
23010 - Aerospace Structurar Welder 23019 - Aircraft Logs and Records Technician		2.61
23021 - Aircraft Logs and Records Technician 23021 - Aircraft Mechanic I	29.07	2.01
23021 - Aircraft Mechanic I		
	30.47	
23023 - Aircraft Mechanic III	31.89	
23040 - Aircraft Mechanic Helper	19.71	
23050 - Aircraft, Painter	25.93	
23060 - Aircraft Servicer	22.61	25.02
23070 - Aircraft Survival Flight Equipment Technician	22.00	25.93
23080 - Aircraft Worker	23.90	22.00
23091 - Aircrew Life Support Equipment (ALSE) Mech	ianic	23.90
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	29.07
II II		
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	2	5.82
23182 - Electronics Technician Maintenance II	2	7.21
23183 - Electronics Technician Maintenance III	2	9.34
23260 - Fabric Worker	18.02	
23290 - Fire Alarm System Mechanic	21.	16
23310 - Fire Extinguisher Repairer	16.59	
23311 - Fuel Distribution System Mechanic	21	1.16
23312 - Fuel Distribution System Operator	16.	.59
23370 - General Maintenance Worker	17.	
23380 - Ground Support Equipment Mechanic		29.07
23381 - Ground Support Equipment Servicer	2	22.61
23382 - Ground Support Equipment Worker		23.90
23391 - Gunsmith I	16.59	
23392 - Gunsmith II	19.06	

22222	21.16
23393 - Gunsmith III	21.16
23410 - Heating, Ventilation And Air-Conditioning	23.15
Mechanic	24.26
23411 - Heating, Ventilation And Air Contidioning	24.26
Mechanic (Research Facility)	21.60
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	18.24
Coordinator	
24630 - Homemaker	18.24
25000 - Plant And System Operations Occupations	10.2
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	20.33
=	
27004 - Alarm Monitor	10.12
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.59
27007 - Baggage Inspector 27008 - Corrections Officer	14.59 21.99
27007 - Baggage Inspector	14.59

25040 70 11 000	21.00	
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	12.3	1
28042 - Carnival Equipment Repairer	13.29	9
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	12.27
<u> </u>	12.63	
28630 - Sports Official		
28690 - Swimming Pool Operator	25.20	)
29000 - Stevedoring/Longshoremen Occupational Ser		
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 (HF		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	5
30222 - Latent Fingerprint Technician II	27.88	3
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	
50501 I dialogal Dogai Hobibalit I v	37.07	

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		
30493 - Unexploded Ordnance (UXO) Technician II		
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		
Surface Programs	,	
30621 - Weather Observer, Senior (see	25.23	
31000 - Transportation/Mobile Equipment Operation	,	
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	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Smith

<sup>\*\*</sup>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
05100 Motor Equipment Wetan Worker	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 - Radiator Repair Specialist	13.68
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	22.77
07010 - Baker	11.26
07041 - Cook I	12.17
07041 - Cook I 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 Occupati	
	19.56
09010 - Electrostatic Spray Painter 09040 - Furniture Handler	19.36
09080 - Furniture Handler 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	11 22
11030 - Cleaner, Vehicles	11.23

11060 - Elevator Operator	11.16
11090 - Gardener	18.76
11122 - Housekeeping Aide	11.16
11150 - Janitor	11.16
	13.93
11210 - Laborer, Grounds Maintenance	
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
	19.21
12040 - Emergency Medical Technician 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
	17.72
12235 - Optical Dispenser	
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	2 1.2 1
13011 - Exhibits Specialist I	20.65
13011 - 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

	1.4.22
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology System	as 27.42
Administrator	
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 Dansanal Communitar Symment Technician	24.67
14160 - Personal Computer Support Technician	24.67
14170 - System Support Specialist	24.67 24.90
14170 - System Support Specialist 15000 - Instructional Occupations	24.90
<ul><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (No.</li></ul>	24.90 on-Rated) 35.04
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Research)</li> </ul>	24.90 on-Rated) 35.04 ated) 41.90
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15030 - Air Crew Training Devices Instru</li></ul>	24.90 on-Rated) 35.04 ated) 41.90 vilot) 46.09
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	24.90 on-Rated) 35.04 ated) 41.90 vilot) 46.09
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15030 - Air Crew Training Devices Instru</li></ul>	24.90 on-Rated) 35.04 ated) 41.90 vilot) 46.09
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	24.90 on-Rated) 35.04 ated) 41.90 Filot) 46.09 astructor 35.04
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14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	24.90  con-Rated) 35.04 eted) 41.90 elilot) 46.09 estructor 35.04  30.46 46.09
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	24.90  con-Rated) 35.04 ated) 41.90 color ated) 46.09 astructor 35.04 46.09 22.70
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	24.90  con-Rated) 35.04 eted) 41.90 eliot) 46.09 estructor 35.04  30.46 46.09 22.70 42.59 42.59
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16190 - Sewing Machine Operator	14.65	
	.70	
16250 - Washer, Machine	11.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	2	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	
	13.57	4.6.00
21080 - Production Line Worker (Food Processing)	4 6 9 7	16.99
21110 - Shipping Packer	16.27	
21130 - Shipping/Receiving Clerk	16.27	
21140 - Store Worker I	12.05	
	17.75	
21210 - Tools And Parts Attendant	16.99	
21410 - Warehouse Specialist	16.99	
23000 - Mechanics And Maintenance And Repair Occupa		
23010 - Aerospace Structural Welder	36.43	
23019 - Aircraft Logs and Records Technician		3.84
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	32.97
23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	30.94	32.97
		30.94
23091 - Aircrew Life Support Equipment (ALSE) Mech I	anic	30.94
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	34.78
II	anic	37.76
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		.82
23182 - Electronics Technician Maintenance II		'.21
23183 - Electronics Technician Maintenance III		9.34
23260 - Fabric Worker	18.34	
23290 - Fire Alarm System Mechanic	21.2	7
23310 - Fire Extinguisher Repairer	16.82	
23311 - Fuel Distribution System Mechanic	22.	.11
23312 - Fuel Distribution System Operator	16.8	32
23370 - General Maintenance Worker	17.7	0
23380 - Ground Support Equipment Mechanic		34.78
23381 - Ground Support Equipment Servicer		8.84
23382 - Ground Support Equipment Worker	3	0.94
23391 - Gunsmith I	16.82	
23392 - Gunsmith II	19.68	

22202 C	22 11
23393 - Gunsmith III	22.11
23410 - Heating, Ventilation And Air-Conditioning	20.08
Mechanic	21.04
23411 - Heating, Ventilation And Air Contidioning	21.04
Mechanic (Research Facility)	24.04
23440 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 22.11
23820 - Pneudraulic Systems Mechanic	22.11
23850 - Rigger 23870 - Scale Mechanic	19.68
	19.08
23890 - Sheet-Metal Worker, Maintenance	18.73
23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I	26.26
23932 - Telecommunications Mechanic II	27.51
	31.33
23950 - Telephone Lineman	21.48
23960 - Welder, Combination, Maintenance 23965 - Well Driller	22.11
23970 - Woodcraft Worker	22.11
23980 - Woodworker	16.82
24000 - Personal Needs Occupations	10.82
24550 - Case Manager	15.58
24570 - Case Manager 24570 - Child Care Attendant	11.05
24570 - Child Care Attendant 24580 - Child Care Center Clerk	13.77
24610 - Chore Aide	10.67
24620 - Family Readiness And Support Services	15.58
Coordinator	13.30
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	1/.11
25010 - Plant And System Operations Occupations 25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
· · ·	15.57
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	17.52
<u> </u>	11.34
27000 - Protective Service Occupations 27004 - Alarm Monitor	17.97
	14.36
27007 - Baggage Inspector	
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
28042 - Carnival Equipment Repairer	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 Ser	vices
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)	
30012 - Air Traffic Control Specialist, Terminal (HF	
30021 - Archeological Technician I	20.07
30021 - Archeological Technician II	22.40
S .	
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	3	30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort	25.60	1
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 O	ccupations	
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	
	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	1

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Daniel W. Simms Division of | Revision No.: 13 Director Wage Determinations | Date Of Last Revision: 06/01/2021

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

State: Texas

Area: Texas Counties of Goliad, Victoria

the EO is available at www.dol.gov/whd/govcontracts.

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
OCCUPATION CODE - TITLE	FOOTNOIE	NAIL

01000 - Administrative Support And Clerical Occupation	ıs
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
01311 - Secretary II	17.98
01312 - Secretary III	20.05
	18.22
01320 - Service Order Dispatcher	
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 Occupati	
09010 - Electrostatic Spray Painter	20.75
09040 - Electrostatic Spray Familier	14.04
09080 - Furniture Refinisher	20.75
09090 - Furniture Refinisher Helper	16.66
09110 - Furniture Repairer, Minor	18.66
<u> </u>	20.75
09130 - Upholsterer	40.73
11000 - General Services And Support Occupations 11030 - Cleaner, Vehicles	11.37
11030 - Cicalici, Vellicies	11.5/

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	20.21
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
13042 - Hustrator III	26.49
13047 - Librarian	23.99
1507/ - Liulanan	43.77

12050 Lilenam Aida/Claula	12.12	
13050 - Library Aide/Clerk	12.13	21.66
13054 - Library Information Technology System	IS	21.66
Administrator	17.40	
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		5.93
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	20.4	
14045 - Computer Operator V	22.6	
14071 - Computer Programmer I	(	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	` /	4.77
	` /	4.77 20.48
14150 - Peripheral Equipment Operator	` /	20.48
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	1	20.48
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	1 22.6	20.48
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	1 22.6 on-Rated)	20.48 57
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> </ul>	22.6 on-Rated) ated)	20.48 57 29.25
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> </ul>	22.6 on-Rated) ated) Filot)	20.48 57 29.25 35.39
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Research</li> </ul>	22.6 on-Rated) ated) Filot)	20.48 57 29.25 35.39 42.42 29.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	22.6 on-Rated) nted) rilot) structor	20.48 57 29.25 35.39 42.42 29.25
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> <li>15050 - Computer Based Training Specialist / In</li> </ul>	on-Rated) vited) vilot) structor 30.2	20.48 57 29.25 35.39 42.42 29.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) nted) rilot) structor 30.2 42.42	20.48 57 29.25 35.39 42.42 29.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) nted) rilot) structor 30.2 42.42	20.48 29.25 35.39 42.42 29.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	22.6 on-Rated) on-Rated) vilot) structor 30.2 42.42 23.06	20.48 29.25 35.39 42.42 29.25 22
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	22.6 on-Rated) on-Rated) vilot) structor 30.2 42.42 23.06	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor	22.6 on-Rated) oted) filot) structor 30.2 42.42 23.06	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	22.6 on-Rated) oted) filot) structor 30.2 42.42 23.06	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor/Course Developer.	22.6 on-Rated) on-Rated) vilot) structor 30.2 42.42 23.06	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15095 - Test Proctor. 15120 - Tutor.	1 22.6 con-Rated) ated) vilot) structor 30.2 42.42 23.06 18.85	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re.	1 22.6 con-Rated) (ated) (ated	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15095 - Test Proctor. 15120 - Tutor.	1 22.6 con-Rated) ated) vilot) structor 30.2 42.42 23.06 18.85	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	1. 22.6 20.00000000000000000000000000000000	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner.	1 22.6 2000 (2000 - Rated) 2010 (2000 - Rated)	29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	1. 22.6 20.	29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	1 22.6 20000000000000000000000000000000000	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	1 22.6 20000000000000000000000000000000000	29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	1 22.6 2000 on-Rated) 2000 on-Rated) 2010 oted) 2010 ot	20.48 29.25 35.39 42.42 29.25 22 42.25 42.25 42.25 42.25 42.25

16190 - Sewing Machine Operator	11.74	
16220 - Tailor 12	.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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	
	21.03	
21210 - Tools And Parts Attendant	18.77	
21410 - Warehouse Specialist	18.77	
23000 - Mechanics And Maintenance And Repair Occupa		
23010 - Aerospace Structural Welder	25.10	
23019 - Aircraft Logs and Records Technician		1.17
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	21.00
23070 - Aircraft Survival Flight Equipment Technician	22.11	21.88
23080 - Aircraft Worker	22.11	22.11
23091 - Aircrew Life Support Equipment (ALSE) Mech	anıc	22.11
I		24.06
23092 - Aircrew Life Support Equipment (ALSE) Mech	anıc	24.06
	21.00	
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 23181 - Electronics Technician Maintenance I	19.92	. 02
23182 - Electronics Technician Maintenance II		5.03
		7.37
23183 - Electronics Technician Maintenance III 23260 - Fabric Worker	19.67	3.61
	22.8	6
23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	18.59	U
23311 - Fuel Distribution System Mechanic	18.39	01
23312 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator	20.3	
23370 - General Maintenance Worker	20.3	
23380 - Ground Support Equipment Mechanic		9 24.06
23381 - Ground Support Equipment Servicer		24.00 1.17
23382 - Ground Support Equipment Worker		2.11
23391 - Gunsmith I	18.59	۷.11
23392 - Gunsmith II	20.80	
25572 Guildiniai II	20.00	

23393 - Gunsmith III	22.86
23410 - Heating, Ventilation And Air-Conditioning	21.10
Mechanic Available of the control of	22.00
23411 - Heating, Ventilation And Air Contidioning	22.00
Mechanic (Research Facility)	26.72
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 23870 - Scale Mechanic	21.88
	20.80 23.54
23890 - Sheet-Metal Worker, Maintenance	20.80
23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I	20.80
23932 - Telecommunications Mechanic II	22.19
	25.42
23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance	22.83
23965 - Well Driller	22.86
23970 - Weil Diffiel 23970 - Woodcraft Worker	22.86
23980 - Woodworker	18.59
24000 - Personal Needs Occupations	18.37
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	18.04
Coordinator	10.07
24630 - Homemaker	18.04
25000 - Plant And System Operations Occupations	10.01
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	20.77
27004 - Alarm Monitor	18.80
27007 - Alam Wollion 27007 - Baggage Inspector	13.91
27007 - Baggage Inspector 27008 - Corrections Officer	24.17
27008 - Corrections Officer 27010 - Court Security Officer	24.17
27030 - Court Security Officer 27030 - Detection Dog Handler	15.55
2,000 Detection Dog Hundrer	13.33

27040 - Detention Officer	24.17	
27070 - Firefighter	24.17	
27101 - Guard I	13.91	
27101 - Guard I 27102 - Guard II	15.55	
27131 - Police Officer I		
_,	23.59	
27132 - Police Officer II	26.21	
28000 - Recreation Occupations	10.5	1
28041 - Carnival Equipment Operator	12.5	
28042 - Carnival Equipment Repairer	13.3	5
28043 - Carnival Worker	10.10	
28210 - Gate Attendant/Gate Tender	15.84	ŀ
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	3
29000 - Stevedoring/Longshoremen Occupational Ser	vices	
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		27.78
30012 - Air Traffic Control Specialist, Terminal (HF	· · · · · ·	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	
30082 - Engineering Technician III	19.64	
30083 - 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		
30364 - Paralegal/Legal Assistant IV	28.82 34.88	

20277 D + 1	22.05	
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) Technicia		25.60
30492 - Unexploded Ordnance (UXO) Technicia		30.98
30493 - Unexploded Ordnance (UXO) Technicia	an 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 Ai	r Or (see 2)	22.67
Surface Programs		
30621 - Weather Observer, Senior	(see 2) 24.33	3
31000 - Transportation/Mobile Equipment Operation	tion 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	3
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	
	17.10	
99820 - School Crossing Guard	20.52	
99830 - Survey Party Chief	20.32 13.79	
99831 - Surveying Aide	13.79	
99832 - Surveying Technician		5
99840 - Vending Machine Attendant	19.16	
99841 - Vending Machine Repairer	22.14	
99842 - Vending Machine Repairer Helper	19.	.16

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 04/07/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Falls, McLennan

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE FOOTNOTE RAT
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01000 - Administrative Support And Clerical Occupation	ons
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	10.14
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 Occupati	
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	10.07
11030 - Cleaner, Vehicles	10.85
11050 Cicanoi, Venicies	10.05

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 0	7
•	11.9	
13054 - Library Information Technology System	ns	25.40
Administrator	20.5	
13058 - Library Technician	20.5	
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	18.2	21
14042 - Computer Operator II	20.3	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 Symport Specialist	2.7	2.77
141 /0 - System Support Specialist	32	2. / /
14170 - System Support Specialist 15000 - Instructional Occupations	32	/ /
		27.20
15000 - Instructional Occupations	on-Rated)	
<ul><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (N</li></ul>	on-Rated) ated)	27.20
<ul><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (National Occupations)</li><li>15020 - Aircrew Training Devices Instructor (Research</li></ul>	on-Rated) ated) Pilot)	27.20 32.53
<ul> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupation)</li> <li>15020 - Aircrew Training Devices Instructor (Rational Occupation)</li> <li>15030 - Air Crew Training Devices Instructor (Figure 1998)</li> </ul>	on-Rated) ated) Pilot) astructor	27.20 32.53 38.99
<ul> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Ir</li> </ul>	on-Rated) ated) Pilot) astructor	27.20 32.53 38.99 27.20
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	on-Rated) ated) Pilot) astructor	27.20 32.53 38.99 27.20
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (National Series of Computer Series Instructor) 15020 - Air Crew Training Devices Instructor (Rational - Air Crew Training Devices Instructor) 15050 - Computer Based Training Specialist / Instructor (Pilot)	on-Rated) ated) Pilot) astructor 31 38.99 20.87	27.20 32.53 38.99 27.20
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor 31 38.99 20.87	27.20 32.53 38.99 27.20
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	on-Rated) ated) Pilot) astructor 31 38.99 20.87	27.20 32.53 38.99 27.20 07
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor 31 38.99 20.87	27.20 32.53 38.99 27.20 07 41.36 41.36 41.36
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) ated) Pilot) astructor 31 38.99 20.87	27.20 32.53 38.99 27.20 07 41.36 41.36 41.36
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	on-Rated) ated) Pilot) astructor 31 38.99 20.87	27.20 32.53 38.99 27.20 07 9 41.36 41.36 41.36
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Instructor - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	on-Rated) ated) Pilot) astructor 31 38.99 20.87	27.20 32.53 38.99 27.20 07 9 41.36 41.36 41.36
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	on-Rated) ated) Pilot) astructor  31 38.99 20.87  23.85	27.20 32.53 38.99 27.20 07 41.36 41.36 41.36 5 29.18
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	on-Rated) ated) Pilot) astructor  31 38.99 20.87  23.85	27.20 32.53 38.99 27.20 07 41.36 41.36 41.36 5 29.18
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Reference	on-Rated) ated) Pilot) estructor  31 38.99 20.87  23.85  19.37 19.37 elated Occupation	27.20 32.53 38.99 27.20 .07 41.36 41.36 41.36 5 29.18
15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref 16010 - Assembler	on-Rated) ated) Pilot) astructor  31 38.99 20.87  23.85  19.37 19.37 elated Occupation 9.61	27.20 32.53 38.99 27.20 .07 41.36 41.36 41.36 5 29.18
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16190 - Sewing Machine Operator	14.16	
16220 - Tailor 15	5.29	
16250 - Washer, Machine	10.98	
19000 - Machine Tool Operation And Repair Occupation	ıs	
19010 - Machine-Tool Operator (Tool Room)		0.17
19040 - Tool And Die Maker	25.28	0,11
21000 - Materials Handling And Packing Occupations	23.20	
21020 - Forklift Operator	16.60	
21020 - Polkint Operator 21030 - Material Coordinator	20.26	
21040 - Material Expediter	20.26	
21050 - Material Handling Laborer	13.25	
	15.00	16.60
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 Occup	ations	
23010 - Aerospace Structural Welder	29.13	
23019 - Aircraft Logs and Records Technician		.21
23021 - Aircraft Mechanic I	27.39	.21
23022 - Aircraft Mechanic II	29.13	
23022 - 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) Mech	nanic	23.87
I		
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	27.39
II		
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		.69
23182 - Electronics Technician Maintenance II		.45
23183 - Electronics Technician Maintenance III		
		.77
23260 - Fabric Worker	17.62	,
23290 - Fire Alarm System Mechanic	21.93	3
23310 - Fire Extinguisher Repairer	16.31	
23311 - Fuel Distribution System Mechanic	26.	
23312 - Fuel Distribution System Operator	20.2	
23370 - General Maintenance Worker	17.1	
23380 - Ground Support Equipment Mechanic	2	27.39
23381 - Ground Support Equipment Servicer	22	2.21
23382 - Ground Support Equipment Worker	2:	3.87
23391 - Gunsmith I	16.31	
23392 - Gunsmith II	18.94	

23393 - Gunsmith III	21.57	
23410 - Heating, Ventilation And Air-Conditioning	19.36	
Mechanic		
23411 - Heating, Ventilation And Air Contidioning	20.58	
Mechanic (Research Facility)		
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	
	10.31	
24000 - Personal Needs Occupations	16.07	
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	16.87	
Coordinator	16 97	
24630 - Homemaker	16.87	
25000 - Plant And System Operations Occupations	21.57	
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	4-4-	
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	13.8	Q
28042 - Carnival Equipment Repairer	15.00	
28042 - Carnival Equipment Repairer 28043 - Carnival Worker	10.09	J
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 Ser	vices	
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)		40.29
30011 - Air Traffic Control Specialist, Station (HFO	(see 2)	27.78
30012 - Air Traffic Control Specialist, Terminal (HF	FO) (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	•
	30.01	
30052 - Cryogenic Technician II		
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	
	24.53	
30095 - Evidence Control Specialist		
30210 - Laboratory Technician	22.08	1
30221 - Latent Fingerprint Technician I	27.17	
30222 - Latent Fingerprint Technician II	30.01	l
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	
5 5		

30375 - Petroleum Supply Specialist	30.01	
30390 - Photo-Optics Technician	24.19	
30395 - Radiation Control Technician	30.0	1
		1
30461 - Technical Writer I	24.06	
30462 - Technical Writer II	29.44	
30463 - Technical Writer III	35.61	27.60
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	2:	5.60
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 Oc	ccupations	
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	21.23	
99020 - Cabin Safety Specialist	15.10	
* 1	10.92	
99050 - Cashler 99050 - Desk Clerk	10.59	
	25.35	
99095 - Embalmer		
99130 - Flight Follower	25.60	06
99251 - Laboratory Animal Caretaker I	13.8	
99252 - Laboratory Animal Caretaker II	14.0	)5
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	16.7	72
99841 - Vending Machine Repairer	21.13	
99842 - Vending Machine Repairer Helper	10	6.72
- • •		

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 06/01/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Archer, Clay, Wichita

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupat	tions
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	10.50	
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	
05100 - Motor Vehicle Mechanic	17.41	
05220 - Motor Vehicle Mechanic Helper	12.95	
	14.75	
05250 - Motor Vehicle Upholstery Worker		
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 Occupation		
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 Occupa		
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 Occupation		
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
	16.54
12224 - Nursing Assistant IV	
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	27.01
13011 - Exhibits Specialist I	18.86
<u> </u>	
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 System		23.35
Administrator	115	23.33
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	
13071 - Photographer II	18.86	
13072 - Photographer III	23.35	
13073 - Photographer IV	28.57	
<b>C</b> 1	34.56	
13075 - Photographer V 13090 - Technical Order Library Clerk		8.86
13110 - Video Teleconference Technician	1	
		16.85
14000 - Information Technology Occupations	1.4.0	7
14041 - Computer Operator I	14.9	
14042 - Computer Operator II	16.7	
14043 - Computer Operator III	18.6	
14044 - Computer Operator IV	21.0	
14045 - Computer Operator V	24.0	
14071 - Computer Programmer I	,	19.41
14072 - Computer Programmer II	,	24.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(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
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>		
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	24.	28
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> </ul>	24. (on-Rated)	28.22
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> </ul>	24. (on-Rated) ated)	28.22 34.14
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> </ul>	24. (on-Rated) ated) Pilot)	28.22
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> <li>15050 - Computer Based Training Specialist / In</li> </ul>	24. (on-Rated) ated) Pilot) enstructor	28.22 34.14 40.92 28.22
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> </ul>	24. (on-Rated) ated) Pilot) instructor 35.	28.22 34.14 40.92 28.22
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	24. (on-Rated) ated) Pilot) enstructor	28.22 34.14 40.92 28.22
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	24. (on-Rated) ated) Pilot) enstructor 35. 40.92 21.76	28.22 34.14 40.92 28.22
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	24. (on-Rated) ated) Pilot) enstructor 35. 40.92 21.76	28.22 34.14 40.92 28.22 91
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	24. (on-Rated) ated) Pilot) enstructor 35. 40.92 21.76	28.22 34.14 40.92 28.22
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	24. (on-Rated) ated) Pilot) instructor 35. 40.92 21.76	28.22 34.14 40.92 28.22 91
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	24. (on-Rated) ated) Pilot) instructor 35. 40.92 21.76	28.22 34.14 40.92 28.22 91 40.92 40.92
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	24. fon-Rated) ated) Pilot) instructor 35. 40.92 21.76	28.22 34.14 40.92 28.22 91 40.92 40.92
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	24. fon-Rated) ated) Pilot) instructor 35. 40.92 21.76	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	24. (on-Rated) ated) Pilot) instructor 35. 40.92 21.76	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	24. (on-Rated) ated) Pilot) Instructor 35. 40.92 21.76 21.55	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	24. (on-Rated) ated) Pilot) Instructor 35. 40.92 21.76 21.55	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref	24. (on-Rated) ated) Pilot) Instructor 35. 40.92 21.76 21.55 17.40 17.40 elated Occupation	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant	24 (on-Rated) (ated) (Pilot) (nstructor) (35 40.92 21.76  21.55  17.40 17.40 elated Occupation 9.32	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	24 (on-Rated) (ated) (Pilot) (nstructor) (35 40.92 21.76  21.55  17.40 17.40 elated Occupation 9.32 9.32 11.73	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	24 (on-Rated) (ated) (Pilot) (nstructor) (35 40.92 21.76  21.55  17.40 17.40 elated Occupation 9.32 9.32 11.73	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	24. (on-Rated) ated) (on-Rated) (	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	24. (on-Rated) ated) (on-Rated) (	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	24 (on-Rated) (ated) (Pilot) (nstructor) (35 40.92 21.76  21.55  17.40 17.40 elated Occupation 9.32 9.32 11.73 9.32 9.32 11.73 9.32 9.32	28.22 34.14 40.92 28.22 91 40.92 40.92 40.92 26.37

16190 - Sewing Machine Operator	12.50	
16220 - Tailor 13	.33	
16250 - Washer, Machine	10.08	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occupa		
23010 - Aerospace Structural Welder	30.22	
23019 - Aircraft Logs and Records Technician		1.35
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	27.20
23070 - Aircraft Survival Flight Equipment Technician	25.02	27.29
23080 - Aircraft Worker	25.82	25.92
23091 - Aircrew Life Support Equipment (ALSE) Mech	anic	25.82
I 22002 Airgray Life Support Equipment (ALSE) Mach	onio	28.80
23092 - Aircrew Life Support Equipment (ALSE) Mech II	anic	20.00
23110 - Appliance Mechanic	21.53	
23120 - Apphance Mechanic 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		.07
23182 - Electronics Technician Maintenance II		2.24
23183 - Electronics Technician Maintenance III		3.44
23260 - Fabric Worker	19.22	
23290 - Fire Alarm System Mechanic	22.6	8
23310 - Fire Extinguisher Repairer	18.07	O
23311 - Fuel Distribution System Mechanic	20.	.19
23312 - Fuel Distribution System Operator	16.9	
23370 - General Maintenance Worker	15.2	
23380 - Ground Support Equipment Mechanic		28.80
23381 - Ground Support Equipment Servicer		4.35
23382 - Ground Support Equipment Worker		5.82
23391 - Gunsmith I	18.07	
23392 - Gunsmith II	20.40	

23393 - Gunsmith III 23410 Heating Ventilation And Air Conditioning	22.68 24.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.00
23411 - Heating, Ventilation And Air Contidioning	25.87
Mechanic (Research Facility)	23.07
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 - Locksmith 23530 - Machinery Maintenance Mechanic	25.17
23550 - Machinist, Maintenance	21.72
·	14.99
23580 - Maintenance Trades Helper	22.68
23591 - Metrology Technician I	23.78
23592 - Metrology Technician II	
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	12.71
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	13.71
Coordinator	12.71
24630 - Homemaker	13.71
25000 - Plant And System Operations Occupations	22.60
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	44.00
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	12.82
27008 - Corrections Officer	19.95
	01.05
27010 - Court Security Officer 27030 - Detection Dog Handler	21.85 14.34

27040 - Detention Officer	19.95	
27070 - Firefighter	22.67	
27101 - Guard I	12.82	
27101 - Guard I 27102 - Guard II	14.34	
27131 - Police Officer I	26.35	
27131 - Police Officer II		
	29.29	
28000 - Recreation Occupations	10.1	1
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	1.01
28510 - Recreation Aide/Health Facility Attendant		1.81
28515 - Recreation Specialist	18.13	
28630 - Sports Official	12.89	
28690 - Swimming Pool Operator	14.29	
29000 - Stevedoring/Longshoremen Occupational Ser	vices	
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		27.78
30012 - Air Traffic Control Specialist, Terminal (HF		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	
9 9	34.36	
30086 - Engineering Technician VI 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) Techn	ician I 25.60	
30492 - Unexploded Ordnance (UXO) Techn		
30493 - Unexploded Ordnance (UXO) Techn		
30494 - Unexploded (UXO) Safety Escort	25.60	
30495 - Unexploded (UXO) Sweep Personne		
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 Ope		
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	22.3)	
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	15.43	
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	
99840 - Vending Machine Attendant 99841 - Vending Machine Repairer	22.26	
99841 - Vending Machine Repairer Helper	18.41	
99042 - v chung wachine Kepairer neiper	10.41	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 16

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

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

FOOTNOTE

RATE

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

# OCCUPATION CODE - TITLE

01000 - Administrative Support And Clerical Occupation	ns
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
01112 - General Clerk II 01113 - General Clerk III	16.70
	19.21
01120 - Housing Referral Assistant	
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	
<u>.</u>	10.61
	11.25
	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
5,516 Dieenosame Spray Lamon	17.02

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	3.10
13012 - Exhibits Specialist II	22	2.43
13013 - Exhibits Specialist III	2	7.44
13041 - Illustrator I	18.10	
13042 - Illustrator II	22.43	
13043 - Illustrator III	27.44	
13047 - Librarian	24.84	
13050 - Library Aide/Clerk		1.28
•		22.43
13054 - Library Information Technology System	1IS	22.43
Administrator	1	7.14
13058 - Library Technician		7.14
13061 - Media Specialist I		5.19
13062 - Media Specialist II		8.10
13063 - Media Specialist III		0.18
13071 - Photographer I	16	.19
13072 - Photographer II	18	.10
13073 - Photographer III	22	.43
13074 - Photographer IV	2	7.44
13075 - Photographer V	33	3.20
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
	(222.1)	
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 (N	on-Rated)	26.70
15020 - Aircrew Training Devices Instructor (R	ated)	34.92
15030 - Air Crew Training Devices Instructor (I	Pilot)	40.60
15050 - Computer Based Training Specialist / Ir		27.72
15060 - Educational Technologist		31.79
15070 - Flight Instructor (Pilot)	4	0.60
15080 - Graphic Artist	23.	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	23.	38.72
15086 - Maintenance Test Pilot, Rotary Wing		38.72
15088 - Non-Maintenance Test/Co-Pilot		38.72
15090 - Technical Instructor	ว	3.88
	2	29.23
15095 - Technical Instructor/Course Developer	20.1	
15110 - Test Proctor	20.1	<i>L</i>
15120 - Tutor	20.12	
16000 - Laundry, Dry-Cleaning, Pressing And Re	1040d ()	ota oma
16010 - Assembler	elated Occup 9.5	

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	
	2.79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupation	ns	
19010 - Machine-Tool Operator (Tool Room)		2.00
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	10.00
21130 - Shipping/Receiving Clerk	19.77	
21140 - Store Worker I	11.86	
21150 - Stock Clerk	15.74	
21130 - Stock Clerk 21210 - Tools And Parts Attendant	18.06	
	18.06	
21410 - Warehouse Specialist		
23000 - Mechanics And Maintenance And Repair Occup	25.13	
23010 - Aerospace Structural Welder		1.6
23019 - Aircraft Logs and Records Technician		.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) Mecl	hanıc	20.60
23092 - Aircrew Life Support Equipment (ALSE) Mecl	hanıc	23.71
II		
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	1
23310 - Fire Extinguisher Repairer	17.76	
23311 - Fuel Distribution System Mechanic	22.9	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	22.32
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	23.68
Mechanic (Research Facility)	
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	14.10
Coordinator	
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 Attend	ant 13.12
28515 - Recreation Specialist	21.97
28630 - Sports Official	14.31
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupationa	
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 (I	HFO) (see 2) 40.29
30011 - Air Traffic Control Specialist, Station (	
30012 - Air Traffic Control Specialist, Termina	
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	40.70	25.60
	30492 - Unexploded Ordnance (UXO) Technician II		30.98
	30493 - Unexploded Ordnance (UXO) Technician III	25.4	37.13
	30494 - Unexploded (UXO) Safety Escort	25.6	
	30495 - Unexploded (UXO) Sweep Personnel		5.60
	30501 - Weather Forecaster I	30.46	
	30502 - Weather Forecaster II	37.04	24.74
	30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.74
	Surface Programs		
	30621 - Weather Observer, Senior (see 2	/	
3	31000 - Transportation/Mobile Equipment Operation O	-	
	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	
		19.40	
	99710 - Recycling Laborer		
	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.

#### 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.

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 | Division of | Revision No.: 16

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Baylor, Wilbarger

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE FOOTN	OTE RATE
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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	21.50
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 Occupati	
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	10.30
11030 - Cleaner, Vehicles	12.84
11030 - Cicanoi, Venicies	14.07

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	13.04
•	16.54
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
<u>e</u>	13.32
12222 - Nursing Assistant II	
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
	36.88
12315 - Registered Nurse III, Anesthetist	
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
1507/ - Liulailaii	<b>∠</b> ⊤.0⊤

13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology System	ms	22.43
Administrator		
13058 - Library Technician		17.14
13061 - Media Specialist I		6.19
13062 - Media Specialist II		8.10
13063 - Media Specialist III		20.18
13071 - Photographer I		5.19
13077 - Photographer II		3.10
13072 - Photographer III		2.43
<u> </u>		2.43 27.44
13074 - Photographer IV		
13075 - Photographer V	3	3.20
13090 - Technical Order Library Clerk		14.55
13110 - Video Teleconference Technician		19.12
14000 - Information Technology Occupations		16.45
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	1	23.63
14170 - System Support Specialist		26.97
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (N	Ion-Rated)	26.70
•		32.32
13020 - Aircrew Training Devices Instructor (R		
15020 - Aircrew Training Devices Instructor (R	Pilot)	38.72
15030 - Air Crew Training Devices Instructor (		38.72 26.70
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / In		26.70
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	nstructor	26.70 31.79
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	nstructor	26.70 31.79 38.72
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	nstructor 23	26.70 31.79 38.72 .17
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	nstructor 23	26.70 31.79 38.72 .17 38.72
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	nstructor 23	26.70 31.79 38.72 .17 38.72 38.72
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	nstructor 23	26.70 31.79 38.72 .17 38.72 38.72 38.72
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	nstructor 23	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	nstructor 23	26.70 31.79 38.72 .17 38.72 38.72 38.72 38.72 23.46 28.70
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	23 23 23 25 28.5 28.5 28.5 28.5 28.5 28.5 28.5 2	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46 28.70
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	18.9 18.94	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46 28.70
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15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R 16010 - Assembler	18.9 elated Occup	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46 28.70 94  pations
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R 16010 - Assembler 16030 - Counter Attendant	18.9 18.94 elated Occup	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46 28.70 94 pations 51 9.51
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	18.9 elated Occup	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46 28.70 94 pations 51 9.51 .21
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	18.94 elated Occup 9.5	26.70 31.79 38.72 .17 38.72 38.72 38.72 38.72 23.46 28.70 94 pations 51 9.51 9.51
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	18.94 elated Occup 9.5	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46 28.70 94 pations 51 9.51 21 9.51 51
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Rough 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	18.94 elated Occup 9.5	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46 28.70 94 pations 51 9.51 9.51 9.51
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / It 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And R 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts	18.94 elated Occup 9.5	26.70 31.79 38.72 .17 38.72 38.72 38.72 38.72 23.46 28.70 94 pations 51 9.51 9.51 9.51 9.51
15030 - Air Crew Training Devices Instructor (15050 - Computer Based Training Specialist / Instructor (15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Rough 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	18.94 elated Occup 9.5	26.70 31.79 38.72 .17 38.72 38.72 38.72 23.46 28.70 94 pations 51 9.51 9.51 9.51

16190 - Sewing Machine Operator	12.00	
16220 - Tailor 12	.79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupations	S	
19010 - Machine-Tool Operator (Tool Room)	2	2.00
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	1.97	
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 Occupa	itions	
23010 - Aerospace Structural Welder	24.89	
23019 - Aircraft Logs and Records Technician	19	0.16
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) Mechanism	anic	20.60
I		
23092 - Aircrew Life Support Equipment (ALSE) Mecha	anic	23.47
II		
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	1.86
23260 - Fabric Worker	19.16	
23290 - Fire Alarm System Mechanic	23.4	7
23310 - Fire Extinguisher Repairer	17.76	
23311 - Fuel Distribution System Mechanic	22.	99
23312 - Fuel Distribution System Operator	17.8	30
23370 - General Maintenance Worker	16.3	
23380 - Ground Support Equipment Mechanic		23.47
23381 - Ground Support Equipment Servicer		9.16
23382 - Ground Support Equipment Worker		0.60
	17.76	
23392 - Gunsmith II	20.60	

23393 - Gunsmith III	23.47
23410 - Heating, Ventilation And Air-Conditioning	22.42
Mechanic	22 (0
23411 - Heating, Ventilation And Air Contidioning	23.68
Mechanic (Research Facility)	27.27
23430 - Heavy Equipment Mechanic	27.36
23440 - Heavy Equipment Operator	22.80
23465 - Laboratory/Shalter Machania	23.47 22.00
23465 - Laboratory/Shelter Mechanic 23470 - Laborer	
23510 - Locksmith	14.31 22.00
23530 - Locksmith 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	14.10
24550 - Case Manager	14.10
24570 - Child Care Attendant	9.42
24580 - Child Care Center Clerk	11.74 10.60
24610 - Chore Aide	14.10
24620 - Family Readiness And Support Services Coordinator	14.10
24630 - Homemaker	14.10
25000 - Plant And System Operations Occupations	14.10
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	1
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	1	3.12
28515 - Recreation Specialist	21.97	
28630 - Sports Official	14.31	
28690 - Swimming Pool Operator	15.97	
29000 - Stevedoring/Longshoremen Occupational Ser	vices	
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	33.70	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist, Station (HFO)	, ,	27.78
30012 - Air Traffic Control Specialist, Terminal (HF		30.59
30021 - Archeological Technician I	19.84	50.55
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	
30082 - Engineering Technician III	19.19	
30083 - Engineering Technician IV	23.77	
	29.07	
30085 - Engineering Technician V	35.18	
30086 - Engineering Technician VI 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	

20275 D ( 1 G 1 G 1)	22.64	
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	25.60
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.	
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	·	0
31000 - Transportation/Mobile Equipment Operation O	-	
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	2
99252 - Laboratory Animal Caretaker II	15.36	5
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	2
99841 - Vending Machine Repairer	21.73	
99842 - Vending Machine Repairer Helper		.22
	17.	_

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

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

HEALTH & WELFARE: \$4.54 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

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.

State: Texas

Area: Texas Counties of Cooke, Delta, Fannin, Navarro

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE
OCCUITION CODE TITLE	IOOIIOIL

**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	17.02
05005 - Automotive Service Geographics 05005 - Automobile Body Repairer, Fiberglass	21.25
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Glass Installer	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 Occupation	ons
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
· , · · <del></del>	=: * *

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
	43.24
12210 - Nuclear Medicine Technologist	
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
	24.53
12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor	
	25.66
13000 - Information And Arts Occupations	20.65
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

12070 11 4:1 /01 1	1.4.22
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology System	as 27.42
Administrator	
13058 - Library Technician	16.29
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	16.50
13072 - Photographer II	18.46
13073 - Photographer III	22.87
13074 - Photographer IV	27.97
13075 - Photographer V	33.85
13090 - Technical Order Library Clerk	18.01
13110 - Video Teleconference Technician	23.75
	23.73
14000 - Information Technology Occupations	17.12
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)
1 J	
14150 - Peripheral Equipment Operator	17.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician	17.13 24.67
14160 - Personal Computer Support Technician	24.67
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	24.67 25.36
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	24.67 25.36 on-Rated) 35.04
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> </ul>	24.67 25.36 on-Rated) 35.04 ated) 41.90
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> </ul>	24.67 25.36 on-Rated) 35.04 ated) 41.90 vilot) 46.12
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	24.67 25.36 on-Rated) 35.04 otted) 41.90 vilot) 46.12 structor 35.04
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> <li>15050 - Computer Based Training Specialist / In</li> <li>15060 - Educational Technologist</li> </ul>	24.67 25.36  on-Rated) on-Rated) otilot) structor  35.04 41.90 46.12 35.04 32.83
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	24.67 25.36  on-Rated) ated) ated) ated) ated) 41.90 atel) 46.12 structor 32.83 46.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No 15020 - Aircrew Training Devices Instructor (Ra 15030 - Air Crew Training Devices Instructor (P 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	24.67 25.36  on-Rated) on-Rated) otilot) structor  35.04 46.12 32.83 46.12 24.97
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	24.67 25.36  on-Rated) on-Rated) otilot) structor  35.04 46.12 32.83 46.12 24.97 46.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	24.67 25.36  on-Rated) ated) 35.04  ated) 41.90 46.12 structor 32.83 46.12 24.97 46.12 46.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	24.67 25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  26.12  26.12  26.12  26.12  46.12  46.12  46.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot.	24.67 25.36  25.36  25.36  25.36  25.36  25.36  26.12 26.12 26.12 26.12 26.12 26.12 26.12 26.12 26.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	24.67 25.36  on-Rated) on-Rated) other atted) other atted) atted atted) atted atted) atted atted) atted
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	24.67 25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  26.12  26.12  26.12  26.12  26.12  26.12  27.21  29.60  19.54  19.54
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor.	24.67 25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  26.12  26.12  26.12  26.12  26.12  26.12  27.21  29.60  19.54  19.54
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	24.67 25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  25.36  26.12  26.12  26.12  26.12  26.12  26.12  27.21  29.60  19.54  19.54
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re	24.67 25.36  on-Rated) 35.04  ated) 41.90  vilot) 46.12  structor 35.04  32.83  46.12  24.97  46.12  46.12  46.12  24.21  29.60  19.54  19.54  lated Occupations
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler.	24.67 25.36  on-Rated) 35.04  ated) 41.90  dilot) 46.12  structor 35.04  32.83  46.12  24.97  46.12  46.12  46.12  24.21  29.60  19.54  19.54  lated Occupations  10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	24.67 25.36  on-Rated) 35.04 on-Rated) 41.90 vilot) 46.12 structor 35.04  32.83  46.12  24.97  46.12  46.12  46.12  24.21  29.60  19.54  19.54  lated Occupations  10.77  10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	24.67 25.36  on-Rated) 35.04  on-Rated) 41.90  of the dilot) 46.12  structor 35.04  32.83  46.12  24.97  46.12  46.12  46.12  24.21  29.60  19.54  19.54  lated Occupations  10.77  10.77  13.57
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	24.67 25.36  on-Rated) 35.04  ated) 41.90  dilot) 46.12  structor 35.04  32.83  46.12  24.97  46.12  46.12  46.12  24.21  29.60  19.54  19.54  lated Occupations  10.77  10.77  13.57  10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	24.67 25.36  on-Rated) 35.04 on-Rated) 41.90 vilot) 46.12 structor 35.04  32.83  46.12  24.97  46.12  46.12  46.12  24.21  29.60  19.54  19.54  lated Occupations  10.77  10.77  10.77  10.77  10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	24.67 25.36  on-Rated) 35.04 ated) 41.90 doi:  other distribution 32.83 46.12 24.97 46.12 46.12 46.12 24.21 29.60 19.54 19.54 lated Occupations 10.77 10.77 10.77 10.77 10.77 10.77 10.77

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	5.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupation	ns	
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)	1	8.36
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 Occup	oations	
23010 - Aerospace Structural Welder	30.47	
23019 - Aircraft Logs and Records Technician	24.3	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	2/•T/
23091 - Aircrew Life Support Equipment (ALSE) Mec		25.95
I	name	23.73
23092 - Aircrew Life Support Equipment (ALSE) Mecl	hanic	29.07
II		_,,,,
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	28.4	-0
23182 - Electronics Technician Maintenance II	29.9	
23183 - Electronics Technician Maintenance III	32.	
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.65	
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21.3	0
23312 - Fuel Distribution System Operator	16.68	
23370 - General Maintenance Worker	17.88	
23380 - Ground Support Equipment Mechanic		9.07
23381 - Ground Support Equipment Servicer	24.	
23382 - Ground Support Equipment Worker	25.	
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	
23372 Guildinia II	20.01	

22222 G 11 W	22.24
23393 - Gunsmith III	22.36
23410 - Heating, Ventilation And Air-Conditioning	21.96
Mechanic	22.00
23411 - Heating, Ventilation And Air Contidioning	23.08
Mechanic (Research Facility)	22.27
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	15.07
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	15.07
Coordinator	17.11
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	22.02
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	17.51
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
	30.10
28000 - Recreation Occupations	12.54
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 Se	
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 (HFC	(see 2) 43.42
30011 - Air Traffic Control Specialist, Station (HFC	O) (see 2) 29.95
30012 - Air Traffic Control Specialist, Terminal (H	(FO) (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
	30.24
30222 - Latent Fingerprint Technician II	
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		7.60
30492 - Unexploded Ordnance (UXO) Technician II	3	3.39
30493 - Unexploded Ordnance (UXO) Technician III	4	0.02
30494 - Unexploded (UXO) Safety Escort	27.60	
30495 - Unexploded (UXO) Sweep Personnel	27.0	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	2) 25.23	
31000 - Transportation/Mobile Equipment Operation C	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 99730 - Refuse Collector	22.87	
99810 - Sales Clerk	17.30 13.65	
99820 - School Crossing Guard	14.11 27.28	
99830 - Surveying Aide	16.34	
99831 - Surveying Technician	20.94	
99832 - Surveying Technician 99840 - Vending Machine Attendant	18.30	
99840 - Vending Machine Attendant 99841 - Vending Machine Repairer	22.63	
99842 - Vending Machine Repairer Helper	18.30	
77074 - Vending Machine Repairer Helper	16.30	

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

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

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 17

Director Wage Determinations Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Erath, Palo Pinto

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
OCCUITION CODE TITLE	IOOIIOIL	$\mathbf{I} \mathbf{U} \mathbf{I} \mathbf{I} \mathbf{L}$

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	17.02
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.49
05040 - Automotive Class Installer	21.40
05070 - Automotive Glass Histarici 05070 - Automotive Worker	21.93
	17.73
05110 - Mobile Equipment Servicer	
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 Occupati	ons
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
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11060 - Elevator Operator	11.90
11090 - Gardener	17.06
11122 - Housekeeping Aide	11.19
± <del>-</del>	11.19
11150 - Janitor	
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
	36.62
12025 - Dental Hygienist	
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
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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
13012 - Exhibits Specialist III	31.28
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13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	37.82
13047 - Librarian	31.56

12050 T.1 A.1 /OL 1	1.4.22	
13050 - Library Aide/Clerk	14.33	
13054 - Library Information Technology System	s 27.42	
Administrator		
13058 - Library Technician	15.98	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	16.50	
13072 - Photographer II	18.46	
13073 - Photographer III	22.87	
13074 - Photographer IV	27.97	
C 1	33.85	
13075 - Photographer V		
13090 - Technical Order Library Clerk	18.01	
13110 - Video Teleconference Technician	23.75	
14000 - Information Technology Occupations	17.12	
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)	
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14150 - Peripheral Equipment Operator	17 13	
14150 - Peripheral Equipment Operator	17.13 24.67	
14160 - Personal Computer Support Technician	24.67	
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>		
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	24.67 25.36	М
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	24.67 25.36 on-Rated) 35.0	)4
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> </ul>	24.67 25.36 25.36 35.0 on-Rated) 35.0 tted) 42.54	)4
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15030 - Air Crew Training Devices I</li></ul>	24.67 25.36 25.36 35.0 on-Rated) 35.0 ted) 42.54 ilot) 50.81	
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Instructor)</li> </ul>	24.67 25.36  on-Rated)  sted)  ilot)  structor  35.0  42.54  50.81  35.04	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist	24.67 25.36  on-Rated) on-Rated) sted) ilot) structor  35.0 42.54 50.81 35.04 32.83	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	24.67 25.36  on-Rated) 35.0  tted) 42.54 ilot) structor 32.83 50.81	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No 15020 - Aircrew Training Devices Instructor (Ra 15030 - Air Crew Training Devices Instructor (P 15050 - Computer Based Training Specialist / Ins 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	24.67 25.36  on-Rated) 35.0  on-Rated) 42.54 ilot) 50.81 32.83 50.81 24.97	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	24.67 25.36  25.36  24.67  25.36  24.67  25.36  35.0  42.54  30.81  35.04  32.83  50.81  24.97  46.12	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	24.67 25.36  25.36  24.67  25.36  24.67  25.36  35.00  42.54  30.81  32.83  50.81  24.97  46.12  46.12	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot.	24.67 25.36  25.36  24.67  25.36  24.67  25.36  24.67  35.00  42.54  50.81  32.83  50.81  24.97  46.12  46.12  46.12  46.12	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	24.67 25.36  25.36  24.67  25.36  24.67  25.36  35.00  42.54  30.81  32.83  50.81  24.97  46.12  46.12	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot.	24.67 25.36  25.36  24.67  25.36  24.67  25.36  24.67  35.00  42.54  50.81  32.83  50.81  24.97  46.12  46.12  46.12  46.12	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	24.67 25.36  25.36  24.67  25.36  24.67  25.36  24.67  35.0  42.54  30.81  35.04  32.83  50.81  24.97  46.12  46.12  46.12  46.12  24.21	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	24.67 25.36  on-Rated) 35.0  tted) 42.54 ilot) 50.81 35.04  32.83 50.81 24.97  46.12 46.12 46.12 24.21 29.60	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	24.67 25.36  25.36  24.67  25.36  24.67  25.36  24.67  35.0  42.54  35.04  32.83  50.81  24.97  46.12  46.12  46.12  46.12  24.21  29.60  19.54  19.54	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	24.67 25.36  25.36  24.67  25.36  24.67  25.36  24.67  35.0  42.54  35.04  32.83  50.81  24.97  46.12  46.12  46.12  46.12  24.21  29.60  19.54  19.54	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref 16010 - Assembler	24.67 25.36  on-Rated) 35.00  tted) 42.54 ilot) 50.81 35.04  32.83 50.81 24.97  46.12 46.12 46.12 24.21 29.60 19.54 19.54 lated Occupations 10.77	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Res. 16010 - Assembler. 16030 - Counter Attendant.	24.67 25.36  25.36  25.36  24.67  25.36  24.67  25.36  25.36  35.00  42.54  32.83  50.81  24.97  46.12  46.12  46.12  46.12  24.21  29.60  19.54  19.54  lated Occupations 10.77  10.77	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Research Counter Attendant 16040 - Dry Cleaner	24.67 25.36  on-Rated) 35.0  on-Rated) 35.04  on-Rated) 42.54 ilot) 50.81 35.04  32.83 50.81 24.97 46.12 46.12 46.12 24.21 29.60 19.54 19.54 lated Occupations 10.77 10.77 13.57	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Research Co-Pilot 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	24.67 25.36  on-Rated) 35.00  ted) 42.54 ilot) 50.81 35.04  32.83 50.81 24.97  46.12 46.12 46.12 24.21 29.60 19.54 19.54 lated Occupations 10.77 10.77 13.57 10.77	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Research Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	24.67 25.36  on-Rated) 35.0 tted) 42.54 ilot) 50.81 32.83 50.81 24.97  46.12 46.12 46.12 24.21  29.60  19.54  19.54  lated Occupations 10.77 10.77 10.77 10.77 10.77	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	24.67 25.36  on-Rated) 35.0 on-Rated) 42.54 ilot) 50.81 structor 35.04  32.83  50.81  24.97  46.12  46.12  46.12  24.21  29.60  19.54  19.54  lated Occupations 10.77 10.77 10.77 10.77 10.77 10.77	
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / Ins. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Research Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	24.67 25.36  on-Rated) 35.0  on-Rated) 35.04  on-Rated) 35.04  structor 32.83 50.81 24.97 46.12 46.12 46.12 24.21 29.60 19.54 19.54 lated Occupations 10.77 10.77 10.77 10.77 10.77 10.77 10.77	

16190 - Sewing Machine Operator	14.22	
16220 - Tailor 15	5.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupation	ıs	
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	
	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 Occup	ations	
23010 - Aerospace Structural Welder	30.47	,
23019 - Aircraft Logs and Records Technician		4.36
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	20101
23091 - Aircrew Life Support Equipment (ALSE) Mech		25.87
I		
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	29.07
II		
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	3.40
23182 - Electronics Technician Maintenance II	29	9.93
23183 - Electronics Technician Maintenance III	3	1.55
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.6	5
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21	.30
23312 - Fuel Distribution System Operator	16.0	68
23370 - General Maintenance Worker	17.8	38
23380 - Ground Support Equipment Mechanic		29.07
23381 - Ground Support Equipment Servicer	2	4.36
23382 - Ground Support Equipment Worker	2	25.87
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	

2222	22.26
23393 - Gunsmith III	22.36
23410 - Heating, Ventilation And Air-Conditioning	21.96
Mechanic	22.00
23411 - Heating, Ventilation And Air Contidioning	23.08
Mechanic (Research Facility)	22.27
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 23960 - Welder, Combination, Maintenance	31.33
	18.93 24.29
23965 - Well Driller	
23970 - Woodcraft Worker	22.36 17.48
23980 - Woodworker	17.48
24000 - Personal Needs Occupations	15.07
24550 - Case Manager 24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	10.10
24620 - Family Readiness And Support Services	15.07
Coordinator	13.07
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	17.75
25010 - Poiler 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	17.03
27000 - Floteenve Service Gecapations 27004 - Alarm Monitor	17.51
27007 - Alarm Wollifol 27007 - Baggage Inspector	15.51
27007 - Baggage Inspector 27008 - Corrections Officer	19.82
27008 - Corrections Officer 27010 - Court Security Officer	23.50
27030 - Court Security Officer 27030 - Detection Dog Handler	18.61
27030 Detection Dog Handier	10.01

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
	30.10
27132 - Police Officer II	30.10
28000 - Recreation Occupations	10.54
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 Se	
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 (HFC	O) (see 2) 43.42
30011 - Air Traffic Control Specialist, Station (HF	O) (see 2) 29.95
30012 - Air Traffic Control Specialist, Terminal (H	IFO) (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
<b>-</b> 1	
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) Technic	cian I 27.60
30492 - Unexploded Ordnance (UXO) Technic	
30493 - Unexploded Ordnance (UXO) Technic	cian 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 A	Air Or (see 2) 24.97
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.23
31000 - Transportation/Mobile Equipment Open	1
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 99842 - Vending Machine Repairer Helper	22.63 18.30
77042 - Vending Machine Repairer Helper	10.30

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Camp, Cass, Cherokee, Franklin, Harrison, Marion, Morris, Panola, Red River, Titus

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

# OCCUPATION CODE - TITLE

**FOOTNOTE** 

**RATE** 

01000 - Administrative Support And Clerical Occupations			
01011 - Accounting Clerk I	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 M	12.04	
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	20.0	05
01290 - Rental Clerk	12.73	
01300 - Scheduler, Maintenance	14.0	52
01311 - Secretary I	14.62	-
01312 - Secretary II	16.35	
01313 - Secretary III	18.22	
01320 - Service Order Dispatcher	16.22	2/
01410 - Supply Technician	23.33	<b>5</b> T
	14.17	
01420 - Survey Worker	14.1/	11.00
01460 - Switchboard Operator/Receptionist	12.00	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	21.4	9
05040 - Automotive Glass Installer	20.	29
05070 - Automotive Worker	20.2	
05110 - Mobile Equipment Servicer		7.73
05130 - Motor Equipment Metal Mechanic	1	22.68
05160 - Motor Equipment Metal Worker		20.29
05190 - Motor Vehicle Mechanic	22	.68
05220 - Motor Vehicle Mechanic Helper	22	.06 16.41
		19.04
05250 - Motor Vehicle Upholstery Worker	20	
05280 - Motor Vehicle Wrecker	20.	
05310 - Painter, Automotive	21.49	
05340 - Radiator Repair Specialist	20.2	.9
05370 - Tire Repairer	15.76	• 60
05400 - Transmission Repair Specialist	22	2.68
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	10.1	2
07210 - Meat Cutter	14.20	
07260 - Waiter/Waitress	9.26	
09000 - Furniture Maintenance And Repair Occupation	ns	
09010 - Electrostatic Spray Painter	18.0	6
09040 - Furniture Handler	11.41	
09080 - Furniture Refinisher	18.06	
09090 - Furniture Refinisher Helper	13.	88
09110 - Furniture Repairer, Minor	15.9	
09130 - Upholsterer	18.06	•
11000 - General Services And Support Occupations	_ 3.30	
contract and cappoin covapations		

11030 - Cleaner, Vehicles	12.00
11060 - Elevator Operator	11.90
11090 - Gardener	17.06
	11.19
11122 - Housekeeping Aide	
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 Assistant 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
<u> </u>	46.43
12316 - Registered Nurse IV	
12317 - Scheduler (Drug and Alcohol Testing)	24.37
12320 - Substance Abuse Treatment Counselor	24.06
13000 - Information And Arts Occupations	40.00
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 System	ıs	22.29
Administrator		
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	1-	4.30
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.13	3
14042 - Computer Operator II	19.1	6
14043 - Computer Operator III	21.3	6
14044 - Computer Operator IV	23.7	74
14045 - Computer Operator V	24.4	19
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	1	17.13
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist	26.	31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (No	on-Rated)	31.80
15020 - Aircrew Training Devices Instructor (Ra	,	38.48
15030 - Air Crew Training Devices Instructor (P		46.12
15050 - Computer Based Training Specialist / In	structor	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 Re	lated Occupation	ıS
16010 - Assembler	10.77	
16030 - Counter Attendant	10.77	
16040 - Dry Cleaner	13.57	
16070 - Finisher, Flatwork, Machine		.77
16090 - Presser, Hand	10.77	
16110 - Presser, Machine, Drycleaning		0.77
16130 - Presser, Machine, Shirts	10.7	7

16160 - Presser, Machine, Wearing Apparel, Laundry	<i>I</i>	10.77
16190 - Sewing Machine Operator	14.22	•
16220 - Tailor	15.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupat	ions	
19010 - Machine-Tool Operator (Tool Room)		18.96
19040 - Tool And Die Maker	23.82	10.70
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	
	18.36	
21410 - Warehouse Specialist		
23000 - Mechanics And Maintenance And Repair Occ	•	ı
23010 - Aerospace Structural Welder	26.54	
23019 - Aircraft Logs and Records Technician		0.97
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 Technicis		22.78
23080 - Aircraft Worker	22.20	22.70
23091 - Aircrew Life Support Equipment (ALSE) Mo		22.20
1	Chame	22.20
22002 Aircrass Life Course at Equipment (ALCE) M	1	25.25
23092 - Aircrew Life Support Equipment (ALSE) Mo	ecnanic	25.25
	24.40	
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		7.54
23182 - Electronics Technician Maintenance II		9.15
23183 - Electronics Technician Maintenance III		0.77
23260 - Fabric Worker	18.77	0.77
		· E
23290 - Fire Alarm System Mechanic	21.6	5
23310 - Fire Extinguisher Repairer	17.48	20
23311 - Fuel Distribution System Mechanic		.30
23312 - Fuel Distribution System Operator	17.0	
23370 - General Maintenance Worker	17.8	38
23380 - Ground Support Equipment Mechanic		25.25
23381 - Ground Support Equipment Servicer	2	0.97
23382 - Ground Support Equipment Worker		22.20
23391 - Gunsmith I	17.48	
	1,.10	

22202 Gungmith II	20.01	
23392 - Gunsmith II 23393 - Gunsmith III	20.01 22.36	
23410 - Heating, Ventilation And Air-Conditioning	21.96	
Mechanic	21.70	
23411 - Heating, Ventilation And Air Contidioning	23.08	
Mechanic (Research Facility)	23.00	
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	14.91	
Coordinator		
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	4.5.00	
27004 - Alarm Monitor	16.09	
27007 - Baggage Inspector	14.06	
27008 - Corrections Officer	19.82	
27010 - Court Security Officer	19.65	

25020 D D	1551
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 Ser	rvices
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	22.12
30010 - Air Traffic Control Specialist, Center (HFO	(see 2) 43.42
30011 - Air Traffic Control Specialist, Station (HFO	
30012 - Air Traffic Control Specialist, Terminal (HF	
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
-	19.96
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	
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	2) 24.7	3
31000 - Transportation/Mobile Equipment Operation O	,	
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	12.78	
31290 - Farking and Lot Attendant 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	16.20	
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	12.5	1
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		.30

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

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

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Angelina, Jasper, Nacogdoches, Polk, Sabine, San Augustine, Shelby, Tyler

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

## OCCUPATION CODE - TITLE

FOOTNOTE

**RATE** 

01000 - Administrative Support And Clerical Occupations	3
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 Managara Caradan	12.02
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	22.02
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 Occupatio	ns
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	
11 1	

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	17.26
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
	17.81
12195 - Medical Transcriptionist	
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	21.71
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
•	28.94
13013 - Exhibits Specialist III	
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	7
13054 - Library Information Technology System	IS	23.66
Administrator		
13058 - Library Technician	12.92	2
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	18.7	73
14042 - Computer Operator II	21.4	12
14043 - Computer Operator III	25.0	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 (No	on-Rated)	32.78
15020 - Aircrew Training Devices Instructor (Ra	ıted)	39.66
15030 - Air Crew Training Devices Instructor (P	ilot)	47.54
15050 - Computer Based Training Specialist / In	structor	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 Re	lated Occupatio	ns
16010 - Assembler	10.88	
16030 - Counter Attendant	10.88	3
16040 - Dry Cleaner	13.96	
16070 - Finisher, Flatwork, Machine	1	0.88
16090 - Presser, Hand	10.88	
16110 - Presser, Machine, Drycleaning		10.88
16130 - Presser, Machine, Shirts	10.8	38

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 Occupation	ons	
19010 - Machine-Tool Operator (Tool Room)	2	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 Occ		
23010 - Aerospace Structural Welder	24.73	
23019 - Aircraft Logs and Records Technician		9.48
23021 - Aircraft Mechanic I	23.70	. 10
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 Technicia		22.46
23080 - Aircraft Worker	20.95	22.10
23091 - Aircrew Life Support Equipment (ALSE) Me		20.95
I	Chame	20.73
23092 - Aircrew Life Support Equipment (ALSE) Me	echanic	23.70
II	Chame	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		.81
23182 - Electronics Technician Maintenance II		0.93
23183 - Electronics Technician Maintenance III		1.56
23260 - Fabric Worker	19.48	
23290 - Fire Alarm System Mechanic	23.3	3
23310 - Fire Extinguisher Repairer	17.98	5
23311 - Fuel Distribution System Mechanic	20.	16
23312 - Fuel Distribution System Operator	16.2	
23370 - General Maintenance Worker	18.4	
23380 - Ground Support Equipment Mechanic		23.70
23381 - Ground Support Equipment Servicer		9.48
23382 - Ground Support Equipment Worker		0.95
23391 - Gunsmith I	17.98	
	1,,,,	

23392 - Gunsmith II	20.95	
23393 - Gunsmith III	23.70	
23410 - Heating, Ventilation And Air-Conditioning	20.28	
Mechanic		
23411 - Heating, Ventilation And Air Contidioning	21.38	
Mechanic (Research Facility)		
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	16.34	
Coordinator		
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	3.43
28515 - Recreation Specialist	19.10	
28630 - Sports Official	15.14	
28690 - Swimming Pool Operator	16.40	
29000 - Stevedoring/Longshoremen Occupational Serv	vices	
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)	, ,	31.94
30012 - Air Traffic Control Specialist, Terminal (HFC	• •	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	
2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	22.07	

30364 - Paralegal/Legal Assistant IV	Δ	1.01
30375 - Petroleum Supply Specialist		1.34
30390 - Photo-Optics Technician		5.62
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) Technic		29.44
30492 - Unexploded Ordnance (UXO) Technic		35.62
30493 - Unexploded Ordnance (UXO) Technic		42.69
30494 - Unexploded (UXO) Safety Escort	1411	29.44
30495 - Unexploded (UXO) Sweep Personnel		29.44
30501 - Weather Forecaster I	28.3	
30502 - Weather Forecaster II	34.5	
30620 - Weather Observer, Combined Upper A		
Surface Programs	(500 2)	25.05
30621 - Weather Observer, Senior	(see 2)	25.62
31000 - Transportation/Mobile Equipment Opera	,	
31010 - Airplane Pilot	35.62	10
31020 - Bus Aide	13.12	
31030 - Bus Driver	19.13	
31043 - Driver Courier	11.74	
31260 - Parking and Lot Attendant		1.46
31290 - Shuttle Bus Driver	12.72	
31310 - Taxi Driver	11.98	_
31361 - Truckdriver, Light	12.72	)
31362 - Truckdriver, Medium		.70
31363 - Truckdriver, Heavy	20.5	
31364 - Truckdriver, Tractor-Trailer		0.57
99000 - Miscellaneous Occupations	20	<i>3.31</i>
99020 - Cabin Safety Specialist	17.3	37
99030 - Cashier	10.28	31
99050 - Desk Clerk	9.91	
99095 - Embalmer	29.44	
99130 - Flight Follower	29.44	
99251 - Laboratory Animal Caretaker I	27.11	18.59
99252 - Laboratory Animal Caretaker II		20.60
99260 - Marketing Analyst	28.7	
99310 - Mortician	29.44	
99410 - Pest Controller	18.15	
99510 - Photofinishing Worker		.47
99710 - Recycling Laborer	16.8	
99711 - Recycling Specialist	20.6	
99730 - Refuse Collector	15.00	
99810 - Sales Clerk	11.80	
99820 - School Crossing Guard		.80
99830 - Survey Party Chief	24.0	
99831 - Surveying Aide	13.65	
99832 - Surveying Technician	17.	
99840 - Vending Machine Attendant	- / ·	20.42
99841 - Vending Machine Repairer		26.05
99842 - Vending Machine Repairer Helper		20.42

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

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

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 18

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Houston, Trinity

<sup>\*\*</sup>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
01531 - Travel Clerk II	16.90
01533 - Travel Clerk III	18.12
01535 - Travel Clerk III 01611 - Word Processor I	
	14.51
01612 - Word Processor II	16.29
01613 - Word Processor III	18.22
05000 - Automotive Service Occupations	07.77
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 Occupati	
09010 - Electrostatic Spray Painter	24.39
09040 - Furniture Handler	15.07
09040 - Furniture Handler 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	11.26
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
	14.48
12223 - Nursing Assistant III	
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
e e e e e e e e e e e e e e e e e e e	
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
	17.30
13042 - Illustrator II	22.01
120.42 111	23.91
13043 - Illustrator III	30.12
13043 - Illustrator III 13047 - Librarian	

12050 I. I A. I. /CI - I.	17	77
13050 - Library Aide/Clerk		24.00
13054 - Library Information Technology System	ıs	24.09
Administrator	4 .	6.04
13058 - Library Technician		5.04
13061 - Media Specialist I		39
13062 - Media Specialist II		.46
13063 - Media Specialist III		.68
13071 - Photographer I	17.0	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	1	9.14
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	(500 1)	19.14
14160 - Personal Computer Support Technician		26.53
14170 - System Support Specialist		32.89
15000 - Instructional Occupations		32.07
15010 - Aircrew Training Devices Instructor (No	on-Rated)	33.08
15020 - Aircrew Training Devices Instructor (Ra		40.02
15030 - Air Crew Training Devices Instructor (F	,	47.98
15050 - Computer Based Training Specialist / In		33.08
15060 - Educational Technologist	1511 40101	32.42
15070 - Flight Instructor (Pilot)	47	'.98
15080 - Graphic Artist	27.4	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	27.1	47.54
15086 - Maintenance Test Pilot, Rotary Wing		47.54
15088 - Non-Maintenance Test/Co-Pilot		47.54
15000 Ivon Wantenance Test Co I not		
15090 - Technical Instructor	22	
15090 - Technical Instructor/Course Developer	22	2.43
15095 - Technical Instructor/Course Developer		27.43
15095 - Technical Instructor/Course Developer 15110 - Test Proctor	18.43	27.43
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	18.43 18.43	27.43 27.43
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re	18.43 18.43 Plated Occupa	27.43 27.43 ations
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	18.43 18.43 Plated Occupa 10.8	27.43 27.43 3 ations
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant	18.43 18.43 Plated Occupa 10.83	27.43 27.43 3 ations 8 0.88
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	18.43 18.43 Plated Occupa 10.8	27.43 27.43 3 ations 8 0.88 6
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	18.43 18.43 Plated Occupa 10.83 10 13.9	27.43 3 attions 8 0.88 6 10.88
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	18.43 18.43 Plated Occupa 10.83	27.43 27.43 3 ations 8 0.88 6 10.88
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	18.43 18.43 Plated Occupa 10.89 10 13.9	27.43 27.43 3 ations 8 0.88 6 10.88 10.88
15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	18.43 18.43 Plated Occupa 10.83 10 13.9	27.43 27.43 3 ations 8 0.88 6 10.88

16190 - Sewing Machine Operator	14.76	)
16220 - Tailor 15	5.89	
16250 - Washer, Machine	11.92	
19000 - Machine Tool Operation And Repair Occupation	ıs	
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	
	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 Occup		
23010 - Aerospace Structural Welder	29.47	7
23019 - Aircraft Logs and Records Technician		4.44
23021 - Aircraft Mechanic I	28.07	1.11
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	24.44	25.61
23080 - Aircraft Worker	25.76	23.01
23091 - Aircraft Worker 23091 - Aircraft Life Support Equipment (ALSE) Mech		25.76
I	iaiiic	23.70
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	28.07
II		
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	7.92
23182 - Electronics Technician Maintenance II	29	9.93
23183 - Electronics Technician Maintenance III	3	1.56
23260 - Fabric Worker	19.48	
23290 - Fire Alarm System Mechanic	23.3	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	18.0	
23380 - Ground Support Equipment Mechanic		28.07
23381 - Ground Support Equipment Servicer	2	4.44
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	21.04
Mechanic	21.04
23411 - Heating, Ventilation And Air Contidioning	21.95
Mechanic (Research Facility)	21.93
• • • • • • • • • • • • • • • • • • • •	26.17
23430 - Heavy Equipment Mechanic	19.34
23440 - Heavy Equipment Operator	
23460 - Instrument Mechanic	25.87 22.46
23465 - Laboratory/Shelter Mechanic	-
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	16.34
Coordinator	
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.95
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	23.95
25190 - Ventilation Equipment Tender	16.42
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	10.32
27000 - Protective Service Occupations 27004 - Alarm Monitor	16.14
27007 - Alarm Monitor 27007 - Baggage Inspector	12.53
27007 - Baggage Hispector 27008 - Corrections Officer	19.62
27008 - Corrections Officer 27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27030 - Decenon Dog Handiel	17.70

0.000	40.60	
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	12.2	7
28042 - Carnival Equipment Repairer	13.43	3
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		1.65
28515 - Recreation Specialist	19.61	1.03
-	12.71	
28630 - Sports Official		
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Ser		
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 (HF	O) (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	
=	24.71	
30062 - Drafter/CAD Operator II		
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	
1000. I manager Legal I lookedite I v	11.27	

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	2	29.44	
30501 - Weather Forecaster I	28.93		
30502 - Weather Forecaster II	35.17		
30620 - Weather Observer, Combined Upper Air C	Or (see 2)	27.56	
Surface Programs			
30621 - Weather Observer, Senior (se	ee 2) 30.48	}	
31000 - Transportation/Mobile Equipment Operation	n 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	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Blanco, Burnet, Fayette, Lee, Llano, Milam, San Saba

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupation	ns
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
	20.08
01312 - Secretary II	
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
<u>*</u>	
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 Occupati	ons
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
11000 Cleaner, Comores	13.00

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	10.26
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
12100 - 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 - Registered Purise TV 12317 - Scheduler (Drug and Alcohol Testing)	24.71
12320 - Substance Abuse Treatment Counselor	
	21.55
13000 - Information And Arts Occupations	10.55
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	1	3.39	
13054 - Library Information Technology System	ns	22.3	8
Administrator			
13058 - Library Technician		6.88	
13061 - Media Specialist I		5.14	
13062 - Media Specialist II		3.05	
13063 - Media Specialist III		0.14	
13071 - Photographer I	16.		
13072 - Photographer II		.57	
13073 - Photographer III		.01	
13074 - Photographer IV		3.15	
13075 - Photographer V	34	4.06	
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	( 1)	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)	17 41	
1/1150 Domphorol Fautomant Operator			
14150 - Peripheral Equipment Operator		17.41	1
14160 - Personal Computer Support Technician		24.14	ļ
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>			1
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>		24.1 <sup>2</sup> 22.88	
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> </ul>	on-Rated)	24.14 22.88	4.56
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> </ul>	on-Rated) ated)	22.88 24.14 22.88 34 41.8	4.56 2
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> </ul>	on-Rated) ated) Pilot)	24.14 22.88 34 41.8 50.12	4.56 2 2
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> <li>15050 - Computer Based Training Specialist / In</li> </ul>	on-Rated) ated) Pilot)	22.88 24.14 22.88 34 41.8	4.56 2 2
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> <li>15050 - Computer Based Training Specialist / In</li> <li>15060 - Educational Technologist</li> </ul>	fon-Rated) ated) Pilot) nstructor	24.14 22.88 34 41.8 50.12 34.:	4.56 2 2
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> <li>15050 - Computer Based Training Specialist / In</li> </ul>	fon-Rated) ated) Pilot) nstructor	24.14 22.88 34.8 50.12 34.3 33.26 0.12	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	fon-Rated) ated) Pilot) nstructor	24.14 22.88 34.8 50.12 34.3 33.26 0.12	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	fon-Rated) ated) Pilot) nstructor	24.14 22.88 34 41.8 50.12 34.3 33.26 0.12	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	fon-Rated) ated) Pilot) nstructor	24.14 22.88 34 41.8 50.12 33.26 0.12 13 45.50	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	fon-Rated) ated) Pilot) nstructor 5 22.	24.14 22.88 34.8 50.12 34.3 33.26 0.12 13 45.50 45.50	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	fon-Rated) ated) Pilot) nstructor 5 22.	24.14 22.88 34 41.8 50.12 33.26 0.12 13 45.50 45.50 45.50	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / II 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	fon-Rated) ated) Pilot) Instructor  2-  19.4	24.14 22.88  34 41.8 50.12 34.3 33.26 0.12  13  45.50 45.50 45.50 45.50  4.04  29.40	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / II 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	fon-Rated) ated) Pilot) Instructor  22.  19.4 19.64	24.14 22.88  34 41.8 50.12 33.26 0.12  13  45.50 45.50 45.50  4.04  29.40	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref	fon-Rated) ated) Pilot) nstructor  5 22.  19.4 19.64 elated Occup	24.14 22.88  34 41.8 50.12 34.3 33.26 0.12 13  45.50 45.50 45.50 45.50 404 29.40  0  ations	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	fon-Rated) ated) Pilot) Instructor  2-  19.4 19.64 elated Occup	24.14 22.88  34 41.8 50.12 34.3 33.26 0.12  13  45.50 45.50 45.50  404  29.40  0  ations	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant	fon-Rated) ated) Pilot) Instructor  22.  19.4 19.64 elated Occup 10.0	24.14 22.88  34 41.8 50.12 33.26 0.12  13  45.50 45.50 45.50  40.04  29.40  0  ations 3 0.03	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	fon-Rated) ated) Pilot) Instructor  2-  19.4 19.64 elated Occup	24.14 22.88  34 41.8 50.12 34.3 33.26 0.12  13  45.50 45.50 45.50  40.4  29.40  0  ations 3 0.03	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	fon-Rated) ated) Pilot) Instructor  2-  19.4 19.64 elated Occup 10.0 1 12.1	24.14 22.88  34 41.8 50.12 34.3 33.26 0.12  13  45.50 45.50 45.50  404  29.40  0  ations 3 0.03 17 10.03	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	fon-Rated) ated) Pilot) Instructor  22.  19.4 19.64 elated Occup 10.0	24.14 22.88  34 41.8 50.12 34.3 33.26 0.12  13  45.50 45.50 45.50  40.04  29.40  0  ations 3 0.03  17 10.03	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	fon-Rated) ated) Pilot) Instructor  2-  19.4 19.64 elated Occup 10.0 1 12.1	24.14 22.88  34 41.8 50.12 34.3 33.26 0.12 13 45.50 45.50 45.50 4.04 29.40 0 ations 3 0.03 17 10.03 03 10.03	4.56 2 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	fon-Rated) ated) Pilot) Instructor  22.  19.4 19.64 elated Occup 10.0 1 12.1	24.14 22.88  34 41.8 50.12 34.3 33.26 0.12  13  45.50 45.50 45.50  40.04  29.40  0  ations 3 0.03  17 10.03	4.56 2 2 56

16190 - Sewing Machine Operator	12.86	
16220 - Tailor 13	3.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupation	ıS	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occup		
23010 - Aerospace Structural Welder	24.73	
23019 - Aircraft Logs and Records Technician	_	9.26
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	22.14
23070 - Aircraft Survival Flight Equipment Technician	20.70	22.14
23080 - Aircraft Worker	20.70	20.70
23091 - Aircrew Life Support Equipment (ALSE) Mech	ianic	20.70
I		22.47
23092 - Aircrew Life Support Equipment (ALSE) Mech	ianic	23.47
II	20.25	
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41 28.48	
23125 - Cable Splicer	18.84	
23130 - Carpenter, Maintenance 23140 - Carpet Layer	19.02	
23160 - Carpet Layer 23160 - Electrician, Maintenance	24.70	
23181 - Electronics Technician Maintenance I		'.85
23182 - Electronics Technician Maintenance II		.80
23183 - Electronics Technician Maintenance III		3.66
23260 - Fabric Worker	17.70	5.00
23290 - Fire Alarm System Mechanic	21.5	Q
23310 - Fire Extinguisher Repairer	16.41	O
23311 - Fuel Distribution System Mechanic		.49
23312 - Fuel Distribution System Operator	15.8	
23370 - General Maintenance Worker	16.1	
23380 - Ground Support Equipment Mechanic		23.47
23381 - Ground Support Equipment Servicer		9.26
23382 - Ground Support Equipment Worker		0.70
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	
	->. <b>-</b>	

22222 G 14 W	21.50
23393 - Gunsmith III	21.58
23410 - Heating, Ventilation And Air-Conditioning	20.36
Mechanic	21.45
23411 - Heating, Ventilation And Air Contidioning	21.45
Mechanic (Research Facility)	
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	14.88
Coordinator	
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	10.71
27000 - Protective Service Occupations 27004 - Alarm Monitor	16.80
27004 - Alarm Monitor 27007 - Baggage Inspector	14.54
27007 - Baggage Inspector 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	
27101 - Guard I 27102 - Guard II		
27131 - Police Officer I	16.26	
	23.59	
27132 - Police Officer II	26.22	
28000 - Recreation Occupations	12.24	2
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		0.47
28515 - Recreation Specialist	17.50	
28630 - Sports Official	11.43	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Serv	vices	
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 (HF	O) (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	

30390 - Photo-Optics Technician   28.76	30375 - Petroleum Supply Specialist	35.19	
30395 - Radiation Control Technician   30461 - Technical Writer I   28.76   30462 - Technical Writer II   35.19   30463 - Technical Writer III   42.57   30491 - Unexploded Ordnance (UXO) Technician II   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) Safety Escort   29.44   30495 - Unexploded (UXO) Sweep Personnel   31.86   30501 - Weather Forecaster II   31.86   30502 - Weather Forecaster II   31.86   30502 - Weather Forecaster II   31.86   30502 - Weather Observer, Combined Upper Air Or   35.62   31000 - Transportation/Mobile Equipment Operation Occupations   31010 - Airplane Pilot   35.62   31000 - Transportation/Mobile Equipment Operation Occupations   31010 - Airplane Pilot   31.260   31.260   31.360			
30461 - Technical Writer I   35.19   30462 - Technical Writer II   35.19   30463 - Technical Writer III   42.57   30491 - Unexploded Ordnance (UXO) Technician II   35.62   30493 - Unexploded Ordnance (UXO) Technician II   35.62   30493 - Unexploded Ordnance (UXO) Technician II   35.62   30494 - Unexploded (UXO) Safety Escort   29.44   30495 - Unexploded (UXO) Safety Escort   29.44   30495 - Unexploded (UXO) Sweep Personnel   31.86   30502 - Weather Forecaster II   31.86   38.75   30502 - Weather Forecaster II   38.75   30620 - Weather Observer, Combined Upper Air Or   (see 2)   25.88   30621 - Weather Observer, Senior   (see 2)   28.76   31000 - Transportation/Mobile Equipment Operation Occupations   31010 - Airplane Pilot   35.62   31020 - Bus Aide   12.42   31303 - 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   15.57   31362 - Truckdriver, Light   15.57   31362 - Truckdriver, Medium   16.79   31363 - Truckdriver, Medium   16.79   31364 - Truckdriver, Heavy   18.94   31364 - Truckdriver, Tractor-Trailer   99000 - Miscellaneous Occupations   99020 - Cabin Safety Specialist   17.37   99030 - Cashier   11.05   99055 - Desk Clerk   10.65   9055 - Desk Clerk   10.65			
30462 - Technical Writer II   30463 - Technical Writer III   42.57			
30463 - Technical Writer III   29.44     30491 - Unexploded Ordnance (UXO) Technician I   33.62     30492 - Unexploded Ordnance (UXO) Technician III   42.69     30493 - Unexploded (UXO) Safety Escort   29.44     30495 - Unexploded (UXO) Safety Escort   29.44     30495 - Unexploded (UXO) Sweep Personnel   29.44     30495 - Unexploded (UXO) Sweep Personnel   31.86     30501 - Weather Forecaster II   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, Medium   16.79     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   13.38     99260 - Marketing Analyst   33.05     99310 - Mortician   30.45     99310 - Mortician   30.45     99310 - Recycling Specialist   22.12     99711 - Recycling Specialist   22.12     99710 - Recycling Specialist   22.12     99711 - Recycling Specialist   16.68     99810 - Sales Clerk   11.63     99820 - School Crossing Guard   12.82     99831 - Surveying Aide   17.01     99832 - Surveying Aide   17.01     99832 - Surveying Aide   17.01     99834 - Vending Machine Repairer   22.95			
30491 - Unexploded Ordnance (UXO) Technician II   35.62   30493 - Unexploded Ordnance (UXO) Technician III   35.62   30493 - Unexploded Ordnance (UXO) Technician III   35.62   30493 - Unexploded (UXO) Safety Escort   29.44   30495 - Unexploded (UXO) Sweep Personnel   29.44   30501 - Weather Forecaster II   31.86   30502 - Weather Forecaster II   38.75   30620 - Weather Observer, Combined Upper Air Or   (see 2)   25.88   30621 - Weather Observer, Senior   (see 2)   28.76   31000 - Transportation/Mobile Equipment Operation Occupations   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   31362 - Truckdriver, Light   15.57   31362 - Truckdriver, Medium   16.79   31363 - Truckdriver, Heavy   18.94   31364 - Truckdriver, Tractor-Trailer   18.94   99000 - Miscellancous 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 I   12.28   99250 - Marketing Analyst   30.45   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - 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   99831 - Surveying Aide   17.01   99832 - Surveying Technician   21.77   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Attendant   22.95			
30492 - Unexploded Ordnance (UXO) Technician III 30493 - Unexploded Ordnance (UXO) Technician III 30493 - Unexploded (UXO) Safety Escort 29.44 30494 - Unexploded (UXO) Sweep Personnel 30501 - Weather Forecaster I 30502 - Weather Forecaster II 31.86 30502 - Weather Forecaster II 33.875 30620 - Weather Observer, Combined Upper Air Or Surface Programs 30621 - Weather Observer, Senior Surface Programs 30620 - Bus Aide Surplane Pilot Surplane Surpl		42.57	20.44
30493 - Unexploded Ordnance (UXO) Technician III   30494 - Unexploded (UXO) Safety Escort   29.44   30495 - Unexploded (UXO) Sweep Personnel   31.86   30502 - Weather Forecaster II   31.86   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 - Txix Driver   15.57   31361 - Truckdriver, Light   15.57   31362 - Truckdriver, Medium   16.79   31363 - Truckdriver, Heavy   18.94   31364 - Truckdriver, Heavy   18.94   31364 - Truckdriver, Tractor-Trailer   11.05   99020 - Cashier   11.05   99030 - Cashier   11.05   99030 - Cashier   11.05   99030 - Desk Clerk   10.65   99095 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - Laboratory Animal Caretaker I   12.28   99252 - Laboratory Animal Caretaker I   12.28   99250 - Marketing Analyst   33.05   33.05   99310 - 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 narty Chief   24.75   99831 - Surveying Aide   17.01   99832 - Surveying Machine Attendant   18.22   99841 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95	•		
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   13.26     31361 - Truckdriver, Light   15.57     31362 - Truckdriver, Medium   16.79     31363 - Truckdriver, Medium   16.79     31364 - 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     99055 - Embalmer   30.45     99130 - Flight Follower   29.44     99251 - Laboratory Animal Caretaker II   13.38     99252 - Laboratory Animal Caretaker II   30.45     99252 - Laboratory Animal Caretaker II   30.45     99310 - Mortician   30.45     99310 - Mortician   30.45     99310 - Photofinishing Worker   15.47     99710 - Recycling Laborer   18.36     99711 - Recycling Specialist   22.12     99730 - School Crossing Guard   12.82     99830 - Survey Party Chief   24.75     99831 - Surveying Technician   21.77     99840 - Vending Machine Attendant   18.22     99841 - Vending Machine Repairer   22.95	• /		
30495 - Unexploded (UXO) Sweep Personnel   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   311030 - Bus Driver   17.20   311043 - Driver Courier   14.33   31290 - 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   99050 - Desk Clerk   10.65   99052 - Laboratory Animal Caretaker I   12.28   99251 - Laboratory Animal Caretaker I   13.38   99250 - Marketing Analyst   33.05   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - Photofinishing Worker   15.47   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   10.00   1	• /		
30501 - Weather Forecaster I   31.86   30502 - Weather Forecaster II   38.75   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   99055 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - Laboratory Animal Caretaker II   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 Technician   21.77   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Attendant   18.22   99841 - Vending Machine Attendant   22.95   10.2			
30502 - Weather Forecaster II   30620 - Weather Observer, Combined Upper Air Or   (see 2)   25.88			9.44
30620 - Weather Observer, Combined Upper Air Or 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 II   13.38   99260 - Marketing Analyst   33.05   99310 - Mortician   30.45   99310 - Mortician   30.45   99510 - Photofinishing Worker   15.47   99710 - Recycling Laborer   18.36   99711 - Recycling Specialist   22.12   99730 - Refuse Collector   16.68   99820 - School Crossing Guard   12.82   99830 - Survey Party Chief   24.75   99831 - Surveying Technician   21.77   99840 - Vending Machine Repairer   22.95			
Surface Programs 30621 - Weather Observer, Senior 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 31290 - Shuttle Bus Driver 15.57 31310 - Taxi Driver 13.26 31361 - Truckdriver, Light 31362 - Truckdriver, Medium 16.79 31363 - Truckdriver, Heavy 18.94 31364 - Truckdriver, Heavy 18.94 31364 - Truckdriver, Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99020 - Cabin Safety Specialist 17.37 99030 - Cashier 11.05 99050 - Desk Clerk 99055 - Embalmer 30.45 99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker I 12.28 99252 - Laboratory Animal Caretaker I 99310 - Mortician 30.45 99410 - Pest Controller 22.57 99510 - Photofinishing Worker 15.47 99710 - Recycling Laborer 99710 - Recycling Laborer 18.36 99711 - Recycling Specialist 22.12 99730 - Refuse Collector 99810 - Sales Clerk 11.63 99820 - School Crossing Guard 12.82 99830 - Survey Party Chief 99832 - Surveying Technician 99840 - Vending Machine Attendant 18.22 99841 - Vending Machine Attendant 18.22			
30621 - Weather Observer, Senior   (see 2)   28.76	30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.88
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   99055 - 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   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 Technician   21.77   99840 - Vending Machine Repairer   22.95	<u> </u>		
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   19030 - 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   11.63   99820 - School Crossing Guard   12.82   99830 - Survey Party Chief   24.75   99831 - Surveying Technician   21.77   99840 - Vending Machine Repairer   22.95	30621 - Weather Observer, Senior (see 2	28.76	: 
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   11.05   99030 - Cashier   11.05   99050 - Desk Clerk   10.65   99095 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - Laboratory Animal Caretaker I   13.38   99260 - Marketing Analyst   33.05   99310 - Mortician   30.45   99310 - Mortician   30.45   99510 - Photofinishing Worker   15.47   99710 - Recycling Laborer   18.36   99711 - Recycling Specialist   22.12   99730 - Refuse Collector   16.68   16.68   99810 - Sales Clerk   11.63   99820 - School Crossing Guard   12.82   99831 - Surveying Technician   21.77   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95	31000 - Transportation/Mobile Equipment Operation O	ccupations	
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     99840 - Vending Machine Attendant   18.22     99841 - Vending Machine Repairer   22.95	31010 - Airplane Pilot	35.62	
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	31020 - Bus Aide	12.42	
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       19020 - 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         99310 - Plotofinishing Worker       15.47         99710 - Recycling Laborer       18.36         99711 - Recycling Specialist       22.12         99730 - Refuse Collector       16.68         19810 - Sales Clerk       11.63         99820 - School Crossing Guard       12.82         99831 - Surveying Aide       17.01         99832 - Surveying Technician       21.77         99840	31030 - Bus Driver	17.20	
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       18.94         99000 - 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         99310 - Plotofinishing Worker       15.47         99510 - Photofinishing Worker       15.47         99710 - Recycling Laborer       18.36         99711 - Recycling Specialist       22.12         99730 - Refuse Collector       16.68         11.63       12.82         99830 - Survey Party Chief       24.75         99831 - Surveying Aide       17.01         99832 - Surveying Technician       21.77      <	31043 - Driver Courier	14.33	
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       18.94         99000 - 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         99310 - Plotofinishing Worker       15.47         99510 - Photofinishing Worker       15.47         99710 - Recycling Laborer       18.36         99711 - Recycling Specialist       22.12         99730 - Refuse Collector       16.68         11.63       12.82         99830 - Survey Party Chief       24.75         99831 - Surveying Aide       17.01         99832 - Surveying Technician       21.77      <	31260 - Parking and Lot Attendant	11.13	
31361 - Truckdriver, Light       15.57         31362 - Truckdriver, Medium       16.79         31363 - Truckdriver, Heavy       18.94         31364 - Truckdriver, Tractor-Trailer       18.94         99000 - Miscellaneous Occupations       17.37         99030 - Cashier       11.05         99050 - Desk Clerk       10.65         99055 - 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         99831 - Surveying Aide       17.01         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95	<del>-</del>	15.57	
31362 - Truckdriver, Medium       16.79         31363 - Truckdriver, Heavy       18.94         31364 - Truckdriver, Tractor-Trailer       18.94         99000 - Miscellaneous Occupations       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         99831 - Surveying Aide       17.01         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95	31310 - Taxi Driver	13.26	
31362 - Truckdriver, Medium       16.79         31363 - Truckdriver, Heavy       18.94         31364 - Truckdriver, Tractor-Trailer       18.94         99000 - Miscellaneous Occupations       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         99831 - Surveying Aide       17.01         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95		15.57	
31363 - Truckdriver, Heavy       18.94         31364 - Truckdriver, Tractor-Trailer       18.94         99000 - Miscellaneous Occupations       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         99831 - Surveying Aide       17.01         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95	<del>-</del>		
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99842 - Vending Machine Repairer Helper 18.22			22
	99842 - Vending Machine Repairer Helper	18.2	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.

## 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Grimes, Madison, Walker, Washington

<sup>\*\*</sup>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
•	18.57
01312 - Secretary II	
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 Occupati	ons
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
11000 Cleaner, Comores	13.00

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 - Optical Technician 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
13042 - Hustrator III	30.12
13047 - Librarian	26.69
1307/ - Liulaliali	20.09

13050 - Library Aide/Clerk		13.39	
13054 - Library Information Technology Systems	S		24.09
Administrator			
13058 - Library Technician		16.04	
13061 - Media Specialist I		7.39	
13062 - Media Specialist II		9.46	
13063 - Media Specialist III		21.68	
13071 - Photographer I		5.55	
13072 - Photographer II		8.15	
13073 - Photographer III		2.56	
13074 - Photographer IV		27.49	
13075 - Photographer V	3	33.07	
13090 - Technical Order Library Clerk		16.8	
13110 - Video Teleconference Technician		16	5.73
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	
	(see 1)	26	.04
	(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.	
14160 - Personal Computer Support Technician			24.14
14170 - System Support Specialist		22.88	
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (No			34.56
15020 - Aircrew Training Devices Instructor (Ra			41.82
15030 - Air Crew Training Devices Instructor (Pi			50.12
15050 - Computer Based Training Specialist / Ins	structor		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			5.50
15086 - Maintenance Test Pilot, Rotary Wing			15.50
15088 - Non-Maintenance Test/Co-Pilot		-	.50
15090 - Technical Instructor		24.67	
15095 - Technical Instructor/Course Developer			30.17
15110 - Test Proctor	20.		
15120 - Tutor	20.27		
16000 - Laundry, Dry-Cleaning, Pressing And Rel		-	
16010 - Assembler	10.		
16030 - Counter Attendant		10.03	
16040 - Dry Cleaner	12	.17	_
16070 - Finisher, Flatwork, Machine	4.0	10.03	3
16090 - Presser, Hand	10	0.03	22
16110 - Presser, Machine, Drycleaning		10.0	)3
16130 - Presser, Machine, Shirts	1	10.03	10.02
16160 - Presser, Machine, Wearing Apparel, Lau	nary		10.03

16190 - Sewing Machine Operator	12.86	
16220 - Tailor 13.		
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	2	0.84
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	
	3.21	
21080 - Production Line Worker (Food Processing)	4 - 66	15.72
21110 - Shipping Packer	15.66	
21130 - Shipping/Receiving Clerk	15.66	
21140 - Store Worker I	11.95	
	16.66	
21210 - Tools And Parts Attendant	15.72	
21410 - Warehouse Specialist	15.72	
23000 - Mechanics And Maintenance And Repair Occupa		
23010 - Aerospace Structural Welder	29.47	4.4
23019 - Aircraft Logs and Records Technician		.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 25.61	
23050 - Aircraft, Painter 23060 - Aircraft Servicer	24.44	
	2 <del>4.44</del>	25.61
23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	25.76	23.01
23091 - Aircrew Life Support Equipment (ALSE) Mecha		25.76
I	aiiic	23.70
23092 - Aircrew Life Support Equipment (ALSE) Mecha	anic	28.07
II	anne	20.07
23110 - Appliance Mechanic	20.35	
23120 - Bicycle Repairer	16.41	
•	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	3
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	23.	06
23312 - Fuel Distribution System Operator	17.9	6
23370 - General Maintenance Worker	18.0	8
23380 - Ground Support Equipment Mechanic	2	28.07
23381 - Ground Support Equipment Servicer		1.44
23382 - Ground Support Equipment Worker		5.76
	16.41	
23392 - Gunsmith II	19.02	

23393 - Gunsmith III	21.58
23410 - Heating, Ventilation And Air-Conditioning	21.04
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	21.95
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.44
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	20.35
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	10.41
24550 - Case Manager	15.00
24570 - Case Manager 24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	10.29
	15.00
24620 - Family Readiness And Support Services Coordinator	13.00
24630 - Homemaker	16.84
	10.84
25000 - Plant And System Operations Occupations	24.66
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	16.00
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

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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	13.3	0
28042 - Carnival Equipment Repairer	14.4:	
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	13.90	)
28310 - Lifeguard	12.38	,
28350 - Park Attendant (Aide)	15.55	
		11.35
28510 - Recreation Aide/Health Facility Attendant		11.33
28515 - Recreation Specialist	17.83	
28630 - Sports Official	12.38	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Ser		
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		31.94
30012 - Air Traffic Control Specialist, Terminal (HF		35.18
30021 - Archeological Technician I	21.56	00.10
30022 - Archeological Technician II	25.47	
30022 Archeological Technician III	30.62	
30030 - Cartographic Technician	30.62	
	30.02	•
30040 - Civil Engineering Technician		)
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   33.19				
30395 - Radiation Control Technician   30461 - Technical Writer I   28.76   30462 - Technical Writer II   35.19   30463 - Technical Writer III   42.57   30491 - Unexploded Ordnance (UXO) Technician II   39.44   30492 - Unexploded Ordnance (UXO) Technician III   35.62   30493 - Unexploded Ordnance (UXO) Technician III   34.69   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 Forecaster II   38.75   30620 - Weather Observer, Combined Upper Air Or   (see 2)   27.56   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   12.69   31361 - Truckdriver, Light   15.57   31362 - Truckdriver, Medium   18.98   31363 - Truckdriver, Medium   18.98   31363 - Truckdriver, Tractor-Trailer   20.32   99000 - Miscellaneous Occupations   99020 - Cashier   11.05   11.72   99050 - Desk Clerk   11.72   99050 - Desk Clerk   11.72   99050 - Desk Clerk   11.79   99050 - Marketing Analyst   33.05   99130 - Flight Follower   22.57   99510 - Photofinishing Worker   15.47   99710 - Recycling Laborer   19.14   99711 - Recycling Specialist   23.16   99830 - Survey Party Chief   25.17   99831 - Surveying Clear   99830 - Survey Party Chief   25.17   99831 - Surveying Aide   17.23   99840 - Vending Machine Repairer   22.95   99841 - Vending Machine Repairer   22.95   99	** * *			
30461 - Technical Writer I   35.19   30462 - Technical Writer II   35.19   30463 - Technical Writer III   35.19   30491 - Unexploded Ordnance (UXO) Technician II   35.62   30493 - Unexploded Ordnance (UXO) Technician II   35.62   30493 - Unexploded Ordnance (UXO) Technician II   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	<u>*</u>			
30462 - Technical Writer II   30463 - Technical Writer III   42.57				
30463 - Technical Writer III   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   31.86   30501 - Weather Forecaster II   31.86   38.75   30620 - Weather Forecaster II   38.75   30620 - Weather Observer, Combined Upper Air Or   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   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, Heavy   20.32   31364 - Truckdriver, Heavy   20.32   39000 - 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   13.06   99260 - Marketing Analyst   30.45   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - Photofinishing Worker   15.47   99710 - Recycling Laborer   19.14   99710 - Recycling Specialist   22.57   99510 - Photofinishing Worker   15.47   99710 - Recycling Specialist   22.17   99831 - Survey Party Chief   22.57   99831 - Survey ing Technician   21.77   99840 - Vending Machine Attendant   12.82   99841 - Vending Machine Attendant   22.95   99841 - Vending Machine Repairer   22.95   99841 - Vending Machine Attendant   22.95   99841 - Vending Machine Attendant   22.95   99841 - Vending Machine Attendant   22.95   90841 - Vending Machine Attendant   22.95   90				
30491 - Unexploded Ordnance (UXO) Technician II   33.62   30493 - Unexploded Ordnance (UXO) Technician III   35.62   30493 - Unexploded Ordnance (UXO) Technician III   42.69   30494 - Unexploded (UXO) Safety Escort   29.44   30595 - Unexploded (UXO) Sweep Personnel   31.86   30502   Weather Forecaster II   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   31030 - Bus Driver   17.62   31043 - Driver Courier   14.33   31260 - Parking and Lot Attendant   11.13   31290 - Shuttle Bus Driver   15.57   31361 - Truckdriver, Light   15.57   31362 - Truckdriver, Medium   18.98   31363 - Truckdriver, Medium   18.98   31363 - Truckdriver, Tractor-Trailer   20.32   99000 - Miscellaneous Occupations   99020 - Cabin Safety Specialist   17.37   99030 - Cashier   11.05   99050 - Desk Clerk   11.72   99055 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - Laboratory Animal Caretaker II   13.06   99260 - Marketing Analyst   30.45   99110 - Mortician   30.45   99110 - Poet Controller   22.57   99510 - Photofinishing Worker   15.47   99711 - Recycling Specialist   23.16   99730 - Refuse Collector   17.14   199810 - Sales Clerk   12.66   99820 - School Crossing Guard   12.82   99831 - Surveying Aide   17.23   99831 - Surveying Aide   17.23   99831 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95				
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   31.86   30502 - Weather Forecaster I   31.86   30502 - Weather Forecaster II   38.75   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   31030 - Bus Driver   17.62   31043 - Driver Courier   14.33   31260 - Parking and Lot Attendant   11.13   31290 - Shuttle Bus Driver   12.69   31361 - Truckdriver, Light   15.57   31362 - Truckdriver, Heavy   20.32   31364 - 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   99030 - Desk Clerk   11.72   99055 - Embalmer   30.45   99130 - Flight Follower   99251 - Laboratory Animal Caretaker II   13.06   33.05   99310 - Mortician   30.45   99250 - Marketing Analyst   33.05   33.05   99310 - Mortician   30.45   99710 - Recycling Laborer   19.14   99711 - Recycling Specialist   22.57   99510 - Photofinishing Worker   15.47   99710 - Recycling Laborer   19.14   99810 - School Crossing Guard   12.82   99831 - Surveying Aide   17.23   99831 - Surveying Aide   17.23   99831 - Surveying Aide   17.23   99840 - Vending Machine Attendant   22.95   99841 - Vending Machine Repairer   22.95		42.57		
30493 - Unexploded Ordnance (UXO) Technician III   30494 - Unexploded (UXO) Safety Escort   29.44   30495 - Unexploded (UXO) Sweep Personnel   329.44   30495 - Unexploded (UXO) Sweep Personnel   31.86   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, Heavy   20.32   39000 - Miscellancous Occupations   99020 - Cashier   11.05   99050 - Desk Clerk   11.72   99095 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - Laboratory Animal Caretaker I   12.02   99250 - Marketing Analyst   33.05   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - 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 Technician   21.77   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Attendant   18.22   99841 - Vending Machine Attendant   30.45   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95	30491 - Unexploded Ordnance (UXO) Technician I		29.44	
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 Ourier   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, Heavy   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 I   13.06     99259 - Post 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     99831 - Surveying Aide   17.23     99841 - Vending Machine Attendant   18.22     99841 - Vending Machine Repairer   22.95	30492 - Unexploded Ordnance (UXO) Technician II		35.62	
30495 - Unexploded (UXO) Sweep Personnel   30501 - Weather Forecaster I   31.86   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, 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 - Desk Clerk   11.72   99095 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - Laboratory Animal Caretaker I   12.02   99252 - Laboratory Animal Caretaker I   13.06   99260 - Marketing Analyst   33.05   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - 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   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95	30493 - Unexploded Ordnance (UXO) Technician III		42.69	
30501 - Weather Forecaster I   38.75   30502 - 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, Medium   18.98   31363 - Truckdriver, Tractor-Trailer   20.32   99000 - Miscellaneous Occupations   99020 - Cabin Safety Specialist   17.37   99030 - Cashier   11.05   99050 - Desk Clerk   11.72   99055 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - 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   12.82   99830 - Survey Party Chief   25.17   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Attendant   22.95   18.20   18	30494 - Unexploded (UXO) Safety Escort	29.4	14	
30501 - Weather Forecaster I   31.86   30502 - Weather Forecaster II   38.75   30620 - Weather Observer, Combined Upper Air Or 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, Medium   18.98   31363 - Truckdriver, Tractor-Trailer   20.32   99000 - Miscellaneous Occupations   99020 - Cabin Safety Specialist   17.37   99030 - Cashier   11.05   99050 - Desk Clerk   11.72   99055 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - 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   12.82   99830 - Survey Party Chief   25.17   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95	30495 - Unexploded (UXO) Sweep Personnel	25	9.44	
30620 - Weather Observer, Combined Upper Air Or Surface Programs   30621 - Weather Observer, Senior   (see 2)   30.48   30621 - Weather Observer, Senior   (see 2)   30.48   30100 - 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   33.06   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - Mortician   30.45   99310 - 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 Technician   21.77   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95		31.86		
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, Heavy   20.32   39000 - 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   99110 - 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 Technician   21.77   99840 - Vending Machine Repairer   22.95	30502 - Weather Forecaster II	38.75		
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, Heavy   20.32   39000 - 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   99110 - 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 Technician   21.77   99840 - Vending Machine Repairer   22.95	30620 - Weather Observer, Combined Upper Air Or	(see 2)	27.56	
30621 - Weather Observer, Senior	* *	,		
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         39000 - Miscellaneous Occupations       29020 - Cabin Safety Specialist         99000 - Cashier       11.05         99050 - Desk Clerk       11.72         9905 - 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         99711 - Recycling Specialist       23.16         99730 - Refuse Collector       17.14         99810 - Sales Clerk       12.66		2) 30.48		
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   11.05   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   13.06   99260 - Marketing Analyst   33.05   99310 - Mortician   30.45   99310 - Mortician   30.45   99410 - Pest Controller   22.57   99510 - Photofinishing Worker   15.47   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   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95	·	/		
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   11.05   99030 - Cashier   11.05   99050 - Desk Clerk   11.72   99095 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - Laboratory Animal Caretaker I   13.06   99252 - Laboratory Animal Caretaker II   13.06   99260 - Marketing Analyst   33.05   99310 - Mortician   30.45   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   12.66   99820 - School Crossing Guard   12.82   99830 - Survey Party Chief   25.17   99831 - Surveying Technician   21.77   99840 - Vending Machine Attendant   18.22   99841 - Vending Machine Repairer   22.95	· · · · · · · · · · · · · · · · · · ·	-		
31030 - Bus Driver   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   39000 - Miscellaneous Occupations   99020 - Cabin Safety Specialist   17.37   99030 - Cashier   11.05   99050 - Desk Clerk   11.72   99055 - Embalmer   30.45   99130 - Flight Follower   29.44   99251 - Laboratory Animal Caretaker I   12.02   99252 - Laboratory Animal Caretaker II   13.06   99250 - Marketing Analyst   33.05   99310 - Mortician   30.45   99310 - Mortician   30.45   99410 - Pest Controller   22.57   99510 - Photofinishing Worker   15.47   99710 - 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	<u>-</u>			
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 I   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     99831 - Surveying Aide   17.23     99832 - Surveying Technician   21.77     99840 - Vending Machine Attendant   18.22     99841 - Vending Machine Repairer   22.95				
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       29020         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         99310 - Photofinishing Worker       15.47         99510 - Photofinishing Worker       15.47         99711 - Recycling Specialist       23.16         99730 - Refuse Collector       17.14         99810 - Sales Clerk       12.66         99820 - School Crossing Guard       12.82         99831 - Surveying Aide       17.23         99832 - Surveying Technician       2				
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       29020 - Cabin Safety Specialist         99030 - Cashier       11.05         99050 - Desk Clerk       11.72         99095 - Embalmer       30.45         99130 - Flight Follower       29.44         99251 - Laboratory Animal Caretaker I       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         99730 - Refuse Collector       17.14         99810 - Sales Clerk       12.66         99820 - School Crossing Guard       12.82         99831 - Surveying Aide       17.23         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95				
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       29020 - Cabin Safety Specialist         99030 - Cashier       11.05         99050 - Desk Clerk       11.72         99095 - Embalmer       30.45         99130 - Flight Follower       29.44         99251 - Laboratory Animal Caretaker I       13.06         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         99711 - Recycling Laborer       19.14         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 Repaire				
31361 - Truckdriver, Light       15.57         31362 - Truckdriver, Medium       18.98         31363 - Truckdriver, Heavy       20.32         31364 - Truckdriver, Tractor-Trailer       20.32         99000 - Miscellaneous Occupations       29020 - Cabin Safety Specialist         99030 - Cashier       11.05         99050 - Desk Clerk       11.72         99095 - Embalmer       30.45         99130 - Flight Follower       29.44         99251 - Laboratory Animal Caretaker I       13.06         99252 - Laboratory Animal Caretaker II       13.06         99260 - Marketing Analyst       30.45         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         99831 - Survey Party Chief       25.17         99832 - Surveying Aide       17.23         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machin				
31362 - Truckdriver, Medium       18.98         31363 - Truckdriver, Heavy       20.32         31364 - Truckdriver, Tractor-Trailer       20.32         99000 - Miscellaneous Occupations       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         99831 - Surveying Aide       17.23         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95				
31363 - Truckdriver, Heavy       20.32         31364 - Truckdriver, Tractor-Trailer       20.32         99000 - Miscellaneous Occupations       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         99831 - Surveying Aide       17.23         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95	·			
31364 - Truckdriver, Tractor-Trailer       20.32         99000 - Miscellaneous Occupations       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         99831 - Survey Party Chief       25.17         99832 - Surveying Aide       17.23         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95	·			
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         99831 - Survey Party Chief       25.17         99832 - Surveying Aide       17.23         99832 - Surveying Technician       21.77         99840 - Vending Machine Attendant       18.22         99841 - Vending Machine Repairer       22.95	· · · · · · · · · · · · · · · · · · ·			
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 II       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	·	20.32		
99030 - Cashier       11.05         99050 - Desk Clerk       11.72         99095 - Embalmer       30.45         99130 - Flight Follower       29.44         99251 - Laboratory Animal Caretaker II       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	<u> </u>	17 27		
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				
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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         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				
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         99731 - 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	<u>e</u>			
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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				
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	<u> </u>			
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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	99730 - Refuse Collector	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.

## 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Frio

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupati	ons
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
	17.05
01312 - Secretary II	
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 Occupati	ons
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	17.07
11030 - Cleaner, Vehicles	12.67
11050 - Cicalici, vollicios	12.07

11060 - Elevator Operator	11.18
11090 - Gardener	18.88
	11.18
11122 - Housekeeping Aide	
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
	12.51
12010 - Health Occupations	17 20
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
	39.97
12314 - Registered Nurse III	
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
13041 - Hustrator I 13042 - Illustrator II	
	21.54
13043 - Illustrator III	26.37
13047 - Librarian	23.88

12070 T'1 A'1 /01 1	10.2	0
13050 - Library Aide/Clerk	18.3	
13054 - Library Information Technology System	ıs	21.54
Administrator		
13058 - Library Technician	14.1	7
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	
		1
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.	
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	(SCC 1)	14.98
14160 - Personal Computer Support Technician	20	20.90
14170 - System Support Specialist	22	2.88
15000 - Instructional Occupations	D ( 1)	21.26
15010 - Aircrew Training Devices Instructor (No.		31.36
15020 - Aircrew Training Devices Instructor (Ra	,	37.96
15030 - Air Crew Training Devices Instructor (P		45.50
15050 - Computer Based Training Specialist / In		31.36
15060 - Educational Technologist		1.90
15070 - Flight Instructor (Pilot)	45.50	0
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 Re		nns
16010 - Assembler	10.03	,115
16030 - Counter Attendant	10.03	2
16040 - Dry Cleaner	12.17	3
· · · · · · · · · · · · · · · · · · ·		0.02
16070 - Finisher, Flatwork, Machine		0.03
16090 - Presser, Hand	10.03	10.02
16110 - Presser, Machine, Drycleaning	10	10.03
16130 - Presser, Machine, Shirts	10.	
16160 - Presser, Machine, Wearing Apparel, Lau	unary	10.03

16190 - Sewing Machine Operator	12.86	
	3.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupation		
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	
	13.21	4.4.00
21080 - Production Line Worker (Food Processing)	4 - 66	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 Occupa		
23010 - Aerospace Structural Welder	23.91	
23019 - Aircraft Logs and Records Technician		3.62
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	21.40
23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	20.01	21.40
		20.01
23091 - Aircrew Life Support Equipment (ALSE) Mech	iaiiic	20.01
23092 - Aircrew Life Support Equipment (ALSE) Mech	vanic	22.69
II	ianic	22.07
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		.65
23182 - Electronics Technician Maintenance II		7.38
23183 - Electronics Technician Maintenance III		9.03
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.5	8
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic		.21
23312 - Fuel Distribution System Operator	13.8	
23370 - General Maintenance Worker	16.1	
23380 - Ground Support Equipment Mechanic		22.69
23381 - Ground Support Equipment Servicer		8.62
23382 - Ground Support Equipment Worker		0.01
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	

23393 - Gunsmith III	21.58	
23410 - Heating, Ventilation And Air-Conditioning	18.05	
Mechanic	40.00	
23411 - Heating, Ventilation And Air Contidioning	18.98	
Mechanic (Research Facility)		
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	14.85	
Coordinator	4.4.0.	
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	
	1 / 5 /	
27007 - Baggage Inspector	14.54	
27008 - Corrections Officer	20.46	

14.54	
16.26	
23.59	
26.22	
13	30
	3
	3
14.55	10.47
17.50	10.47
	6
21.03	
19.65	
22.50	
(see 2)	46.32
	31.94
	35.18
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	13
16.37	
18.39	
20.56	1
25.4	7
31.10	5
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21.23	
32.93	2
	23.59 26.22 13 14.4 9.82 12.8 11.34 14.35 17.50 11.43 16.7 vices 21.03 21.03 21.03 19.65

20275 Datualayan Cymuly Cuacialist	35.19	
30375 - Petroleum Supply Specialist		
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	/	
31000 - Transportation/Mobile Equipment Operation O	ccupations	
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 - Survey Farty Chief 99831 - Surveying Aide	17.69	
99832 - Surveying Technician	21.77	
99840 - Vending Machine Attendant	18.22	
99840 - Vending Machine Attendant 99841 - Vending Machine Repairer	21.52	
	18.22	
99842 - Vending Machine Repairer Helper	10.22	

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.

## 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Gillespie, Kerr

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupatio	ns
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.	
01290 - Rental Clerk	14.90	10
01300 - Scheduler, Maintenance	15.	06
	15.96	<b>9</b> 0
01311 - Secretary I		
01312 - Secretary II	17.86	
01313 - Secretary III	19.91	
01320 - Service Order Dispatcher	15.	
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	20.8	
05040 - Automotive Glass Installer	19.	
05070 - Automotive Worker	19.4	
05110 - Mobile Equipment Servicer	_	5.77
05130 - Motor Equipment Metal Mechanic	1,	22.05
05160 - Motor Equipment Metal Worker	22	19.44
05190 - Motor Vehicle Mechanic	22	.05
05220 - Motor Vehicle Mechanic Helper		15.43
05250 - Motor Vehicle Upholstery Worker	10	18.09
05280 - Motor Vehicle Wrecker	19.	
05310 - Painter, Automotive	20.80	
05340 - Radiator Repair Specialist	19.4	14
05370 - Tire Repairer	13.86	
05400 - Transmission Repair Specialist	2	2.05
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	9.9	7
07210 - Meat Cutter	15.18	
07260 - Waiter/Waitress	9.05	
09000 - Furniture Maintenance And Repair Occupati		
09010 - Electrostatic Spray Painter	21.5	8
09040 - Furniture Handler	12.11	
09080 - Furniture Refinisher	19.77	
09090 - Furniture Refinisher Helper	14.	67
09110 - Furniture Repairer, Minor	17.	
09130 - Purmure Repairer, Willion	19.62	1)
<u> •</u>	17.02	
11000 - General Services And Support Occupations	12.00	
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
	17.84
12236 - Optical Technician	
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
13041 - Hustrator I 13042 - Illustrator II	23.15
13043 - Illustrator III	26.62
13047 - Librarian	25.63

	13.39
13050 - Library Aide/Clerk	
13054 - Library Information Technology System	ns 23.15
Administrator	1 4 4 4
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
14100 - 1 cisoliai Computer Support Technician	<b>∠</b> 1.1 1
14170 - Personal Computer Support Technician 14170 - System Support Specialist	22.88
14170 - System Support Specialist	22.88
14170 - System Support Specialist 15000 - Instructional Occupations	22.88 on-Rated) 34.56
<ul><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (No.</li></ul>	22.88 (on-Rated) 34.56 (ated) 41.82
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	22.88 on-Rated) 34.56 ated) 41.82 Pilot) 50.12
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15030 - Air Crew Training Devices Instru</li></ul>	22.88 on-Rated) 34.56 ated) 41.82 Pilot) 50.12
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Fa. 15050 - Computer Based Training Specialist / Ir.</li> </ul>	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist	22.88  Son-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56 30.19
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / Ir. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	22.88  on-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56 30.19 50.12 22.57 45.50 45.50
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56 30.19 50.12 22.57 45.50 45.50 45.50
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56 30.19 50.12 22.57 45.50 45.50 45.50 20.82
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	22.88  on-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50 45.50 45.50 20.82 25.48
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor.	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50 45.50 45.50 20.82 25.48 16.81 16.81
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / Ir. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50 45.50 45.50 20.82 25.48 16.81 16.81
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref	22.88  on-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50 45.50 45.50 20.82 25.48 16.81 16.81 elated Occupations
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Instructor (Pilot) - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	22.88  on-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50 45.50 45.50 20.82 25.48 16.81 16.81 elated Occupations 10.03
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Instructor (Polot) - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref 16010 - Assembler 16030 - Counter Attendant	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50 45.50 45.50 20.82 25.48 16.81 16.81 elated Occupations 10.03 10.03
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Res. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner.	22.88  on-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50 45.50 45.50 20.82 25.48 16.81 16.81 elated Occupations 10.03 10.03 10.03 12.17
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Instructor (Pilot) - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	22.88  on-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57  45.50 45.50 45.50 20.82 25.48 16.81 16.81 elated Occupations 10.03 10.03 10.03 12.17 10.03
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / Instructor (Pilot) - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	22.88  fon-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57 45.50 45.50 45.50 20.82 25.48 16.81 16.81 elated Occupations 10.03 10.03 12.17 10.03 10.03
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Res. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	22.88  on-Rated) 34.56 ated) 41.82 Pilot) 50.12 astructor 34.56  30.19 50.12 22.57  45.50 45.50 45.50 20.82 25.48 16.81 16.81 elated Occupations 10.03 10.03 10.03 10.03 10.03 10.03 10.03

16190 - Sewing Machine Operator	12.86	
	.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupation		
19010 - Machine-Tool Operator (Tool Room)	2	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	
	13.21	1 7 6 2
21080 - Production Line Worker (Food Processing)	4	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 Occupa		
23010 - Aerospace Structural Welder	24.11	. 62
23019 - Aircraft Logs and Records Technician		3.62
23021 - Aircraft Mechanic I	22.86	
23022 - Aircraft Mechanic II	24.11	
23023 - Aircraft Mechanic III	25.39	
23040 - Aircraft Mechanic Helper	16.05 21.40	
23050 - Aircraft, Painter 23060 - Aircraft Servicer	18.62	
	16.02	21.40
23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	20.01	21.40
23091 - Aircrew Life Support Equipment (ALSE) Mech		20.01
I	anic	20.01
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	22.86
II	anne	22.00
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		.80
23183 - Electronics Technician Maintenance III	33	3.70
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.5	8
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	19.	.16
23312 - Fuel Distribution System Operator	15.7	76
23370 - General Maintenance Worker	16.1	8
23380 - Ground Support Equipment Mechanic		22.86
23381 - Ground Support Equipment Servicer	18	3.62
23382 - Ground Support Equipment Worker		0.01
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	

23393 - Gunsmith III	21.58
23410 - Heating, Ventilation And Air-Conditioning	20.19
Mechanic	20.19
23411 - Heating, Ventilation And Air Contidioning	21.30
Mechanic (Research Facility)	21.50
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	101.11
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	14.88
Coordinator	- 1100
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
	- · <del>- ·</del>

27040 - Detention Officer	21.15	
27070 - Firefighter	22.59	
27101 - Guard I	14.54	
27101 - Guard I 27102 - Guard II	16.26	
27131 - Police Officer I		
	23.59	
27132 - Police Officer II	26.22	
28000 - Recreation Occupations	12.2	0
28041 - Carnival Equipment Operator	13.3	
28042 - Carnival Equipment Repairer	14.4	)
28043 - Carnival Worker	9.82	
28210 - Gate Attendant/Gate Tender	12.83	<b>,</b>
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 Ser	vices	
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)		31.94
30012 - Air Traffic Control Specialist, Terminal (HF		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	
9 9	38.37	
30086 - Engineering Technician VI 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	<del>)</del>
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	

20275 Detrolous Sugalis Canadalist	25 10	
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	,	
31000 - Transportation/Mobile Equipment Operation O	-	
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	
770-72 - voliding iviacinile Repairer Helper	10.22	

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.

## 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 | Division of | Revision No.: 17

Director Wage Determinations Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Bosque, Freestone, Hamilton, Hill, Leon, Limestone,

Mills

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE
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FOOTNOTE

**RATE** 

01000 - Administrative Support And Clerical Occupation	S
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 Massangar Courier	13.82
01141 - Messenger Courier 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 Occupatio	
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	17.04
2 spport 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
	17.32
12195 - Medical Transcriptionist	
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
12312 - 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
15075 - Illustrator III	40.JT

13047 - Librarian	23.85	
13050 - Library Aide/Clerk	13.3	9
13054 - Library Information Technology System	1S	21.54
Administrator		
13058 - Library Technician	15.6	6
13061 - Media Specialist I	15.55	;
13062 - Media Specialist II	17.38	3
13063 - Media Specialist III	19.38	3
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.	
14042 - Computer Operator II	19.	
14043 - Computer Operator III		.72
14044 - Computer Operator IV		1.14
14045 - Computer Operator V		5.33
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)	17.41
14150 - Peripheral Equipment Operator		17.41
14160 - Personal Computer Support Technician		24.14
14170 - System Support Specialist	2.	2.88
15000 - Instructional Occupations	an Datad)	22.01
15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Re.		32.91
15020 - Aircrew Training Devices Instructor (Ra	,	39.35 47.16
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / In	,	47.16 32.91
15060 - Educational Technologist		0.19
15070 - Eddcarronal Technologist 15070 - Flight Instructor (Pilot)	47.10	
15080 - Graphic Artist	19.83	O
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	17.03	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	22.0.	27.64
15110 - Test Proctor	19.37	27.01
15120 - Tutor	19.37	
16000 - Laundry, Dry-Cleaning, Pressing And Re		ons
16010 - Assembler	10.03	
16030 - Counter Attendant	10.0	3
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	y	10.03
16190 - Sewing Machine Operator	12.86	
16220 - Tailor	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupat	ions	
19010 - Machine-Tool Operator (Tool Room)	20	0.84
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations	3	
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 Occ	cupations	
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 Technici		21.59
23080 - Aircraft Worker	20.20	
23091 - Aircrew Life Support Equipment (ALSE) M		20.20
I		
23092 - Aircrew Life Support Equipment (ALSE) M	echanic	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.	
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.58	
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic	20.5	55
23312 - Fuel Distribution System Operator	15.80	
23370 - General Maintenance Worker	16.18	
23380 - Ground Support Equipment Mechanic		2.86
23381 - Ground Support Equipment Servicer		.80
23382 - Ground Support Equipment Worker		0.20
23391 - Gunsmith I	16.41	

23392 - Gunsmith II	19.02
23393 - Gunsmith III	21.58
23410 - Heating, Ventilation And Air-Conditioning	20.19
Mechanic	20.19
23411 - Heating, Ventilation And Air Contidioning	21.30
Mechanic (Research Facility)	21.50
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	10
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	14.88
Coordinator	
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	_0	
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		0.47
28515 - Recreation Specialist	17.58	J. T /
28630 - Sports Official	11.43	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Serv		
29010 - Blocker And Bracer	23.64	
29020 - Hatch Tender	23.64	
29030 - Hatch Tender 29030 - Line Handler	23.64	
29041 - Stevedore I	22.00	
29042 - Stevedore II	25.28	
30000 - Technical Occupations	(aaa 2)	46.22
30010 - Air Traffic Control Specialist, Center (HFO)		46.32
30011 - Air Traffic Control Specialist, Station (HFO)		31.94
30012 - Air Traffic Control Specialist, Terminal (HFC		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		32.9	93
30375 - Petroleum Supply Specialist		35.	19
30390 - Photo-Optics Technician		26.6	1
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) Technic	ian I		29.44
30492 - Unexploded Ordnance (UXO) Technic	ian II		35.62
30493 - Unexploded Ordnance (UXO) Technic			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 A	ir Or	(see 2)	25.88
Surface Programs			
30621 - Weather Observer, Senior	(see 2)	28	8.76
31000 - Transportation/Mobile Equipment Opera	ation Occ	cupations	
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		11.1	.3
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		18.9	4
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist		17.37	
99030 - Cashier	1	1.05	
99050 - Desk Clerk		10.52	
99095 - Embalmer		30.45	
99130 - Flight Follower		29.44	
99251 - Laboratory Animal Caretaker I			2.28
99252 - Laboratory Animal Caretaker II			3.06
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	2
99830 - Survey Party Chief		25.47	
99831 - Surveying Aide		15.90	
99832 - Surveying Technician		21.77	
99840 - Vending Machine Attendant			3.22
99841 - Vending Machine Repairer		22.	
99842 - Vending Machine Repairer Helper			18.22

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.

#### 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 | Division of | Revision No.: 16

Director Wage Determinations | Date Of Last Revision: 05/28/2021

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.

State: Texas

\_\_\_\_\_\_

Daniel W. Simms

Area: Texas Counties of Dimmit, La Salle, Maverick, Zavala

\_\_\_\_\_

**RATE** 

01011 - Accounting Clerk I       14.52         01012 - Accounting Clerk III       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 III       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 III       13.74         01113 - General Clerk III       15.43         01120 - Housing Referral Assistant       18.17	01000 - Administrative Support And Clerical Occupations			
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 III       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       13.74         01112 - General Clerk III       13.74         01113 - General Clerk III       15.43         01120 - Housing Referral Assistant       18.17	01011 - Accounting Clerk I	14.52		
01020 - Administrative Assistant       26.77         01035 - Court Reporter       16.30         01041 - Customer Service Representative I       11.57         01042 - Customer Service Representative III       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       13.74         01112 - General Clerk III       15.43         01120 - Housing Referral Assistant       18.17	01012 - Accounting Clerk II	16.30		
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       13.74         01112 - General Clerk III       15.43         01120 - Housing Referral Assistant       18.17	01013 - Accounting Clerk III	18.24		
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       13.74         01112 - General Clerk III       15.43         01120 - Housing Referral Assistant       18.17	01020 - Administrative Assistant	26.77		
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       13.74         01112 - General Clerk III       15.43         01120 - Housing Referral Assistant       18.17	01035 - Court Reporter	16.30		
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	01041 - Customer Service Representative I	11.57		
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	01042 - Customer Service Representative II	13.01		
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	01043 - Customer Service Representative III	14.20		
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	01051 - Data Entry Operator I	13.73		
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	01052 - Data Entry Operator II	14.98		
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	01060 - Dispatcher, Motor Vehicle	17.52		
01111 - General Clerk I       12.59         01112 - General Clerk II       13.74         01113 - General Clerk III       15.43         01120 - Housing Referral Assistant       18.17	01070 - Document Preparation Clerk	12.98		
01112 - General Clerk II13.7401113 - General Clerk III15.4301120 - Housing Referral Assistant18.17	01090 - Duplicating Machine Operator	12.98		
01113 - General Clerk III 15.43 01120 - Housing Referral Assistant 18.17	01111 - General Clerk I	12.59		
01120 - Housing Referral Assistant 18.17	01112 - General Clerk II	13.74		
	01113 - General Clerk III	15.43		
	01120 - Housing Referral Assistant	18.17		
01141 - Messenger Courier 10.59	01141 - Messenger Courier	10.59		

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

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
01312 - 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	4 7 00
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 Occupati	ons
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
	14.18
12223 - Nursing Assistant III	
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	23.00
•	10.92
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

12070 T'1 A'1 /01 1	10.20	
13050 - Library Aide/Clerk	18.30	24.56
13054 - Library Information Technology System	1S	24.56
Administrator		
13058 - Library Technician	15.99	
13061 - Media Specialist I	17.73	
13062 - Media Specialist II	19.83	
13063 - Media Specialist III	22.10	
13071 - Photographer I	17.73	
13072 - Photographer II	19.83	
13073 - Photographer III	24.56	
13074 - Photographer IV	30.05	
13075 - Photographer V	36.35	
13090 - Technical Order Library Clerk		1.97
13110 - Video Teleconference Technician		17.73
14000 - Information Technology Occupations		
14041 - Computer Operator I	12.38	
14042 - Computer Operator II	13.85	5
14043 - Computer Operator III	15.48	3
14044 - Computer Operator IV	17.2	.7
14045 - Computer Operator V	19.1	8
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	` '	2.68
14160 - Personal Computer Support Technician	1	2.08 17.27
1 11	25.0	
14170 - System Support Specialist	25.8	82
15000 - Instructional Occupations	D ( 1)	26.21
15010 - Aircrew Training Devices Instructor (No.		26.31
15020 - Aircrew Training Devices Instructor (Ra	,	31.84
15030 - Air Crew Training Devices Instructor (P		38.16
15050 - Computer Based Training Specialist / In		26.31
15060 - Educational Technologist	36.0	)1
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 Re		s
16010 - Assembler	10.03	
16030 - Counter Attendant	10.03	
16040 - Dry Cleaner	12.17	
16070 - Finisher, Flatwork, Machine	12.17	02
		.03
16090 - Presser, Hand	10.03	0.02
16110 - Presser, Machine, Drycleaning		0.03
16130 - Presser, Machine, Shirts	10.03	
16160 - Presser, Machine, Wearing Apparel, Lau	inai y	10.03

16190 - Sewing Machine Operator	12.86	6
16220 - Tailor 13	3.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupation	IS	
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	
	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 Occup		
23010 - Aerospace Structural Welder	30.10	1
23010 - Acrospace Structural Welder 23019 - Aircraft Logs and Records Technician		3.32
23021 - Aircraft Mechanic I	28.46	3.32
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	26.70
23070 - Aircraft Survival Flight Equipment Technician	25.01	26.79
23080 - Aircraft Worker	25.01	25.01
23091 - Aircrew Life Support Equipment (ALSE) Mech	nanic	25.01
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	28.46
II		
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	4.65
23182 - Electronics Technician Maintenance II		8.33
23183 - Electronics Technician Maintenance III		0.10
23260 - Fabric Worker	18.14	
23290 - Fire Alarm System Mechanic	22.1	14
23310 - Fire Extinguisher Repairer	16.85	
23311 - Fuel Distribution System Mechanic		0.05
23312 - Fuel Distribution System Operator		64
23370 - General Maintenance Worker	13.1	
23380 - Ground Support Equipment Mechanic	13.	28.46
23381 - Ground Support Equipment Nechaine 23381 - Ground Support Equipment Servicer	7	23.32
23382 - Ground Support Equipment Worker		25.01
23391 - Gunsmith I	16.85	<i>∠</i> J.U1
23391 - Gunsmith II	19.47	
23372 - Guildilliui II	17.4/	

19.31   19.3	23393 - Gunsmith III	22.14
Mechanic         2042           23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)         2042           23430 - Heavy Equipment Mechanic         22.14           23440 - Instrument Mechanic         22.14           23460 - Instrument Mechanic         22.14           23460 - Instrument Mechanic         20.84           23470 - Laborer         12.92           23510 - Locksmith         20.84           23530 - Machinisty Maintenance Mechanic         23.72           23550 - Machinisty Maintenance         23.72           23580 - Maintenance Trades Helper         13.01           23591 - Metrology Technician II         24.69           23592 - Metrology Technician III         24.69           23640 - Millwright         22.14           23710 - Office Appliance Repairer         20.84           23700 - Pipefitter, Maintenance         18.70           23700 - Pipefitter, Maintenance         18.70           23800 - Plumber, Maintenance         18.70           23850 - Rigger         22.14           23870 - Scale Mechanic         22.14           23890 - Shoet-Metal Worker, Maintenance         19.47           23910 - Small Engine Mechanic         19.47           23931 - Telecommunications Mechanic I         22.14 <td></td> <td></td>		
2341	<u> </u>	19.51
Mechanic (Research Facility)   23430 - Heavy Equipment Mechanic   22.14   23440 - Heavy Equipment Operator   20.97   23460 - Instrument Mechanic   22.14   23465 - Laborer   12.92   23510 - Locksmith   20.84   23530 - Machinery Maintenance Mechanic   22.02   23530 - Machinery Maintenance Mechanic   22.02   23530 - Machinery Maintenance Mechanic   22.02   23530 - Machinery 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   24.69   23640 - Millwright   22.14   23710 - Office Appliance Repairer   20.84   23700 - Painter, Maintenance   18.70   23810 - Plumber, Maintenance   22.14   23850 - Rigger   22.14   23870 - Scale Mechanic   22.14   23910 - Small Engine Mechanic   19.47   23931 - Telecommunications Mechanic I   23.41   23930 - Telephone Lineman   20.55   23965 - Well Driller   22.14   23970 - Woodcraft Worker   22.14   23970 - Woodcraft Worker   22.14   23980 - Woodworker   22.14   23980 - Woodworker   22.14   23970 - Child Care Attendant   10.00   24580 - Child Care Center Clerk   12.46   24610 - Chore Aide   24620 - Family Readiness And Support Services   16.31   2460 - 25000 - Plant And System Operations Occupations   22.14   25000 - Plant And System Operations Occupations   22.14   25000 - Plant And System Operations Occupations   14.45   25000 - Plant And System Operator   14.45   25000 - Plant A		20.42
23430 - Heavy Equipment Mechanic       22.14         23440 - Heavy Equipment Operator       20.97         23460 - Instrument Mechanic       22.14         23450 - Laboratory/Shelter Mechanic       20.84         2370 - 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 II       22.14         23592 - Metrology Technician III       24.69         2364 - Millwright       22.14         23710 - Office Appliance Repairer       20.84         23700 - Painter, Maintenance       21.85         23700 - Painter, Maintenance       17.60         23810 - Plumber, Maintenance       18.70         23810 - Pheudraulic Systems Mechanic       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 - Telephone Lineman       20.55         23960 - Welder, Combination, Maintenance       19.44         23950 - Well Driller       22.14 <td></td> <td>20.72</td>		20.72
23440 - Heavy Equipment Operator         20,97           23460 - Instrument Mechanic         22,14           23470 - Laborer         12,92           23510 - Locksmith         20,84           23530 - Machinery Maintenance Mechanic         22,02           23550 - Machinist, Maintenance Prades Helper         13,01           23580 - Maintenance Trades Helper         13,01           23591 - Metrology Technician II         22,14           23592 - Metrology Technician III         24,69           23640 - Millwright         21,4           2370 - Poperiter, Maintenance         21,85           23790 - Pipefiter, Maintenance         18,70           23810 - Plumber, Maintenance         17,60           23820 - Rigger         22,14           23870 - Scale Mechanic         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           23950 - Telephone Lineman         20,55           23960 - Welder, Combination, Maintenance         19,44           23970 - Wooderaft Worker         16,85           24000 - Personal Needs Occupations         16,85      <	• /	22 14
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 II   23.41     23593 - Metrology Technician III   24.69     23640 - Millwright   22.14     23710 - Office Appliance Repairer   20.84     23700 - Painter, Maintenance   21.85     23700 - Pipefitter, Maintenance   17.60     23820 - Pneudraulic Systems Mechanic   22.14     23820 - Pneudraulic Systems Mechanic   22.14     23870 - Scale Mechanic   19.47     23890 - Sheet-Metal Worker, Maintenance   23.21     23931 - Telecommunications Mechanic I   23.41     23932 - Telecommunications Mechanic I   23.41     23930 - Welder, Combination, Maintenance   19.47     23930 - Welder, Combination, Maintenance   23.41     23930 - Telephone Lineman   20.55     23960 - Welder, Combination, Maintenance   19.44     23965 - Well Driller   22.14     23970 - Woodvardf Worker   22.14     23980 - Woodworker   16.85     24000 - Personal Needs Occupations   24530 - Child Care Attendant   10.00     24580 - Child Care Attendant   10.00     24580 - Child Care Center Clerk   2460   530     24620 - Family Readiness And Support Services   16.31     25000 - Plant And System Operations Occupations   22.14     2510 - Stationary Engineer   22.14     2510 - Ventilation Equipment Tender   22.14     2510 - Ventilation Equi	· · · · · · · · · · · · · · · · · · ·	
23465 - Laboratory/Shelter Mechanic         20.84           23470 - Laborer         12.92           23510 - Locksmith         20.84           23530 - Machiniery Maintenance Mechanic         22.02           23580 - Maintenance Trades Helper         13.01           23591 - Metrology Technician II         22.14           23592 - Metrology Technician III         23.41           23593 - Mctrology Technician III         24.69           23640 - Millwright         22.14           23710 - Office Appliance Repairer         20.84           23790 - Pipefitter, Maintenance         18.70           23810 - Plumber, Maintenance         17.60           23820 - Pneudraulic Systems Mechanic         22.14           23870 - Scale Mechanic         19.47           23870 - Scale Mechanic         19.47           23870 - Small Engine Mechanic         23.21           23910 - Small Engine Mechanic         19.47           23931 - Telecommunications Mechanic I         23.41           23932 - Telecommunications Mechanic II         23.41           23950 - Telephone Lineman         20.55           23960 - Welder, Combination, Maintenance         19.44           23950 - Telephone Lineman         20.55           24500 - Sea Manager         16.85 <td></td> <td></td>		
23470 - Laborer   23510 - Locksmith   20.84		
23510 - Locksmith   20.84   23530 - Machinery Maintenance Mechanic   23.72   23550 - Machinist, Maintenance   23.72   23580 - Maintenance Trades Helper   13.01   23591 - Metrology Technician I   22.14   23592 - Metrology Technician III   24.69   23640 - Millwright   22.14   23710 - Office Appliance Repairer   20.84   23790 - Painter, Maintenance   21.85   23790 - Pipefitter, Maintenance   21.85   23810 - Plumber, Maintenance   18.70   23820 - Pneudraulic Systems Mechanic   22.14   23850 - Rigger   22.14   23870 - Scale Mechanic   19.47   23931 - Telecommunications Mechanic I   23.41   23932 - Telecommunications Mechanic I   23.41   23932 - Telephone Lineman   20.55   23960 - Welder, Combination, Maintenance   19.44   23950 - Telephone Lineman   20.55   23960 - Welder, Combination, Maintenance   19.44   23970 - Woodcraft Worker   22.14   23980 - Woodworker   16.85   24500 - Personal Needs Occupations   24550 - Case Manager   16.31   24570 - Child Care Attendant   10.00   24580 - Chore Aide   9.30   24620 - Family Readiness And Support Services   16.31   25000 - Plant And System Operations Occupations   25010 - Boiler Tender   22.14   25000 - Stationary Engineer   22.14   25100 - Ventilation Equipment Tender   15.65   25210 - Water Treatment Plant Operator   14.45   25000 - Stationary Engineer   22.14   25100 - Court Security Officer   19.87   27000 - Court Security Officer   19.87   27010 - Court Security Officer   21.21	•	
23530 - Machiniery Maintenance         22.02           23550 - Machinist, Maintenance         23.72           23580 - Maintenance Trades Helper         13.01           23591 - Metrology Technician I         22.14           23592 - Metrology Technician III         23.41           23593 - Metrology Technician III         24.69           23640 - Millwright         22.14           23710 - Office Appliance Repairer         20.84           23790 - Pipefitter, Maintenance         18.70           23810 - Plumber, Maintenance         17.60           23820 - Pueudraulic Systems Mechanic         22.14           23870 - 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           23930 - Telephone Lineman         20.55           23960 - Welder, Combination, Maintenance         19.44           23970 - Woodcraft Worker         16.85           24500 - Personal Needs Occupations         16.85           24570 - Child Care Attendant         10.00           24570 - Child Care Center Clerk		
23550 - Machinist, Maintenance     23.72       23580 - Maintenance Trades Helper     13.01       23591 - Metrology Technician II     22.14       23592 - Metrology Technician III     23.41       23593 - Metrology Technician III     24.69       23640 - Millwright     22.14       23700 - Poffice 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 - Seale Mechanic     19.47       23890 - Sheet-Metal Worker, Maintenance     23.21       23910 - Small Engine Mechanic     19.47       23931 - Telecommunications Mechanic II     23.41       23950 - Telephone Lineman     20.55       23960 - Welder, Combination, Maintenance     19.44       23970 - Woodcraft Worker     22.14       23970 - Woodcraft Worker     22.14       23980 - Weld Driller     22.14       23980 - Welder, Combination, Maintenance     19.44       23970 - Woodcraft Worker     22.14       23980 - Child Care Attendant     10.00       24570 - Child Care Attendant     10.00       24570 - Child Care Center Clerk     12.46       24610 - Chore Aide <td></td> <td></td>		
23580 - Maintenance Trades Helper       13.01         23591 - Metrology Technician I       22.14         23592 - Metrology Technician III       24.69         23640 - Millwright       22.14         23710 - Office Appliance Repairer       20.84         23760 - Painter, Maintenance       18.70         23810 - Plumber, Maintenance       18.70         23810 - Plumber, Maintenance       17.60         23820 - Pneudraulic Systems Mechanic       22.14         23870 - Scale Mechanic       22.14         23870 - Scale Mechanic       19.47         23910 - Small Engine Mechanic       19.47         23931 - Telecommunications Mechanic I       22.14         23950 - Telephone Lineman       20.55         23960 - Welder, Combination, Maintenance       19.44         23980 - Welder, Combination, Maintenance       19.44         23980 - Welder Combination, Maintenance       19.44         23960 - Welder, Combination, Maintenance       16.85         24000 - Personal Needs Occupations       22.14         24570 - Child Care Attendant       10.00         24580 - Child Care Center Clerk       12.46         24610 - Chore Aide       9.30         24620 - Family Readiness And Support Services       16.31         25040 - Sewa	· · · · · · · · · · · · · · · · · · ·	
23591 - Metrology Technician I   23.41   23592 - Metrology Technician II   23.41   2341   23593 - Metrology Technician III   24.69   23640 - Millwright   22.14   23710 - Office Appliance Repairer   20.84   23760 - Painter, Maintenance   21.85   23790 - Pipefitter, Maintenance   17.60   23810 - Plumber, Maintenance   17.60   23820 - Pneudraulic Systems Mechanic   22.14   23870 - Scale Mechanic   22.14   23870 - Scale Mechanic   23.21   23870 - Scale Mechanic   19.47   23890 - Sheet-Metal Worker, Maintenance   23.21   23931 - Telecommunications Mechanic I   23.41   23932 - Telecommunications Mechanic II   23.41   23950 - Telephone Lineman   20.55   23960 - Welder, Combination, Maintenance   19.44   23970 - Woodcraft Worker   22.14   23970 - Woodcraft Worker   22.14   23980 - Woodworker   16.85   24000 - Personal Needs Occupations   24550 - Case Manager   16.31   2460 - Personal Needs Occupations   24620 - Family Readiness And Support Services   16.31   25000 - Plant And System Operations Occupations   25010 - Boiler Tender   22.14   25190 - Ventilation Equipment Tender   25210 - Water Treatment Plant Operator   14.45   25070 - Baggage Inspector   15.58   27007 - Baggage Inspector   13.95   27008 - Corrections Officer   21.21   27010 - Court Security Officer   21.21   27010 - Court Security Officer   21.21   27010 - Court Security Officer   21.21   27010 - 2010 - 2010 - 2011	·	
23592 - Metrology Technician II	<u>=</u>	
23593 - Metrology Technician III       24.69         23640 - Millwright       22.14         23710 - Office Appliance Repairer       20.84         23760 - Painter, Maintenance       18.70         23810 - Plumber, Maintenance       17.60         23820 - Pneudraulic Systems Mechanic       22.14         23870 - Scale Mechanic       22.14         23870 - Scale Mechanic       19.47         23890 - Sheet-Metal Worker, Maintenance       23.21         23910 - Small Engine Mechanic I       22.14         23932 - Telecommunications Mechanic II       23.41         23932 - Telecommunications Mechanic II       23.41         23950 - Welder, Combination, Maintenance       19.47         23960 - Welder, Combination, Maintenance       19.44         23970 - Woodcraft Worker       22.14         23970 - Woodcraft Worker       22.14         23980 - Woodworker       16.85         24000 - Personal Needs Occupations       16.85         24500 - Child Care Attendant       10.00         24530 - Child Care Center Clerk       12.46         24610 - Chore Aide       9.30         24620 - Family Readiness And Support Services       16.31         25000 - Plant And System Operations Occupations       22.14         25040 - Sewage	<u> </u>	
23640 - Millwright       22.14         23710 - Office Appliance Repairer       20.84         23760 - Painter, Maintenance       21.85         23790 - Pipefitter, Maintenance       17.60         23810 - Plumber, Maintenance       17.60         23820 - Pneudraulic Systems Mechanic       22.14         23870 - Scale Mechanic       19.47         23890 - Sheet-Metal Worker, Maintenance       23.21         23910 - Small Engine Mechanic       19.47         23931 - Telecommunications Mechanic II       23.41         23932 - Telecommunications Mechanic II       23.41         23950 - Telephone Lineman       20.55         23960 - Welder, Combination, Maintenance       19.44         23970 - Woodcraft Worker       22.14         23980 - Woodworker       22.14         23980 - Woodworker       16.85         24000 - Personal Needs Occupations       22.14         24570 - Child Care Attendant       10.00         24580 - Child Care Attendant       10.00         24580 - Child Care Center Clerk       12.46         24620 - Family Readiness And Support Services       16.31         Coordinator       22.14         25000 - Plant And System Operations Occupations       22.14         25040 - Sewage Plant Operator	67	
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       23870 - Scale Mechanic     22.14       23870 - Scale Mechanic     19.47       23890 - Sheet-Metal Worker, Maintenance     23.21       23910 - Small Engine Mechanic     19.47       23931 - 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     16.85       2450 - Child Care Attendant     10.00       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     16.31       Coordinator     22.14       25010 - Boiler Tender     22.14       25040 - Sewage Plant Operator     14.45       25190 - Ventilation Equipment Tender     22.14       25190 - Water Treatment Plant Operator     <	e.	
23760 - Painter, Maintenance       21.85         23790 - Pipefitter, Maintenance       18.70         23810 - Plumber, Maintenance       17.60         23820 - Pneudraulic Systems Mechanic       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         23966 - Welder, Combination, Maintenance       19.44         23970 - Woodcraft Worker       22.14         23980 - Woodworker       22.14         23980 - Woodworker       16.85         24000 - Personal Needs Occupations       24570 - Child Care Attendant       10.00         24570 - Child Care Attendant       10.00         24580 - Child Care Attendant       10.00         24580 - Child Care Attendant       10.00         24570 - Child Care Attendant       10.00         24570 - Child Care Center Clerk       12.46         24610 - Chore Aide       9.30         25000 - Plant And System Operations Occupations       25.14         25000 - Plant And System Operator       14.45	<u> </u>	
23790 - Pipefitter, Maintenance       18.70         23810 - Plumber, Maintenance       17.60         23820 - Pneudraulic Systems Mechanic       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         23970 - Woodcraft Worker       22.14         23980 - Woodworker       16.85         24000 - Personal Needs Occupations       16.85         24500 - 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       16.31         Coordinator       22.14         25000 - Plant And System Operations Occupations       22.14         25000 - Stationary Engineer       14.45         25070 - Stationary Engineer       15.65         25210 - Water Treatment Plant Operator       14.45         27004 - Alarm Monitor <t< td=""><td></td><td></td></t<>		
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       23970 - Woodcraft Worker     22.14       23970 - 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     16.31       Coordinator     24630 - Homemaker     16.31       25000 - Plant And System Operations Occupations     25010 - Boiler Tender     22.14       25040 - Sewage Plant Operator     14.45       25070 - Stationary Engineer     15.65       2510 - Water Treatment Plant Operator     14.45       27007 - Baggage Inspector     13.95       27007 - Baggage Inspector     13.95       27007 - Baggage Inspector     19.87 <td></td> <td></td>		
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 II     22.14       23932 - Telecommunications Mechanic II     23.41       23950 - Telephone Lineman     20.55       23960 - Welder, Combination, Maintenance     19.44       23970 - Woodcraft Worker     22.14       23980 - Woodworker     16.85       24000 - Personal Needs Occupations     16.85       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     16.31       Coordinator     24630 - Homemaker     16.31       25000 - Plant And System Operations Occupations     25010 - Boiler Tender     22.14       25070 - Stationary Engineer     22.14       25190 - Ventilation Equipment Tender     15.65       25210 - Water Treatment Plant Operator     14.45       27000 - Protective Service Occupations     15.58       27004 - Alarm Monitor     15.58       27007 - Baggage Inspector     13.95       27008 - Court Security	•	
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 II       22.14         23932 - Telephone Lineman       20.55         23960 - Welder, Combination, Maintenance       19.44         23970 - Woodcraft Worker       22.14         23970 - Woodworker       16.85         24000 - Personal Needs Occupations       16.85         24500 - 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       16.31         Coordinator       24630 - Homemaker       16.31         25000 - Plant And System Operations Occupations       22.14         25010 - Boiler Tender       22.14         25070 - Stationary Engineer       22.14         25190 - Ventilation Equipment Tender       15.65         25210 - Water Treatment Plant Operator       14.45         27000 - Protective Service Occupations       15.58         27004 - Alarm Monitor       15.58         27007 - Baggage Inspector	·	
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         23970 - Woodcraft Worker       22.14         23980 - Woodworker       22.14         23980 - Woodworker       16.85         24000 - Personal Needs Occupations       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       16.31         Coordinator       24630 - Homemaker       16.31         25000 - Plant And System Operations Occupations       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       15.58         27004 - Alarm Monitor       15.58         27	•	
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         23970 - Woodcraft Worker       22.14         23980 - Woodworker       16.85         24000 - Personal Needs Occupations       24550 - Case Manager         24570 - Child Care Attendant       10.00         24580 - Child Care Center Clerk       12.46         24610 - Chore Aide       9.30         24620 - Family Readiness And Support Services       16.31         Coordinator       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       14.45         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	66	19.47
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         23970 - Woodcraft Worker       22.14         23980 - Woodworker       16.85         24000 - Personal Needs Occupations       16.85         24570 - Child Care Attendant       10.00         24580 - Child Care Center Clerk       12.46         24610 - Chore Aide       9.30         24620 - Family Readiness And Support Services       16.31         Coordinator       16.31         25000 - Plant And System Operations Occupations       25010 - Boiler Tender         25010 - Boiler Tender       22.14         25070 - Stationary Engineer       14.45         25210 - Water Treatment Plant Operator       14.45         25210 - Water Treatment Plant Operator       14.45         27004 - Alarm Monitor       15.58         27007 - Baggage Inspector       13.95         27008 - Corrections Officer       19.87         27010 - Court Security Officer       21.21		
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       16.85         24570 - Child Care Attendant       10.00         24580 - Child Care Attendant       10.00         24580 - Child Care Center Clerk       12.46         24610 - Chore Aide       9.30         24620 - Family Readiness And Support Services       16.31         Coordinator       24630 - Homemaker       16.31         25000 - Plant And System Operations Occupations       25010 - Boiler Tender       22.14         25070 - Stationary Engineer       22.14         25190 - Ventilation Equipment Tender       15.65         25210 - Water Treatment Plant Operator       14.45         27000 - Protective Service Occupations       15.58         27007 - Baggage Inspector       13.95         27008 - Corrections Officer       19.87         27010 - Court Security Officer       21.21	·	19.47
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       16.85         24500 - 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       16.31         Coordinator       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       15.58         27007 - Baggage Inspector       13.95         27008 - Corrections Officer       19.87         27010 - Court Security Officer       21.21	<u> </u>	22.14
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27008 - Corrections Officer19.8727010 - Court Security Officer21.21		
27010 - Court Security Officer 21.21		
•		
2/030 - Detection Dog Handler 15.60	•	
	2/030 - Detection Dog Handler	13.00

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 Attenda	
28515 - Recreation Specialist	21.02
28630 - Sports Official	13.70
28690 - Swimming Pool Operator	19.10
29000 - Stevedoring/Longshoremen Occupational 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	IDO) ( 2) 40.20
30010 - Air Traffic Control Specialist, Center (H	
30011 - Air Traffic Control Specialist, Station (I	
30012 - Air Traffic Control Specialist, Terminal	
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	25.60	
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		.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	2) 18.1	7	
31000 - Transportation/Mobile Equipment Operation O	ecupations		
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	17.52		
99020 - Cabin Safety Specialist	15.10		
99030 - Cashier	10.34		
99050 - Cashier 99050 - Desk Clerk	11.70		
99095 - Embalmer	25.60		
99130 - Flight Follower	25.60	4	
99251 - Laboratory Animal Caretaker I	17.14		
99252 - Laboratory Animal Caretaker II	18.40	υ	
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	4	
99841 - Vending Machine Repairer	21.32		
99842 - Vending Machine Repairer Helper		.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.

## 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 | Division of | Revision No.: 16

Director Wage Determinations | Date Of Last Revision: 05/28/2021

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.

State: Texas

OCCUPATION CODE - TITLE

Daniel W. Simms

Area: Texas Counties of Edwards, Kinney, Real, Uvalde, Val Verde

**FOOTNOTE** 

**RATE** 

01000 - Administrative Support And Clerical Occupat	ions
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

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

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
	17.80
05000 - Automotive Service Occupations	10.41
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
* ·	12.81
05370 - Tire Repairer	
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	10.72
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 Occupati	ions
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	10.10
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
	14.18
12223 - Nursing Assistant III	
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	23.00
13011 - Exhibits Specialist I	19.83
13012 - Exhibits Specialist II	24.56
13012 - Exhibits Specialist III	30.05
13041 - Illustrator I	19.83
13042 - Illustrator II	24.56
13043 - Illustrator III	30.05
13047 - Librarian	27.21

40000 711 411 (01.1			
13050 - Library Aide/Clerk	1	2.13	
13054 - Library Information Technology System	ıs		24.56
Administrator			
13058 - Library Technician		7.47	
13061 - Media Specialist I		7.73	
13062 - Media Specialist II		9.83	
13063 - Media Specialist III		2.10	
13071 - Photographer I		.73	
13072 - Photographer II		.83	
13073 - Photographer III		.56	
13074 - Photographer IV		0.05	
13075 - Photographer V	30	6.35	
13090 - Technical Order Library Clerk		14.9	
13110 - Video Teleconference Technician		17	7.73
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)		
± • • • • • • • • • • • • • • • • • • •	(300 1)		
14150 - Peripheral Equipment Operator	(sec 1)	15.	
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	(Sec 1)		21.50
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	(Sec 1)	15. 26.18	21.50
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>			21.50
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	on-Rated)		21.50 26.31
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> </ul>	on-Rated)		21.50 26.31 31.84
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> </ul>	on-Rated) ated) vilot)		21.50 26.31 31.84 38.16
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	on-Rated) ated) vilot)	26.18	21.50 26.31 31.84
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	on-Rated) ated) rilot) sstructor	26.18 36.01	21.50 26.31 31.84 38.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) nted) Pilot) structor	26.18 36.01 8.16	21.50 26.31 31.84 38.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) rilot) sstructor	26.18 36.01 8.16 17	26.31 31.84 38.16 26.31
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	on-Rated) nted) Pilot) structor	26.18 36.01 8.16 17	26.31 31.84 38.16 26.31
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) nted) Pilot) structor	26.18 36.01 8.16 17	26.31 31.84 38.16 26.31 8.16 88.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) onted) Pilot) estructor 3 28.	36.01 8.16 17	26.31 31.84 38.16 26.31
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor	on-Rated) onted) Pilot) estructor 3 28.	36.01 8.16 17 3 38 3.02	26.31 31.84 38.16 26.31 8.16 38.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor/Course Developer.	on-Rated) rited) rilot) sstructor  3 28.	36.01 8.16 17 3 38 3.02	26.31 31.84 38.16 26.31 8.16 88.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor.	on-Rated) nted) Pilot) structor  3 28.	36.01 8.16 17 3 38 3.02	26.31 31.84 38.16 26.31 8.16 38.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15095 - Test Proctor. 15120 - Tutor.	on-Rated) Pilot) estructor  3 28.	36.01 8.16 17 3 38 3.02	26.31 31.84 38.16 26.31 8.16 38.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re.	on-Rated) nted) Pilot) structor  3 28.  18.59 lated Occup	36.01 8.16 17 3 38 3.02 59	26.31 31.84 38.16 26.31 8.16 38.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	on-Rated) onted) oliot) structor  3 28.  18.5 18.59 lated Occup	36.01 8.16 17 3 38 3.02 59 pations	26.31 31.84 38.16 26.31 8.16 38.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	on-Rated) Pilot) estructor  3 28.  18.5 18.59 lated Occup 10.0	36.01 8.16 17 3 38 3.02 59 pations 03 0.03	26.31 31.84 38.16 26.31 8.16 38.16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner.	on-Rated) onted) oliot) structor  3 28.  18.5 18.59 lated Occup	36.01 8.16 17 38 3.02 39 pations 03 0.03	26.31 31.84 38.16 26.31 8.16 8.16 28.17
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	on-Rated) onted) oliot) structor  3 28.  18.59 lated Occup 10.0 1 12.	36.01 8.16 17 3 38 3.02 39 90 90 90 90 90 10.03	26.31 31.84 38.16 26.31 8.16 8.16 28.17
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) Pilot) estructor  3 28.  18.5 18.59 lated Occup 10.0	36.01 8.16 17 3 38 3.02 59 pations 03 0.03 17 10.03	26.31 31.84 38.16 26.31 8.16 38.16 28.17
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	on-Rated) onted) oliot) structor  3 28.  18.59 lated Occup 10.0 1 12.	36.01 8.16 17 38 3.02 59 pations 03 0.03 17 10.03 03	26.31 31.84 38.16 26.31 8.16 38.16 28.17
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) rited) Pilot) structor  28.  18.59 lated Occup 10.0 12.	36.01 8.16 17 3 38 3.02 59 pations 03 0.03 17 10.03	26.31 31.84 38.16 26.31 8.16 38.16 28.17

16190 - Sewing Machine Operator	12.8	6
16220 - Tailor	3.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupation	1S	
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	2
21071 - Order Filler	13.16	
21080 - Production Line Worker (Food Processing)		12.22
21110 - Shipping Packer	13.39	12.22
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 Occup		
23010 - Aerospace Structural Welder	30.1	0
23019 - Aircraft Logs and Records Technician		23.32
23021 - Aircraft Mechanic I	28.46	23.32
23022 - Aircraft Mechanic II	30.10	
23023 - Aircraft Mechanic III	31.72	
	20.12	
23040 - Aircraft Mechanic Helper		
23050 - Aircraft, Painter	26.79	
23060 - Aircraft Servicer	23.32	26.70
23070 - Aircraft Survival Flight Equipment Technician		26.79
23080 - Aircraft Worker	25.01	25.01
23091 - Aircrew Life Support Equipment (ALSE) Mecl	nanic	25.01
23092 - Aircrew Life Support Equipment (ALSE) Mecl	hanic	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	2	6.46
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		0.05
23312 - Fuel Distribution System Operator		.26
23370 - General Maintenance Worker	15.	
23380 - Ground Support Equipment Mechanic	13.	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	
23372 Guildinia II	1ノ・T/	

22202 G 24 H	22.14	
23393 - Gunsmith III	22.14	0.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	I	9.90
23411 - Heating, Ventilation And Air Contidioning	2	1.04
Mechanic (Research Facility)	2	1.04
23430 - Heavy Equipment Mechanic	22.14	1
23440 - Heavy Equipment Operator	20.97	T
23460 - Instrument Mechanic	22.14	
23465 - Laboratory/Shelter Mechanic	20.84	
23470 - Laborer	12.92	
23510 - Locksmith	20.84	
23530 - Machinery Maintenance Mechanic		.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	4
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	23.0	
23932 - Telecommunications Mechanic II	24.3	35
23950 - Telephone Lineman	21.52	1.0
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 - Case Manager 24570 - Child Care Attendant	10.40	
24580 - Child Care Center Clerk	13.28	
24610 - Chore Aide	10.57	
24620 - Family Readiness And Support Services		6.31
Coordinator	•	0.01
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	3
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	12.2	7
28042 - Carnival Equipment Repairer	13.21	
28043 - Carnival Worker	9.35	
28210 - Gate Attendant/Gate Tender	15.38	
28310 - Lifeguard	12.45	
	17.20	
28350 - Park Attendant (Aide)		2.55
28510 - Recreation Aide/Health Facility Attendant		2.55
28515 - Recreation Specialist	21.02	
28630 - Sports Official	13.70	
28690 - Swimming Pool Operator	18.46	
29000 - Stevedoring/Longshoremen Occupational Ser		
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)		27.78
30012 - Air Traffic Control Specialist, Terminal (HF		30.59
30021 - Archeological Technician I	17.13	30.37
30021 - 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	
<u> </u>	19.16	
30210 - Laboratory Technician		
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 C	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	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/28/2021

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.

State: Texas

01141 - Messenger Courier

Daniel W. Simms

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

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerica	l Occupations	
01011 - Accounting Clerk I	14.71	
01012 - Accounting Clerk II	16.51	
01013 - Accounting Clerk III	18.47	
01020 - Administrative Assistant	24.31	
01025 Court Papartar	16.90	

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

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	10.00
05000 - Automotive Service Geographics 05005 - Automobile Body Repairer, Fiberglass	22.03
05010 - Automotive Electrician	21.49
05040 - Automotive Glass Installer	20.15
05070 - Automotive Glass Installer	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 Occupati	ons
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
	12.4/
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
± ±	17.73
12236 - Optical Technician	
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 System	ns		22.70
Administrator			
13058 - Library Technician	-	13.57	
13061 - Media Specialist I	10	6.37	
13062 - Media Specialist II	1	8.32	
13063 - Media Specialist III	2	0.43	
13071 - Photographer I	16	.30	
13072 - Photographer II		3.32	
13073 - Photographer III	22	2.70	
13074 - Photographer IV		7.76	
13075 - Photographer V	3	3.59	
13090 - Technical Order Library Clerk		17.9	91
13110 - Video Teleconference Technician			9.58
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)		2.67
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 i)		
- · · · · · · · · · · · · · · · · · · ·	(see 1)	15	.87
14150 - Peripheral Equipment Operator	` ,	15	.87 21.98
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	` ,		21.98
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	` ,	15. 24.59	21.98
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> </ul>	, ,		21.98
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> </ul>	on-Rated)		21.98
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> </ul>	on-Rated) ated)		21.98 31.80 38.47
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> </ul>	on-Rated) ated) Pilot)		21.98 31.80 38.47 46.12
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (N</li> <li>15020 - Aircrew Training Devices Instructor (R</li> <li>15030 - Air Crew Training Devices Instructor (I</li> <li>15050 - Computer Based Training Specialist / Ir</li> </ul>	on-Rated) ated) Pilot)	24.59	31.80 38.47 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	on-Rated) ated) Pilot) astructor	24.59 30.27	31.80 38.47 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) ated) Pilot) nstructor	24.59 30.27 46.12	31.80 38.47 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor	30.27 46.12 46	31.80 38.47 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	on-Rated) ated) Pilot) astructor	30.27 16.12 46	31.80 38.47 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / II 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor	30.27 30.27 46.12 46	31.80 38.47 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) ated) Pilot) nstructor	30.27 6.12 46	31.80 38.47 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	on-Rated) ated) Pilot) nstructor	30.27 16.12 46 46 24.17	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	on-Rated) ated) Pilot) instructor	30.27 16.12 46 46 24.17	31.80 38.47 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	on-Rated) ated) Pilot) nstructor  21.	30.27 16.12 46 46 24.17	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	on-Rated) ated) Pilot) nstructor  21.  19.5	30.27 16.12 46 46 24.17	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref	on-Rated) ated) Pilot) Instructor  21.  19.51 Plated Occup	30.27 30.27 36.12 46 46 24.17	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (I 15050 - Computer Based Training Specialist / II 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	on-Rated) ated) Pilot) nstructor  21.  19.5 19.51 elated Occup	30.27 16.12 46 46 24.17 51 pations	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant	on-Rated) ated) Pilot) estructor  21.  19.5 19.51 elated Occup	30.27 16.12 46 46 24.17 51 pations 19.51	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	on-Rated) ated) Pilot) nstructor  21.  19.5 19.51 elated Occup	30.27 30.27 30.27 46.12 46 24.17 51 pations 1 9.51	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	on-Rated) ated) Pilot) Instructor  21.  19.51 Plated Occup 9.5	30.27 16.12 46 46 24.17 51 pations 1 9.51 17 9.51	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	on-Rated) ated) Pilot) estructor  21.  19.5 19.51 elated Occup	30.27 16.12 46 46 24.17 51 51 51 9.51 17 9.51	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	on-Rated) ated) Pilot) Instructor  21.  19.51 Plated Occup 9.5	30.27 16.12 46 46 24.17 51 51 9.51 17 9.51 51 9.51	31.80 38.47 46.12 31.80 46.12 46.12 5.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (N 15020 - Aircrew Training Devices Instructor (R 15030 - Air Crew Training Devices Instructor (R 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	on-Rated) ated) Pilot) Instructor  21.  19.51 Plated Occup 9.5  11.	30.27 16.12 46 46 24.17 51 51 51 9.51 17 9.51	31.80 38.47 46.12 31.80 46.12 46.12 5.12

16190 - Sewing Machine Operator	11.74	
16220 - Tailor 12	.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occupa		
23010 - Aerospace Structural Welder	33.41	
23019 - Aircraft Logs and Records Technician	_	3.18
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	27.17
23070 - Aircraft Survival Flight Equipment Technician	20.42	27.17
23080 - Aircraft Worker	29.43	20.42
23091 - Aircrew Life Support Equipment (ALSE) Mech	anıc	29.43
I L'G G L'E : L'ALGE) M. 1		22.02
23092 - Aircrew Life Support Equipment (ALSE) Mech	anıc	32.03
II	22.50	
23110 - Appliance Mechanic	23.50	
23120 - Bicycle Repairer	19.15	
23125 - Cable Splicer	32.30	
23130 - Carpenter, Maintenance	19.56 22.03	
23140 - Carpet Layer 23160 - Electrician, Maintenance	23.96	
23181 - Electronics Technician Maintenance I		.62
23182 - Electronics Technician Maintenance II		.02 79
23183 - Electronics Technician Maintenance III		5.66
23260 - Fabric Worker	20.59	5.00
23290 - Fabric Worker 23290 - Fire Alarm System Mechanic	23.7	3
23310 - Fire Extinguisher Repairer	19.15	J
23311 - Fuel Distribution System Mechanic	24.	91
23312 - Fuel Distribution System Operator	20.3	
23370 - General Maintenance Worker	15.2	
23380 - Ground Support Equipment Mechanic		32.03
23381 - Ground Support Equipment Servicer		32.03 3.18
23382 - Ground Support Equipment Worker		9.43
23391 - Gunsmith I	19.15	,
23392 - Gunsmith II	22.03	
200/2 Guildinini II		

23393 - Gunsmith III	24.76
23410 - Heating, Ventilation And Air-Conditioning	21.24
Mechanic Mechanic	21.27
23411 - Heating, Ventilation And Air Contidioning	22.23
Mechanic (Research Facility)	22.23
23430 - Heavy Equipment Mechanic	26.38
23440 - Heavy Equipment Operator	21.92
23460 - Instrument Mechanic	24.76
	23.50
23465 - Laboratory/Shelter Mechanic 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	15.78
Coordinator	
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
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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	20.10	
<u>-</u>	13.3	1
28041 - Carnival Equipment Operator		
28042 - Carnival Equipment Repairer	14.4	2
28043 - Carnival Worker	10.10	
28210 - Gate Attendant/Gate Tender	12.94	1
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 Ser		,
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)		45.86
30011 - Air Traffic Control Specialist, Station (HFO)		31.63
30012 - Air Traffic Control Specialist, Terminal (HF	O) (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	1
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	

20275 Detail Committee Committee	22.72		
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	-0.1-	
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	29.1		
30495 - Unexploded (UXO) Sweep Personnel		9.15	
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	19.1	6	
22012 Chaing Machine Repairer Helper	17.1		

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/28/2021

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.

State: Texas

Daniel W. Simms

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

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
	100111011	14111

01000 - Administrative Support And Clerical Occupa	ations
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	17.55
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automobile Body Repairer, Floerglass	23.79
05040 - Automotive Class Installer	21.96
05070 - Automotive Glass Histarici	21.96
	20.23
05110 - Mobile Equipment Servicer	
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 Occupation	ons
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
	11.13
11150 - Janitor	
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
	17.88
12224 - Nursing Assistant IV	
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	17.57
13011 - Exhibits Specialist I	19.30
<u> </u>	24.74
13012 - Exhibits Specialist II	
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

	10.04	
13050 - Library Aide/Clerk	10.84	24.00
13054 - Library Information Technology System	ıs	24.09
Administrator		
13058 - Library Technician	16.04	
13061 - Media Specialist I	17.39	
13062 - Media Specialist II	19.46	
13063 - Media Specialist III	21.68	
13071 - Photographer I	16.37	
13072 - Photographer II	18.32	
13073 - Photographer III	22.70	
13074 - Photographer IV	27.76	
13075 - Photographer V	33.59	
13090 - Technical Order Library Clerk		'.91
13110 - Video Teleconference Technician		19.58
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.31	
14042 - Computer Operator II	19.37	1
14043 - Computer Operator III	21.59	)
14044 - Computer Operator IV	24.0	0
14045 - Computer Operator V	26.5	7
14071 - Computer Programmer I	(see 1) 2	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)	
* *	` /	7 21
14150 - Peripheral Equipment Operator	1	7.31
1.41.60 D 1.60 C C T - 1 i - i		24.00
14160 - Personal Computer Support Technician	24.5	24.00
14170 - System Support Specialist	24.5	
14170 - System Support Specialist 15000 - Instructional Occupations		59
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No.	on-Rated)	33.08
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	on-Rated) ated)	33.08 40.02
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15030 - Air Crew Training Devices Instru</li></ul>	on-Rated) ated) Pilot)	33.08
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	on-Rated) ated) Pilot)	33.08 40.02
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15030 - Air Crew Training Devices Instru</li></ul>	on-Rated) ated) Pilot)	33.08 40.02 47.98 33.08
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In	on-Rated) ated) Pilot) astructor	33.08 40.02 47.98 33.08
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) ated) Pilot) astructor 30.2	33.08 40.02 47.98 33.08
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor 30.2 47.98	33.08 40.02 47.98 33.08
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	on-Rated) ated) Pilot) astructor 30.2 47.98	33.08 40.02 47.98 33.08 27
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor 30.2 47.98 26.72	33.08 40.02 47.98 33.08 27 47.98
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14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	on-Rated) ated) Pilot) astructor  30.2 47.98 26.72  25.74  20.78 Plated Occupations 9.51 9.51	33.08 40.02 47.98 33.08 27 47.98 47.98 47.98 47.98
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14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) ated) Pilot) astructor  30.2 47.98 26.72  25.74  20.78 Plated Occupations 9.51 9.51 12.06 9.5	33.08 40.02 47.98 33.08 27 47.98 47.98 47.98 31.48
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14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning. 16130 - Presser, Machine, Shirts.	on-Rated) ated) Pilot) astructor  30.2 47.98 26.72  25.74  20.78 20.78 Plated Occupations 9.51 9.51 12.06 9.5 9.51 9	33.08 40.02 47.98 33.08 27 47.98 47.98 47.98 31.48
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16190 - Sewing Machine Operator	12.79	ı
16220 - Tailor 13	3.75	
16250 - Washer, Machine	10.32	
19000 - Machine Tool Operation And Repair Occupation	IS	
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	
	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 Occup		
23010 - Aerospace Structural Welder	37.05	,
23019 - Aircraft Logs and Records Technician		9.44
23021 - Aircraft Mechanic I	35.41	· · · · · · · · · · · · · · · · · · ·
23022 - Aircraft Mechanic II	37.05	
23022 - Aircraft Mechanic III	38.71	
23040 - Aircraft Mechanic Helper	25.28	
23050 - Aircraft, Painter	33.60	
23060 - Aircraft Servicer	29.44	22.60
23070 - Aircraft Survival Flight Equipment Technician	21.50	33.60
23080 - Aircraft Worker	31.50	21.50
23091 - Aircrew Life Support Equipment (ALSE) Mech	nanic	31.50
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	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	2.62
23182 - Electronics Technician Maintenance II		1.79
23183 - Electronics Technician Maintenance III		6.66
23260 - Fabric Worker	20.59	
23290 - Fire Alarm System Mechanic	24.7	6
23310 - Fire Extinguisher Repairer	19.15	
23311 - Fuel Distribution System Mechanic		.92
23312 - Fuel Distribution System Operator	17.	
23370 - General Maintenance Worker	18.0	
23380 - Ground Support Equipment Mechanic		35.41
23381 - Ground Support Equipment Nechaine 23381 - Ground Support Equipment Servicer		9.44
23382 - Ground Support Equipment Worker		9. <del>44</del> 31.50
23391 - Gunsmith I	19.15	1.50
23392 - Gunsmith II	22.03	

23393 - Gunsmith III	24.76	
23410 - Heating, Ventilation And Air-Conditioning	22.77	
Mechanic		
23411 - Heating, Ventilation And Air Contidioning	23.82	
Mechanic (Research Facility)		
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	19.13	
<u> </u>	16.64	
24550 - Case Manager		
24570 - Child Care Attendant	10.65	
24580 - Child Care Center Clerk	13.27	
24610 - Chore Aide	10.08	
24620 - Family Readiness And Support Services	16.64	
Coordinator	16.04	
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	

2010 70 1 000	10.6	
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 Attended		
28515 - Recreation Specialist	17.83	
28630 - Sports Official	12.38	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupationa		
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 (I		
30011 - Air Traffic Control Specialist, Station (		
30012 - Air Traffic Control Specialist, Terminal	1 (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	
	22.52	
30361 - Paralegal/Legal Assistant I		
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) Technicia:	n I 29.15	
30492 - Unexploded Ordnance (UXO) Technicia:	n II 35.26	
30493 - Unexploded Ordnance (UXO) Technicia:	n 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 Operati	ion 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	
1		

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/28/2021

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.

State: Texas

Daniel W. Simms

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

<sup>\*\*</sup>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	16.72
01410 - Supply Technician	24.31
01420 - Survey Worker	15.23
01460 - Switchboard Operator/Receptionist	13.23
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	20.27
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 Occupati	ons
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	40.00
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	10.20	`
	18.30	
13054 - Library Information Technology System	ns	22.70
Administrator		
13058 - Library Technician	13.5	7
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	
	27.76	
13074 - Photographer IV		
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	13.6	
14042 - Computer Operator II	15.2	
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	(SCC 1)	13.95
14160 - Personal Computer Support Technician		19.00
1 11		
14170 - System Support Specialist	23	5.82
15000 - Instructional Occupations	D ( 1)	21.16
15010 - Aircrew Training Devices Instructor (N		31.16
	ated)	37.71
15020 - Aircrew Training Devices Instructor (Ra	,	
15030 - Air Crew Training Devices Instructor (F	Pilot)	45.17
<ul><li>15030 - Air Crew Training Devices Instructor (I</li><li>15050 - Computer Based Training Specialist / Ir</li></ul>	Pilot) nstructor	31.16
15030 - Air Crew Training Devices Instructor (F	Pilot) nstructor	31.16
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir	Pilot) nstructor	31.16
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist	Pilot) nstructor	31.16
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	Pilot) astructor 31 45.17 21.16	31.16
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	Pilot) astructor 31 45.17 21.16	31.16
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	Pilot) astructor 31 45.17 21.16	31.16 .51 46.12
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	Pilot) astructor 31 45.17 21.16	31.16 .51 46.12 46.12 46.12
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	Pilot) astructor 31 45.17 21.16	31.16 .51 .46.12 .46.12 .46.12
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	Pilot) astructor 31 45.17 21.16	31.16 .51 46.12 46.12 46.12
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	Pilot) astructor 31 45.17 21.16  24.17	31.16 .51 .46.12 .46.12 .46.12
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	Pilot) astructor 31 45.17 21.16  24.17 19.51 19.51	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	Pilot) astructor 31 45.17 21.16  24.17  19.51 19.51 elated Occupatio	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	Pilot) astructor 31 45.17 21.16  24.17  19.51 19.51 elated Occupation 9.51	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant	Pilot) astructor  31 45.17 21.16  24.17  19.51 19.51 Plated Occupation 9.51 9.51	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	Pilot) astructor  31 45.17 21.16  24.17  19.51 19.51 elated Occupation 9.51 9.51 11.17	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	Pilot) astructor  31 45.17 21.16  24.17  19.51 19.51 elated Occupation 9.51 9.51 11.17	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	Pilot) astructor  31 45.17 21.16  24.17  19.51 19.51 elated Occupation 9.51 9.51 11.17	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	Pilot) astructor  31 45.17 21.16  24.17  19.51 19.51 elated Occupation 9.51 9.51 11.17 9.51	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57 
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning 16130 - Presser, Machine, Shirts	Pilot) astructor  31 45.17 21.16  24.17  19.51 19.51 elated Occupation 9.51 9.51 11.17 9.51	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57 
15030 - Air Crew Training Devices Instructor (F 15050 - Computer Based Training Specialist / Ir 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	Pilot) astructor  31 45.17 21.16  24.17  19.51 19.51 elated Occupation 9.51 9.51 11.17 9.51	31.16 .51 .46.12 .46.12 .46.12 .7 .29.57 

16190 - Sewing Machine Operator	11.74	
16220 - Tailor 12	2.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	2.28
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	
	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 Occupa		
23010 - Aerospace Structural Welder	25.64	
23019 - Aircraft Logs and Records Technician		.85
23021 - Aircraft Mechanic I	24.41	.03
23022 - Aircraft Mechanic II	25.64	
23023 - Aircraft Mechanic III	26.91	
	18.11	
23040 - Aircraft Mechanic Helper		
23050 - Aircraft, Painter	22.84	
23060 - Aircraft Servicer	21.85	22.04
23070 - Aircraft Survival Flight Equipment Technician	21.00	22.84
23080 - Aircraft Worker	21.90	21.00
23091 - Aircrew Life Support Equipment (ALSE) Mech	anic	21.90
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	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		.41
23182 - Electronics Technician Maintenance II		5.76
23183 - Electronics Technician Maintenance III		3.31
23260 - Fabric Worker	20.15	).J1
23290 - Fire Alarm System Mechanic	23.30	6
23310 - Fire Extinguisher Repairer	18.74	O
23311 - Fuel Distribution System Mechanic	21.	65
23312 - Fuel Distribution System Operator	16.7	
23370 - General Maintenance Worker	15.2	
		1 24.41
23380 - Ground Support Equipment Servicer		
23381 - Ground Support Equipment Worker		1.85
23382 - Ground Support Equipment Worker		1.90
23391 - Gunsmith II	18.41	
23392 - Gunsmith II	21.07	

23393 - Gunsmith III	23.72
23410 - Heating, Ventilation And Air-Conditioning	18.05
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	18.98
Mechanic (Research Facility)	
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	10.00
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	14.60
Coordinator	10
24630 - Homemaker	14.60
25000 - Plant And System Operations Occupations	1
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	10.13
27000 - Protective Service Occupations 27004 - Alarm Monitor	14.87
27004 - Alarm Monitor 27007 - Baggage Inspector	12.95
27007 - Baggage Hispector 27008 - Corrections Officer	19.31
	19.45
27010 - Court Security Officer 27030 - Detection Dog Handler	16.09
27050 - Detection Dog Handiel	10.09

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	14.4	42
28043 - Carnival Worker	9.84	
28210 - Gate Attendant/Gate Tender	12.7	'3
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	14.24	
28510 - Recreation Aide/Health Facility Attendant	1 2 .	10.09
28515 - Recreation Specialist	17.11	10.05
28630 - Sports Official	11.34	
28690 - Swimming Pool Operator	16.5	Q
29000 - Stevedoring/Longshoremen Occupational Ser		O
29010 - Stevedoring/Longshoremen Occupational Ser		
	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)		45.86
30011 - Air Traffic Control Specialist, Station (HFO		31.63
30012 - Air Traffic Control Specialist, Terminal (HF	, · · ,	34.83
30021 - Archeological Technician I	19.20	
30022 - Archeological Technician II	21.43	
30023 - Archeological Technician III	26.4	
30030 - Cartographic Technician	26.42	
30040 - Civil Engineering Technician	18.6	56
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	- <b>)</b>
30064 - Drafter/CAD Operator IV	29.2	6
30081 - Engineering Technician I	17.94	
30082 - Engineering Technician II	20.15	
30083 - Engineering Technician III	22.54	
30084 - Engineering Technician IV	27.9	
30085 - Engineering Technician V	34.1:	
30086 - Engineering Technician VI	41.3	
30090 - Environmental Technician	25.8	
30095 - Evidence Control Specialist	27.58	
30210 - Laboratory Technician	28.96	,
30221 - Latent Fingerprint Technician I	30.5	34
30222 - Latent Fingerprint Technician II	33.7	
30240 - Mathematical Technician	26.61	
30361 - Paralegal/Legal Assistant I	17.86	L
30362 - Paralegal/Legal Assistant II	22.12	
30363 - Paralegal/Legal Assistant III	27.06	
30364 - Paralegal/Legal Assistant IV	32.74	

20275 Detroloum Cumply Consciolist	22.72	
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	2.15
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) 26.6	51
31000 - Transportation/Mobile Equipment Operation (	,	
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	
	11.96	
31361 - Truckdriver, Light		
31362 - Truckdriver, Medium	12.86	
31363 - Truckdriver, Heavy	19.41	
31364 - Truckdriver, Tractor-Trailer	19.41	
99000 - Miscellaneous Occupations	17.10	
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	15.8	3
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	
• •	19.58	
99832 - Surveying Technician		Q
99840 - Vending Machine Attendant	18.98	
99841 - Vending Machine Repairer	21.52	
99842 - Vending Machine Repairer Helper	18	3.98

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 Division of Revision No.: 14

Wage Determinations | Date Of Last Revision: 05/28/2021 Director

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.

State: Texas

Daniel W. Simms

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

**RATE** 

OCCUPATION CODE - TITLE	FOOTNOTE

01000 - Administrative Support And Clerical Occupations

oroto rammistrative support rina element seeup	anons
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

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

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	10.00
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 - Radiator Repair Specialist	16.85
05400 - Transmission Repair Specialist	22.65
07000 - Food Preparation And Service Occupations	22.03
07000 - Pood reparation And service Occupations	13.62
07041 - Cook I	10.70
07041 - Cook I 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 Occupati	
09000 - Furmure Maintenance And Repair Occupation 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	12.07
11030 - Cleaner, Vehicles	12.07

11060 - Elevator Operator	11.13
11000 - Cardener	
	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
	12.7/
12000 - Health Occupations	16.20
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
	19.82
12235 - Optical Dispenser	
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
	19.57
13000 - Information And Arts Occupations	10.22
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

	11.03	
<ul><li>13050 - Library Aide/Clerk</li><li>13054 - Library Information Technology System</li></ul>		23.15
Administrator	18	23.13
	1.4.4.4	
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	1	9.58
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	3
14045 - Computer Operator V	24.34	ļ
14071 - Computer Programmer I	(see 1) 22	2.67
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	5.87
14160 - Personal Computer Support Technician		21.98
14170 - System Support Specialist	24.59	
14170 - System Support Specialist 15000 - Instructional Occupations		
<ul><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (No.</li></ul>	on-Rated)	
14170 - System Support Specialist 15000 - Instructional Occupations	on-Rated)	9
<ul><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (No.</li></ul>	on-Rated) ated)	31.80
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Fa. 15050 - Computer Based Training Specialist / Instructor (Fa. 15050 - Computer Based Training Sp</li></ul>	on-Rated) ated) Pilot)	31.80 38.47
<ul> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15030 - Air Crew Training Devices Instru</li></ul>	on-Rated) ated) Pilot)	31.80 38.47 46.12 31.80
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / Instructor (P.	on-Rated) ated) Pilot) astructor	31.80 38.47 46.12 31.80
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist	on-Rated) ated) Pilot) astructor 30.2	31.80 38.47 46.12 31.80
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) ated) Pilot) astructor 30.27 46.12 22.57	31.80 38.47 46.12 31.80
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) Pilot) astructor 30.27 46.12 22.57	31.80 38.47 46.12 31.80
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	on-Rated) ated) Pilot) astructor 30.27 46.12 22.57	31.80 38.47 46.12 31.80 7
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) ated) Pilot) astructor 30.27 46.12 22.57	31.80 38.47 46.12 31.80 7
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) (ated) (Pilot) (astructor) (30.2) (46.12) (22.57)	31.80 38.47 46.12 31.80 7
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14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor.	on-Rated) (ated) (Pilot) (astructor) (30.27) (46.12) (22.57) (4.17)	31.80 38.47 46.12 31.80 7 46.12 46.12 6.12
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14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Res. 15000 - Laundry, Dry-Cleaning, Pressing And Res. 15000 - Laundry, Dry-Cleaning, Pressing. 15000 - 15000 - Laundry, Dry-Cleaning, Pressing. 15000 - 15000 - Laundry, Dry-Cleaning, Pressing. 15000 -	on-Rated) ated) Pilot) astructor  30.27 46.12 22.57  4.24.17  19.51 19.51 Plated Occupations	31.80 38.47 46.12 31.80 7 46.12 46.12 6.12
14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Follow) 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	on-Rated) (ated) (Pilot) (astructor) (30.2) (46.12) (22.57) (4.17) (19.51) (19.51) (19.51) (19.51) (19.51) (19.51) (19.51) (19.51) (19.51) (19.51) (19.51) (19.51) (19.51)	31.80 38.47 46.12 31.80 7 46.12 46.12 6.12
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16190 - Sewing Machine Operator	11.74	
16220 - Tailor 12	.37	
16250 - Washer, Machine	9.97	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	3.50
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	
	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 Occupa		
23010 - Aerospace Structural Welder	29.24	
23019 - Aircraft Logs and Records Technician	_	.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	26.51
23070 - Aircraft Survival Flight Equipment Technician	24.05	26.51
23080 - Aircraft Worker	24.85	24.05
23091 - Aircrew Life Support Equipment (ALSE) Mech	anıc	24.85
I L'G G L'E : L'ALGE) M. 1		27.04
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	27.94
II	22.50	
23110 - Appliance Mechanic	23.50	
23120 - Bicycle Repairer	18.08	
23125 - Cable Splicer	32.30	
23130 - Carpenter, Maintenance 23140 - Carpet Layer	19.56 22.03	
23160 - Carpet Layer 23160 - Electrician, Maintenance	23.96	
23181 - Electronics Technician Maintenance I		.62
23182 - Electronics Technician Maintenance II		.02 .79
23183 - Electronics Technician Maintenance III		5.66
23260 - Fabric Worker	20.59	.00
23290 - Fire Alarm System Mechanic	24.76	5
23310 - Fire Extinguisher Repairer	19.15	,
23311 - Fuel Distribution System Mechanic	22.	92
23312 - Fuel Distribution System Operator	17.7	
23370 - General Maintenance Worker	15.3	
23380 - Ground Support Equipment Mechanic		, 27.94
23381 - Ground Support Equipment Servicer		3.24
23382 - Ground Support Equipment Worker		4.85
23391 - Gunsmith I	19.15	
23392 - Gunsmith II	22.03	

23393 - Gunsmith III	24.76
23410 - Heating, Ventilation And Air-Conditioning	21.08
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	22.23
Mechanic (Research Facility)	
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	15.75
Coordinator	
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	13.3	1
28042 - Carnival Equipment Repairer	14.4	
28043 - Carnival Worker	9.84	_
28210 - Gate Attendant/Gate Tender	12.51	
28310 - Lifeguard	11.05	L
28350 - Park Attendant (Aide)	13.88	
28510 - Recreation Aide/Health Facility Attendant		10.13
•		10.13
28515 - Recreation Specialist	17.11	
28630 - Sports Official	11.05	`
28690 - Swimming Pool Operator	16.58	3
29000 - Stevedoring/Longshoremen Occupational Ser		
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		31.63
30012 - Air Traffic Control Specialist, Terminal (HF		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	L
	33.73	
30052 - Cryogenic Technician II		
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	1
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	
Josof - I araiogal/Logal Assistant I v	32.04	

20275 Datus lavore Compiler Consciplint	22.72	
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	20.15
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	29.1	
30495 - Unexploded (UXO) Sweep Personnel		9.15
30501 - Weather Forecaster I	30.54	
30502 - Weather Forecaster II	37.15	• 4 0 •
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.82
Surface Programs		
30621 - Weather Observer, Senior (see 2	/	
31000 - Transportation/Mobile Equipment Operation O	-	
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	20.1	18

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 Division of Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Culberson

<sup>\*\*</sup>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	15.40
01311 - Secretary I	15.24
	17.04
01312 - Secretary II	
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 Occupati	ons
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
11000 Clemies, remeios	12.01

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
-	31.55
12015 - Certified Physical Therapist Assistant	
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
	40.68
12210 - Nuclear Medicine Technologist	
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
e e e e e e e e e e e e e e e e e e e	
12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor	22.93
	22.78
13000 - Information And Arts Occupations	10.15
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

10050 711 111 111 1		
13050 - Library Aide/Clerk	11.49	
13054 - Library Information Technology System	ıs	22.43
Administrator		
13058 - Library Technician	17.24	ļ
13061 - Media Specialist I	16.19	
13062 - Media Specialist II	18.10	
13063 - Media Specialist III	20.18	
<u>*</u>	16.19	
13071 - Photographer I		
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	1	15.74
13110 - Video Teleconference Technician		19.12
14000 - Information Technology Occupations		
14041 - Computer Operator I	16.4	8
14042 - Computer Operator II	18.4	13
14043 - Computer Operator III	20.5	55
14044 - Computer Operator IV	22.	
14045 - Computer Operator V	25.	
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
<u> </u>	` /	20.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	,	16.48
14160 - Personal Computer Support Technician	,	16.48 22.84
	26	
14160 - Personal Computer Support Technician	26	22.84
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>		22.84
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	on-Rated)	22.84 .97
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Research</li> </ul>	on-Rated) ated)	.97 22.84 .97 26.70 32.31
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> </ul>	on-Rated) ated) 'ilot)	22.84 .97 26.70 32.31 38.72
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	on-Rated) ated) vilot) structor	22.84 .97 26.70 32.31 38.72 26.70
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	on-Rated) ated) vilot) structor	22.84 .97 26.70 32.31 38.72 26.70
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	on-Rated) onted) orilot) sstructor 32 38.72	22.84 .97 26.70 32.31 38.72 26.70
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	on-Rated) ated) vilot) structor	22.84 .97 26.70 32.31 38.72 26.70
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	on-Rated) onted) orilot) sstructor 32 38.72	22.84 .97 26.70 32.31 38.72 26.70
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	on-Rated) onted) orilot) sstructor 32 38.72	22.84 .97 26.70 32.31 38.72 26.70 .13
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	on-Rated) nted) Pilot) structor 32 38.72 23.17	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	on-Rated) onted) orilot) sstructor 32 38.72	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	on-Rated) nted) Pilot) sstructor  32 38.72 23.17	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor.	on-Rated) nted) vilot) structor 32 38.72 23.17  24.05	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	on-Rated) onted) vilot) estructor 32 38.72 23.17  24.05	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re	on-Rated) onted) Pilot) estructor  32 38.72 23.17  24.05  19.40 19.40 lated Occupation	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	on-Rated) onted) vilot) estructor 32 38.72 23.17  24.05	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re	on-Rated) onted) Pilot) estructor  32 38.72 23.17  24.05  19.40 19.40 lated Occupation	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. Personal Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler.	on-Rated) nted) Pilot) structor  32 38.72 23.17  24.05  19.40 19.40 lated Occupation 9.51	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	on-Rated) onted) Pilot) estructor  32 38.72 23.17  24.05  19.40 19.40 elated Occupation 9.51 9.51 11.21	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 38.72
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	on-Rated) onted) Pilot) estructor  32 38.72 23.17  24.05  19.40 19.40 elated Occupation 9.51 9.51 11.21	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 29.40
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) onted) onted ont	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 29.40
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	on-Rated) onted) onted onte	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 29.40
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	on-Rated) onted)	22.84 .97 26.70 32.31 38.72 26.70 .13 38.72 38.72 38.72 29.40

16190 - Sewing Machine Operator	12.00	
16220 - Tailor 12	2.79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	2.00
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	
	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 Occup		
23010 - Aerospace Structural Welder	27.42	
23019 - Aircraft Logs and Records Technician		.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	22.00
23070 - Aircraft Survival Flight Equipment Technician	22.06	22.00
23080 - Aircraft Worker	22.86	22.06
23091 - Aircrew Life Support Equipment (ALSE) Mech	anic	22.86
		25.02
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	25.92
II	22.00	
23110 - Appliance Mechanic	22.00	
23120 - Bicycle Repairer	17.76	
23125 - Cable Splicer 23130 - Carpenter, Maintenance	27.09 24.06	
23140 - Carpet Layer	20.60	
23140 - Carpet Layer 23160 - Electrician, Maintenance	24.41	
23181 - Electronics Technician Maintenance I		.59
23182 - Electronics Technician Maintenance II		65
23183 - Electronics Technician Maintenance III		0 <i>5</i> I.86
23163 - Electronics Technician Wantenance III 23260 - Fabric Worker	19.16	1.00
23290 - Fire Alarm System Mechanic	23.4	7
23310 - Fire Extinguisher Repairer	17.76	,
23311 - Fuel Distribution System Mechanic	22.	99
23312 - Fuel Distribution System Operator	17.3	
23370 - General Maintenance Worker	16.3	
23380 - Ground Support Equipment Mechanic		25.92
23381 - Ground Support Equipment Servicer		1.18
23382 - Ground Support Equipment Worker		2.86
23391 - Gunsmith I	17.76	
23392 - Gunsmith II	20.60	
	_0.00	

23393 - Gunsmith III	23.47
23410 - Heating, Ventilation And Air-Conditioning	22.32
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	23.68
Mechanic (Research Facility)	
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	17.70
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	14.10
Coordinator	11.10
24630 - Homemaker	14.10
25000 - Plant And System Operations Occupations	1 0
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	<b>∠</b> ∪.⊤ <i>J</i>
27000 - Protective Service Occupations 27004 - Alarm Monitor	16.99
27004 - Alarm Momtor 27007 - Baggage Inspector	13.83
27007 - Baggage hispector 27008 - Corrections Officer	20.47
	20.47
27010 - Court Security Officer	20.34 15.46
27030 - Detection Dog Handler	13.70

27040 Detention Officer	20.47	
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	1	3.12
28515 - Recreation Specialist	20.65	
28630 - Sports Official	14.31	
28690 - Swimming Pool Operator	16.36	
29000 - Stevedoring/Longshoremen Occupational Serv	rices	
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)		27.78
30012 - Air Traffic Control Specialist, Terminal (HFC		30.59
30021 - Archeological Technician I	19.84	20.03
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	
	29.90	
30085 - Engineering Technician V 30086 - Engineering Technician VI	36.17	
30090 - Engineering Technician VI	26.66	
	27.50	
30095 - Evidence Control Specialist	29.37	
30210 - Laboratory Technician	30.46	
30221 - Latent Fingerprint Technician I	33.64	
30222 - Latent Fingerprint Technician II 30240 - Mathematical Technician		
	27.50	
30361 - Paralegal/Legal Assistant I	19.44	
30362 - Paralegal/Legal Assistant II	24.08 29.45	
30363 - Paralegal/Legal Assistant III 30364 - Paralegal/Legal Assistant IV	35.63	
50507 - I aranegan Legar Assistant IV	33.03	

20275 Datus layer Symply Specialist	22.64	
30375 - Petroleum Supply Specialist	33.64 27.50	
30390 - Photo-Optics Technician		
30395 - Radiation Control Technician	33.64	
30461 - Technical Writer I	27.99	
30462 - Technical Writer II	34.23	
30463 - Technical Writer III	41.42	25.60
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III	25	37.13
30494 - Unexploded (UXO) Safety Escort	25.	
30495 - Unexploded (UXO) Sweep Personnel		25.60
30501 - Weather Forecaster I	30.46	
30502 - Weather Forecaster II	37.04	24.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.74
Surface Programs	27.50	0
30621 - Weather Observer, Senior (see 2	/	J
31000 - Transportation/Mobile Equipment Operation C	<u> </u>	
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	15.10	
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

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

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

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

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

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
	100111011	14111

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	17.77
05005 - Automobile Body Repairer, Fiberglass	21.25
05010 - Automotive Electrician	21.49
05040 - Automotive Class Installer	20.29
05070 - Automotive Glass Histariei 05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	17.73
05110 - Moone Equipment Servicer 05130 - Motor Equipment Metal Mechanic	22.68
05160 - Motor Equipment Metal Worker	20.29
05100 - Motor Equipment Metal Worker 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	10.00
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 Occupati	
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	12.13
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
12071 - Electrical 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
<u> </u>	
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
	46.43
12316 - Registered Nurse IV	
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
1501/ Diolanan	41.07

40000 711 101 1		• •
13050 - Library Aide/Clerk	11	
13054 - Library Information Technology System	ıs	22.29
Administrator		
13058 - Library Technician	14.	76
13061 - Media Specialist I	16.0	9
13062 - Media Specialist II	18.0	
13063 - Media Specialist III	20.0	
13071 - Photographer I	16.09	
<b>-</b> -	18.00	
13072 - Photographer II		
13073 - Photographer III	22.29	
13074 - Photographer IV	27.2	
13075 - Photographer V	33.0	
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	0.16
14043 - Computer Operator III	21	1.36
14044 - Computer Operator IV	2	3.74
14045 - Computer Operator V	2	5.20
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)	17 12
14150 - Peripheral Equipment Operator		17.13
14160 - Personal Computer Support Technician		23.74
14170 - System Support Specialist	2	26.31
15000 - Instructional Occupations	<b>~</b> •	24.00
15010 - Aircrew Training Devices Instructor (No		31.80
15020 - Aircrew Training Devices Instructor (Ra	,	38.48
15030 - Air Crew Training Devices Instructor (F		46.12
15050 - Computer Based Training Specialist / In	structor	31.80
15060 - Educational Technologist	3	32.16
15070 - Flight Instructor (Pilot)	46.1	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	18.3	36
15095 - Technical Instructor/Course Developer		22.46
15110 - Test Proctor	17.77	
15120 - Tutor	17.77	
16000 - Laundry, Dry-Cleaning, Pressing And Re		ons
16010 - Assembler	Tatea Occupati	0115
16030 - Counter Attendant	-	
16040 - Dry Cleaner	10.77	77
	10.77 10.	77
	10.77	
16070 - Finisher, Flatwork, Machine	10.77 10.′ 13.57	10.77
16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	10.77 10.	10.77
<ul><li>16070 - Finisher, Flatwork, Machine</li><li>16090 - Presser, Hand</li><li>16110 - Presser, Machine, Drycleaning</li></ul>	10.77 10.′ 13.57 10.77	10.77 10.77
<ul><li>16070 - Finisher, Flatwork, Machine</li><li>16090 - Presser, Hand</li><li>16110 - Presser, Machine, Drycleaning</li><li>16130 - Presser, Machine, Shirts</li></ul>	10.77 10.′ 13.57 10.77	10.77 10.77 ).77
<ul><li>16070 - Finisher, Flatwork, Machine</li><li>16090 - Presser, Hand</li><li>16110 - Presser, Machine, Drycleaning</li></ul>	10.77 10.′ 13.57 10.77	10.77 10.77

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	5.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupation	ıs	
19010 - Machine-Tool Operator (Tool Room)	1	8.66
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 Occup		
23010 - Aerospace Structural Welder	27.64	
23019 - Aircraft Logs and Records Technician		).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	20.39	23.74
23080 - Aircraft Worker	22.07	23.74
		22.07
23091 - Aircrew Life Support Equipment (ALSE) Mecl	iame	22.07
23092 - Aircrew Life Support Equipment (ALSE) Mecl	nanic	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		0.08
23183 - Electronics Technician Maintenance III		0.70
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.6	5
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21.	30
23312 - Fuel Distribution System Operator	16.6	
23370 - General Maintenance Worker	17.8	
23380 - Ground Support Equipment Mechanic		26.08
23381 - Ground Support Equipment Servicer		).59
23382 - Ground Support Equipment Worker		2.07
23391 - Gunsmith I	17.48	<b></b> 01
23392 - Gunsmith II	20.01	
23372 - Ounsman II	20.01	

2222	22.26
23393 - Gunsmith III	22.36
23410 - Heating, Ventilation And Air-Conditioning	21.96
Mechanic	22.00
23411 - Heating, Ventilation And Air Contidioning	23.08
Mechanic (Research Facility)	22.27
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	20.02
	22.36
23465 - Laboratory/Shelter Mechanic 23470 - Laborer	21.19
23510 - Locksmith	13.45 21.19
23530 - Locksmith 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	15.02
24550 - Case Manager	15.93
24570 - Child Care Attendant 24580 - Child Care Center Clerk	9.15
24610 - Chore Aide	12.97 10.10
24620 - Family Readiness And Support Services	14.91
Coordinator	17.71
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	13.73
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	23.37
28041 - Carnival Equipment Operator	13.51
1 1 1	
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 Ser	
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	12.42
30010 - Air Traffic Control Specialist, Center (HFO)	
30011 - Air Traffic Control Specialist, Station (HFO	
30012 - Air Traffic Control Specialist, Terminal (HF	FO) (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
<u> </u>	
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
	20.47
30361 - Paralegal/Legal Assistant I	
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	30.00	27.60
30492 - Unexploded Ordnance (UXO) Technician II		33.39
30493 - Unexploded Ordnance (UXO) Technician III		40.02
30494 - Unexploded (UXO) Safety Escort	27.6	
30495 - Unexploded (UXO) Sweep Personnel		7.60
30501 - Weather Forecaster I	27.39	7.00
30502 - Weather Forecaster II	33.31	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.25
Surface Programs	(SCC 2)	22.23
30621 - Weather Observer, Senior (see	2) 24.73	
· · · · · · · · · · · · · · · · · · ·	,	
31000 - Transportation/Mobile Equipment Operation C	33.39	
31010 - Airplane Pilot		
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	1600	
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	18.3	30

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

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

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

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

**RATE** 

# OCCUPATION CODE - TITLE FOOTNOTE

01000 - Administrative Support And Clerical Occupation	IS
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

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

	4.5.0.5
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
01532 - 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 Occupation	
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
11240 - Maid of Houseman 11260 - Pruner	12.83
11270 - Tractor Operator	17.37
11330 - Trail Maintenance Worker	14.35
11360 - Window Cleaner	12.51
12000 - Health Occupations	4.6.6
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
13042 - Hustrator III	27.05
15075 - Illustrator III	41.03

13047 - Librarian	24.48	
13050 - Library Aide/Clerk	13.39	9
13054 - Library Information Technology System	ms	22.11
Administrator		
13058 - Library Technician	14.76	6
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	ļ
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	16.9	92
14042 - Computer Operator II	18.9	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	l	24.14
14170 - System Support Specialist		2.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (N	Ion-Rated)	33.86
15020 - Aircrew Training Devices Instructor (R		41.82
15030 - Air Crew Training Devices Instructor (	Pilot)	50.12
15050 - Computer Based Training Specialist / I	nstructor	33.86
15060 - Educational Technologist	30	).19
15070 - Flight Instructor (Pilot)	50.12	2
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	3
15095 - Technical Instructor/Course Developer		24.45
15110 - Test Proctor	19.55	
15120 - Tutor	19.55	
16000 - Laundry, Dry-Cleaning, Pressing And R	elated Occupatio	ons
16010 - Assembler	10.03	
16030 - Counter Attendant	10.03	3
16040 - Dry Cleaner	12.17	
16070 - Finisher, Flatwork, Machine	1	0.03
16090 - Presser, Hand	10.03	
16110 - Presser, Machine, Drycleaning		10.03
16130 - Presser, Machine, Shirts	10.0	03

16160 - Presser, Machine, Wearing Apparel, Laundry		10.03
16190 - Sewing Machine Operator	12.86	
<u> </u>	13.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupation	ons	
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 Occu	pations	
23010 - Aerospace Structural Welder	25.13	3
23019 - Aircraft Logs and Records Technician	1	9.26
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 Technicia	n	22.14
23080 - Aircraft Worker	20.70	
23091 - Aircrew Life Support Equipment (ALSE) Me	chanic	20.70
I		
23092 - Aircrew Life Support Equipment (ALSE) Me	chanic	23.71
II		
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		7.34
23182 - Electronics Technician Maintenance II		9.27
23183 - Electronics Technician Maintenance III		1.30
23260 - Fabric Worker	17.70	
23290 - Fire Alarm System Mechanic	21.5	58
23310 - Fire Extinguisher Repairer	16.41	
23311 - Fuel Distribution System Mechanic		0.04
23312 - Fuel Distribution System Operator	16.	
23370 - General Maintenance Worker	16.1	
23380 - Ground Support Equipment Mechanic	_	23.71
23381 - Ground Support Equipment Servicer		9.26
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	20.14
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	21.35
Mechanic (Research Facility)	
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 16.41
23980 - Woodworker	10.41
24000 - Personal Needs Occupations	15.02
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	14.72
Coordinator	15.02
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	21.66
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	0.90
28515 - Recreation Specialist	17.77	
28630 - Sports Official	11.90	
28690 - Swimming Pool Operator	16.76	
29000 - Stevedoring/Longshoremen Occupational Serv	ices	
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	20.20	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.32
30011 - Air Traffic Control Specialist, Station (HFO)		31.94
30012 - Air Traffic Control Specialist, Terminal (HF)		35.18
30021 - Archeological Technician I	20.76	22.10
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	28.76 17.97	
ŭ ŭ	22.26	
30362 - Paralegal/Legal Assistant II		
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	ſ	42.69
30494 - Unexploded (UXO) Safety Escort	29.4	
30495 - Unexploded (UXO) Sweep Personnel		9.44
30501 - Weather Forecaster I	31.86	J. 1 1
30502 - Weather Forecaster II	38.76	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.88
Surface Programs	(300 2)	23.00
30621 - Weather Observer, Senior (see	2) 28.76	
31000 - Transportation/Mobile Equipment Operation	/	
31010 - Airplane Pilot	35.62	
31020 - Airpiane Filot 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	18.2	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.

#### 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Anderson

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupation	ns
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	1000
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 - Radiator Repair Specialist	15.09
05400 - Transmission Repair Specialist	22.59
07000 - Food Preparation And Service Occupations	22.37
07010 - Baker	12.82
07041 - Cook I	10.16
07041 - Cook I 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 Occupati	
09010 - Furmture Maintenance And Repair Occupation 09010 - Electrostatic Spray Painter	17.49
09040 - Furniture Handler	10.15
09080 - Furniture Refinisher	15.59
09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper	13.39
<u> =</u>	
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.59
11000 - General Services And Support Occupations	12.00
11030 - Cleaner, Vehicles	12.00

11060 - Elevator Operator	11.90
11090 - Gardener	17.06
	11.19
11122 - Housekeeping Aide	
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
	12.73
12000 - Health Occupations	1.6.40
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
	16.84
12195 - Medical Transcriptionist	
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
	24.00
13000 - Information And Arts Occupations	10.00
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
100.1 Divimimi	=

12070 T'1 A'1 /01 1	11.07	
13050 - Library Aide/Clerk	11.97	
13054 - Library Information Technology System	ns	22.29
Administrator		
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	<i>.</i> 77
13090 - Technical Order Library Clerk	1	6.77
13110 - Video Teleconference Technician		17.26
14000 - Information Technology Occupations		_
14041 - Computer Operator I	17.13	
14042 - Computer Operator II	19.1	
14043 - Computer Operator III	21.3	6
14044 - Computer Operator IV	23.7	74
14045 - Computer Operator V	25.2	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)	
17105 Computer Systems I maryst III	(300 1)	
	·	17 13
14150 - Peripheral Equipment Operator	1	17.13
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>		23.74
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	26.	23.74
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> </ul>	26.	23.74
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	26.	23.74 31 31.80
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> </ul>	26. on-Rated) ated)	23.74 31 31.80 38.48
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> </ul>	26. on-Rated) ated) vilot)	23.74 31 31.80 38.48 46.12
<ul> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (National Occupations)</li> <li>15020 - Aircrew Training Devices Instructor (Rational Occupations)</li> <li>15030 - Air Crew Training Devices Instructor (Factorial Occupations)</li> <li>15050 - Computer Based Training Specialist / Instructor</li> </ul>	26. on-Rated) nted) vilot) structor	23.74 31 31.80 38.48 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist	26. con-Rated) ated) bilot) structor 32.	23.74 31 31.80 38.48 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	26. con-Rated) nted) vilot) structor 32. 46.12	23.74 31 31.80 38.48 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	26. con-Rated) ated) bilot) structor 32.	23.74 31 31.80 38.48 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	26. con-Rated) nted) vilot) structor 32. 46.12	23.74 31 31.80 38.48 46.12 31.80 16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	26. con-Rated) nted) vilot) structor 32. 46.12	23.74 31 31.80 38.48 46.12 31.80
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	26. con-Rated) nted) cilot) structor 32. 46.12 17.62	23.74 31 31.80 38.48 46.12 31.80 16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	26. con-Rated) nted) cilot) structor 32. 46.12 17.62	23.74 31 31.80 38.48 46.12 31.80 16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	26. con-Rated) rilot) ristructor 32. 46.12 17.62	23.74 31 31.80 38.48 46.12 31.80 16
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor	26. con-Rated) rilot) ristructor 32. 46.12 17.62	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 46.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor.	26. con-Rated) ated) cilot) structor 32. 46.12 17.62	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 46.12
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor.	26. con-Rated) ated) bilot) structor 32. 46.12 17.62 20.75	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 46.12 25.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Res.	26. con-Rated) cited) cilot) structor  32. 46.12 17.62  20.75  17.61 17.61 lated Occupation	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 46.12 25.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15060 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler.	26. con-Rated) eted) eted) estructor 32. 46.12 17.62 20.75 17.61 17.61 elated Occupation 10.77	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 46.12 25.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	26. con-Rated) ated) Pilot) structor 32. 46.12 17.62 20.75 17.61 lated Occupation 10.77 10.77	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 46.12 25.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner.	26. con-Rated) eted) ete	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 46.12 25.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15060 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	26. con-Rated) ated) cilot) structor 32. 46.12 17.62 20.75 17.61 17.61 lated Occupation 10.77 10.77 13.57 10	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 46.12 25.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	26. con-Rated) eted) eted) eted) estructor 32. 46.12 17.62 20.75 17.61 17.61 elated Occupation 10.77 10.77 13.57 10.77	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 25.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	26. con-Rated) ated) bilot) structor 32. 46.12 17.62 20.75 17.61 17.61 lated Occupation 10.77 13.57 10.77 13.57 10.77 1	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 25.13
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	26. con-Rated) ated) cilot) structor 32. 46.12 17.62 20.75 17.61 10.77 10.77 10.77 10.77 10.77 10.77 10.77 10.77 10.77	23.74 31 31.80 38.48 46.12 31.80 16 46.12 46.12 25.13

16190 - Sewing Machine Operator	14.22	2
16220 - Tailor 15	5.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupation	ıS	
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	
	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 Occupa		
23010 - Aerospace Structural Welder	25.27	7
23019 - Aircraft Logs and Records Technician		0.20
23021 - Aircraft Mechanic I	24.04	0.20
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	20.20	22.78
23080 - Aircraft Worker	21.51	22.76
23091 - Aircraft Worker 23091 - Aircraft Life Support Equipment (ALSE) Mech	-	21.51
I	iaiiic	21.31
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	24.04
II		
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	5.46
23182 - Electronics Technician Maintenance II	28	8.01
23183 - Electronics Technician Maintenance III	2	9.77
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.6	55
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21	.30
23312 - Fuel Distribution System Operator	16.	68
23370 - General Maintenance Worker	17.8	38
23380 - Ground Support Equipment Mechanic		24.04
23381 - Ground Support Equipment Servicer	2	0.20
23382 - Ground Support Equipment Worker	2	21.51
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	

22202 Committee III	22.26
23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning	22.36 21.96
Mechanic	21.90
23411 - Heating, Ventilation And Air Contidioning	23.08
Mechanic (Research Facility)	23.00
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	14.01
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	14.91
25000 - Halit And System Operations Occupations 25010 - Boiler Tender	23.03
25040 - Bollet Tellder 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	17.31
27004 - Alarm Monitor	16.09
27007 - Baggage Inspector	14.06
27007 Baggage Inspector 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	13.8	8
28042 - Carnival Equipment Repairer	14.9′	
28043 - Carnival Worker	10.20	•
28210 - Gate Attendant/Gate Tender	13.96	
28310 - Lifeguard	11.34	,
28350 - Park Attendant (Aide)	15.62	11.25
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 Ser	vices	
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		29.95
30012 - Air Traffic Control Specialist, Terminal (HF		32.97
30021 - Archeological Technician I	17.84	34.71
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	
<u> </u>	29.22	
30210 - Laboratory Technician		
30221 - Latent Fingerprint Technician I	27.39	
30222 - Latent Fingerprint Technician II	30.24	ŀ
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) Technic	eian I 27.60	
30492 - Unexploded Ordnance (UXO) Technic	eian II 33.39	
30493 - Unexploded Ordnance (UXO) Technic	eian 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 A	Air Or (see 2) 22.25	
Surface Programs		
30621 - Weather Observer, Senior	(see 2) 24.73	
31000 - Transportation/Mobile Equipment Oper	ation 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	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Hood, Somervell

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE TITLE	FOOTNOTE

**RATE** 

01000 - Administrative Support And Clerical Occupa	ations
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	21.10
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer, Fiberglass	22.70
05010 - Automotive Electrician	21.72
05040 - Automotive Glass Installer	21.72
05070 - Automotive Glass Installer	21.40
	17.68
05110 - Mobile Equipment Servicer	
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	40.00
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 Occupation	ons
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
	17.93
11270 - Tractor Operator	
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
12070 - Emergency Wedlear Technician 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
	20.16
12195 - Medical Transcriptionist	
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
	31.72
13013 - Exhibits Specialist III	
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	37.82
13047 - Librarian	31.56

12050 I ilman A : 10/Claula	1422
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology System	as 27.42
Administrator	
13058 - Library Technician	15.98
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	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
	29.15
14170 - System Support Specialist	29.13
15000 - Instructional Occupations	D ( 1) 25.04
15010 - Aircrew Training Devices Instructor (No.	
15020 - Aircrew Training Devices Instructor (Ra	,
15030 - Air Crew Training Devices Instructor (P	
15050 - Computer Based Training Specialist / In	
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 Re	
16010 - Assembler	10.94
16030 - Counter Attendant	10.94
16040 - Dry Cleaner	14.05
	10.94
16070 - Finisher, Flatwork, Machine	10.94
16090 - Presser, Hand	
16110 - Presser, Machine, Drycleaning	10.94
16130 - Presser, Machine, Shirts	10.94
16160 - Presser, Machine, Wearing Apparel, Lau	ındry 10.94

16190 - Sewing Machine Operator	14.90	
16220 - Tailor 16	5.02	
16250 - Washer, Machine	12.02	
19000 - Machine Tool Operation And Repair Occupation	1S	
19010 - Machine-Tool Operator (Tool Room)	24	4.05
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 Occup		
23010 - Aerospace Structural Welder	37.80	
23019 - Aircraft Logs and Records Technician		.72
23021 - Aircraft Mechanic I	36.07	. 1 4
23022 - Aircraft Mechanic II	37.80	
23022 - Aircraft Mechanic II	39.57	
	25.86	
23040 - Aircraft Mechanic Helper		
23050 - Aircraft, Painter	34.22	
23060 - Aircraft Servicer	30.72	24.22
23070 - Aircraft Survival Flight Equipment Technician		34.22
23080 - Aircraft Worker	32.46	22.46
23091 - Aircrew Life Support Equipment (ALSE) Mech	ianic	32.46
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	36.07
II		
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		.65
23260 - Fabric Worker	23.25	
23290 - Fire Alarm System Mechanic	23.76	í
23310 - Fire Extinguisher Repairer	19.15	
23311 - Fuel Distribution System Mechanic	19.4	40
23312 - Fuel Distribution System Operator	15.4	
23370 - General Maintenance Worker	19.91	
23380 - Ground Support Equipment Mechanic		36.07
23381 - Ground Support Equipment Necessarie  23381 - Ground Support Equipment Servicer		.72
23382 - Ground Support Equipment Worker		2.46
23391 - Gunsmith I	19.15	2.70
23392 - Gunsmith II	22.00	
25572 - Guilsiiiui II	22.00	

23393 - Gunsmith III	24.42	
23410 - Heating, Ventilation And Air-Conditioning	23.09	
Mechanic		
23411 - Heating, Ventilation And Air Contidioning	24.21	
Mechanic (Research Facility)		
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	
	28.55	
23592 - Metrology Technician II		
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	17.21	
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	17.31	
Coordinator	17.72	
24630 - Homemaker	17.73	
25000 - Plant And System Operations Occupations	20.15	
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	20.26	
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	

• • • • • • • • • • • • • • • • • • •	22.24	
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		1.57
28515 - Recreation Specialist	19.34	1.57
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	12.03	
<b>E</b> 1		
29000 - Stevedoring/Longshoremen Occupational Serv		
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)		43.42
30011 - Air Traffic Control Specialist, Station (HFO)		29.95
30012 - Air Traffic Control Specialist, Terminal (HFC	O) (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 - Engineering Technician VI	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		
	27.75		
30390 - Photo-Optics Technician 30395 - Radiation Control Technician			
	31.41		
30461 - Technical Writer I 30462 - Technical Writer II	25.69		
	31.42		
30463 - Technical Writer III	38.01	27.60	
30491 - Unexploded Ordnance (UXO) Technicia		27.60	
30492 - Unexploded Ordnance (UXO) Technicia		33.39	
30493 - Unexploded Ordnance (UXO) Technicia		40.02	
30494 - Unexploded (UXO) Safety Escort	27.		
30495 - Unexploded (UXO) Sweep Personnel		27.60	
30501 - Weather Forecaster I	28.44		
30502 - Weather Forecaster II	34.59	24.07	
30620 - Weather Observer, Combined Upper Air	Or (see 2)	24.97	
Surface Programs	( a) a= ==		
·	(see 2) 25.68	3	
31000 - Transportation/Mobile Equipment Operati	<u>-</u>		
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	15.03	46	
770 12 Tenoning Machine Repairer Heiper	13.		

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 Division of Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

\_\_\_\_\_\_

Daniel W. Simms

Area: Texas Counties of Brewster, Jeff Davis, Presidio, Terrell

\_\_\_\_\_

**RATE** 

OCCUPATION CODE - TITLE	FOOTNOTE

01000 - Administrative Support And Clerical Occupations			
01011 - Accounting Clerk I	14.21		
01012 - Accounting Clerk II	15.95		
01013 - Accounting Clerk III	17.85		
01020 - Administrative Assistant	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		

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

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
·	15.37
01311 - Secretary I	
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 Occupati	
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 - Purmure Repairer, Willion	19.02
<u> </u>	17.04
11000 - General Services And Support Occupations	12 04
11030 - Cleaner, Vehicles	12.84

11060 - Elevator Operator	11.78
11090 - Gardener	17.53
11122 - Housekeeping Aide	11.78
11150 - Janitor	11.78
	13.30
11210 - Laborer, Grounds Maintenance	
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
	17.16
12195 - Medical Transcriptionist	40.68
12210 - Nuclear Medicine Technologist	
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
	27.26
12305 - Radiologic Technologist	25.26
12305 - Radiologic Technologist 12311 - Registered Nurse I	25.26 24.91
12311 - Registered Nurse I	24.91
12311 - Registered Nurse I 12312 - Registered Nurse II	24.91 30.48
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist	24.91 30.48 30.48
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III	24.91 30.48 30.48 36.88
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist	24.91 30.48 30.48 36.88 36.88
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV	24.91 30.48 30.48 36.88 36.88 44.20
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing)	24.91 30.48 30.48 36.88 36.88 44.20 22.93
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor	24.91 30.48 30.48 36.88 36.88 44.20
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations	24.91 30.48 30.48 36.88 36.88 44.20 22.93 22.78
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor	24.91 30.48 30.48 36.88 36.88 44.20 22.93
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	24.91 30.48 30.48 36.88 36.88 44.20 22.93 22.78
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I	24.91 30.48 30.48 36.88 36.88 44.20 22.93 22.78
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	24.91 30.48 30.48 36.88 36.88 44.20 22.93 22.78
12311 - Registered Nurse II 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II	24.91 30.48 30.48 36.88 36.88 44.20 22.93 22.78 18.10 22.43 27.44
12311 - Registered Nurse II 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II	24.91 30.48 30.48 36.88 36.88 44.20 22.93 22.78 18.10 22.43 27.44 18.10
12311 - Registered Nurse II 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12320 - Substance Abuse Treatment Counselor 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I	24.91 30.48 30.48 36.88 36.88 44.20 22.93 22.78 18.10 22.43 27.44 18.10 22.43

12050 Library Aida/Clark	11	20
13050 - Library Aide/Clerk		.28
13054 - Library Information Technology System	ıs	22.43
Administrator		
13058 - Library Technician		.14
13061 - Media Specialist I	16.1	19
13062 - Media Specialist II	18.	10
13063 - Media Specialist III	20.	18
13071 - Photographer I	16.1	
13072 - Photographer II	18.1	
13073 - Photographer III	22.4	
	27.	
13074 - Photographer IV		
13075 - Photographer V	33.2	
13090 - Technical Order Library Clerk		14.17
13110 - Video Teleconference Technician		19.32
14000 - Information Technology Occupations		- 10
14041 - Computer Operator I		6.48
14042 - Computer Operator II		8.43
14043 - Computer Operator III	2	1.43
14044 - Computer Operator IV	,	23.79
14045 - Computer Operator V	4	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	(SCC 1)	16.48
14160 - Personal Computer Support Technician		23.79
14170 - System Support Specialist		26.97
15000 - Instructional Occupations	D (1)	26.70
15010 - Aircrew Training Devices Instructor (No		26.70
15020 - Aircrew Training Devices Instructor (Ra		34.92
15030 - Air Crew Training Devices Instructor (P		40.60
15050 - Computer Based Training Specialist / In		27.72
15060 - Educational Technologist		31.79
15070 - Flight Instructor (Pilot)	40.	.60
15080 - Graphic Artist	23.17	7
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.	
15095 - Technical Instructor/Course Developer		29.59
15110 - Test Proctor	21.08	25.55
15120 - Tutor	21.08	
16000 - Laundry, Dry-Cleaning, Pressing And Re		tions
16010 - Assembler	9.51	110115
16030 - Counter Attendant	9.51	<i>5</i> 1
16040 - Dry Cleaner	11.21	
16070 - Finisher, Flatwork, Machine	0.51	9.51
16090 - Presser, Hand	9.51	
16110 - Presser, Machine, Drycleaning		9.51
16130 - Presser, Machine, Shirts		9.51
16160 - Presser, Machine, Wearing Apparel, Lau	undry	9.51

16190 - Sewing Machine Operator	12.00	
	.79	
16250 - Washer, Machine	9.98	
19000 - Machine Tool Operation And Repair Occupation		
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	
	11.97	10.06
21080 - Production Line Worker (Food Processing)	10.55	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 Occupa		
23010 - Aerospace Structural Welder	27.42	
23019 - Aircraft Logs and Records Technician		.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 23060 - Aircraft Servicer	24.24	
	21.03	24.24
23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	22.07	24.24
23091 - Aircrew Life Support Equipment (ALSE) Mech	,	22.07
I	anic	22.07
23092 - Aircrew Life Support Equipment (ALSE) Mech	anic	25.92
II	anic	23.72
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
23182 - Electronics Technician Maintenance II		5.51
23183 - Electronics Technician Maintenance III		5.82
23260 - Fabric Worker	19.16	
23290 - Fire Alarm System Mechanic	23.4	7
23310 - Fire Extinguisher Repairer	17.76	
23311 - Fuel Distribution System Mechanic	22.	.99
23312 - Fuel Distribution System Operator	17.3	39
23370 - General Maintenance Worker	16.3	
23380 - Ground Support Equipment Mechanic		25.92
23381 - Ground Support Equipment Servicer	2	1.03
23382 - Ground Support Equipment Worker	2	2.07
23391 - Gunsmith I	17.76	
23392 - Gunsmith II	20.60	

23393 - Gunsmith III	23.47
23410 - Heating, Ventilation And Air-Conditioning	22.32
Mechanic	
23411 - Heating, Ventilation And Air Contidioning	23.68
Mechanic (Research Facility)	20.00
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	1,,,,,
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	14.10
Coordinator	- 1
24630 - Homemaker	15.93
25000 - Plant And System Operations Occupations	10.50
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	20.10
27004 - Alarm Monitor	16.99
27007 - Raggage Inspector	13.83
2/008 - Corrections Officer	20.47
27008 - Corrections Officer 27010 - Court Security Officer	20.47 20.54
27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	20.47 20.54 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	3.12
28515 - Recreation Specialist	21.19	
28630 - Sports Official	14.31	
28690 - Swimming Pool Operator	15.97	
29000 - Stevedoring/Longshoremen Occupational Serv		
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	33.70	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.29
30011 - Air Traffic Control Specialist, Station (HFO)		27.78
30012 - Air Traffic Control Specialist, Terminal (HF)	. ,	30.59
30021 - Archeological Technician I	19.84	30.37
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	
±	22.20	
30062 - Drafter/CAD Operator II	24.74	
30063 - Drafter/CAD Operator III		
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	

20255 D. 1. 0. 1.0. 11.	22.64	
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	2) 27.50	
31000 - Transportation/Mobile Equipment Operation O	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	
	12.43	
99820 - School Crossing Guard		
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.

## 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

OCCUDATION CODE TITLE

Daniel W. Simms

Area: Texas Counties of Henderson, Hopkins, Lamar, Rains, Van Zandt, Wood

ECOTNOTE

**RATE** 

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	TOOTNOIL

01000 - Administrative Support And Clerical Occupation	ns
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	17.29
05005 - Automobile Body Repairer, Fiberglass	21.25
05010 - Automotive Electrician	23.04
05040 - Automotive Class Installer	20.93
05070 - Automotive Glass Histarici 05070 - Automotive Worker	22.02
	18.52
05110 - Mobile Equipment Servicer	
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 Occupati	ons
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
<u> </u>	14.37
12223 - Nursing Assistant III	
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	21.00
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13012 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13041 - Hustrator I 13042 - Illustrator II	
	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56

12050 Library Aida/Clark	14.33
13050 - Library Aide/Clerk	
13054 - Library Information Technology System	ns 27.42
Administrator	16.00
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
1 1	
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 D 1 1 1 D 1	15.13
14150 - Peripheral Equipment Operator	17.13
14160 - Personal Computer Support Technician	24.67
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>	
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	24.67 26.31
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	24.67 26.31 on-Rated) 35.04
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Raining Devices Instructor)</li> </ul>	24.67 26.31 on-Rated) 35.04 ated) 41.90
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (F.</li> </ul>	24.67 26.31 con-Rated) 35.04 ated) 41.90 Pilot) 46.12
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	24.67 26.31 26.31 26.31 26.31 35.04 26.12 26.31 35.04
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist	24.67 26.31  con-Rated) 2ilot) 2ilot) 2ilot) 2istructor 35.04 32.83
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	24.67 26.31 26.31 26.31 26.31 35.04 26.12 26.31 35.04
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (F. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist	24.67 26.31  con-Rated) 2ilot) 2ilot) 2ilot) 2istructor 35.04 32.83
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	24.67 26.31  con-Rated) ated) 21.90 21.01 25.04 26.12 25.04 32.83 46.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	24.67 26.31  con-Rated) 2ilot) 2ilot) 2ilot) 35.04 2istructor 32.83 46.12 22.70
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	24.67 26.31  con-Rated) 21.90 21.01 21.02 22.70 24.67 25.04 35.04 35.04 32.83 46.12 22.70 46.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	24.67 26.31  con-Rated) 26.31  con-Rated) 35.04  41.90 46.12 35.04  32.83 46.12 22.70 46.12 46.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (R. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	24.67 26.31  con-Rated) 21.90 21.01 21.02 21.02 21.03 35.04 31.03 46.12 32.83 46.12 22.70 46.12 46.12 46.12 46.12
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	24.67 26.31  con-Rated) 21.90 21.01 21.02 21.02 21.03 21.04 21.90 21.01 21.02
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor/Course Developer	24.67 26.31  con-Rated) 26.31  con-Rated) 35.04  41.90 46.12 35.04  32.83 46.12 22.70  46.12 46.12 46.12 22.61 27.44
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	24.67 26.31  con-Rated) 35.04  ated) 41.90  cliot) 46.12  32.83  46.12  22.70  46.12  46.12  46.12  22.61  27.44  18.16  18.16
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	24.67 26.31  con-Rated) 35.04  ated) 41.90  cliot) 46.12  32.83  46.12  22.70  46.12  46.12  46.12  22.61  27.44  18.16  18.16
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ro. 15030 - Air Crew Training Devices Instructor (Ro. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	24.67 26.31  con-Rated) 21.90 21.01 25.04 26.12 25.04 35.04 32.83 46.12 22.70 46.12 46.12 46.12 22.61 27.44 18.16 18.16 18.16 18.16 Clated Occupations
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	24.67 26.31  con-Rated) ated) 21.90 Ated) 21.90 Ated) 35.04 Ated) 32.83 Atel 32.83 Atel 22.70 Atel 46.12 Atel 46.12 Atel 27.44 18.16 18.16 Elated Occupations 10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	24.67 26.31  con-Rated) 21.90 21.01 21.02 22.01 35.04 32.83 46.12 22.70 46.12 46.12 46.12 22.61 27.44 18.16 18.16 18.16 10.77 10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	24.67 26.31  con-Rated) 26.31  con-Rated) 35.04  ated) 41.90 46.12 35.04  32.83 46.12 22.70  46.12 46.12 46.12 22.61 27.44  18.16 18.16 elated Occupations 10.77 10.77 13.57 10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	24.67 26.31  con-Rated) ated) 35.04 ated) 41.90 46.12 astructor 32.83 46.12 22.70  46.12 46.12 46.12 22.61 27.44 18.16 18.16 elated Occupations 10.77 10.77 10.77 10.77 10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15060 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	24.67 26.31  con-Rated) 26.31  con-Rated) 35.04 31.90 46.12 35.04 32.83 46.12 22.70 46.12 46.12 46.12 22.61 27.44 18.16 18.16 18.16 18.16 18.16 10.77 10.77 10.77 10.77 10.77
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	24.67 26.31  con-Rated) ated) 21.90 Ated) 35.04 Ated) 41.90 46.12 35.04 32.83 46.12 22.70 46.12 46.12 46.12 22.61 27.44 18.16 18.16 Plated Occupations 10.77 10.77 10.77 10.77 10.77 10.77 10.77 10.77 10.77

16190 - Sewing Machine Operator	14.22	2
16220 - Tailor	5.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupation	ıs	
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)	13.57	18.36
21110 - Shipping Packer	14.55	10.50
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 Occup		7
23010 - Aerospace Structural Welder	30.47	
23019 - Aircraft Logs and Records Technician		4.36
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) Mech	nanic	25.95
I		
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	29.07
	20.70	
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	3.40
23182 - Electronics Technician Maintenance II	29	9.93
23183 - Electronics Technician Maintenance III	3	2.18
23260 - Fabric Worker	18.77	
23290 - Fire Alarm System Mechanic	21.6	55
23310 - Fire Extinguisher Repairer	17.48	
23311 - Fuel Distribution System Mechanic	21	.30
23312 - Fuel Distribution System Operator	16.	68
23370 - General Maintenance Worker	17.8	
23380 - Ground Support Equipment Mechanic	• .	29.07
23381 - Ground Support Equipment Servicer	2	4.36
23382 - Ground Support Equipment Worker		25.95
23391 - Gunsmith I	17.48	
23392 - Gunsmith II	20.01	
20072 Combining II	20.01	

23393 - Gunsmith III	22.36
23410 - Heating, Ventilation And Air-Conditioning	21.96
Mechanic  Mechanic	21.90
23411 - Heating, Ventilation And Air Contidioning	23.08
Mechanic (Research Facility)	25.00
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	21.19
23470 - Laboratory/Shefter McChaine	13.45
23510 - Locksmith	21.19
23530 - Locksintii 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 - Office Appliance Repairer 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 - Kiggel 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 I	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	17.40
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	14.91
Coordinator	14.71
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	17.11
25010 - Boiler Tender	23.03
25040 - Bollet Tellder 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	17.32
27004 - Alarm Monitor	17.51
	14.10
27007 - Baggage Inspector 27008 - Corrections Officer	19.82
27008 - Corrections Officer 27010 - Court Security Officer	23.50
27030 - Court Security Officer 27030 - Detection Dog Handler	16.92
27030 - Detection Dog Handier	10.72

27010 70 1 000	10.00	
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	1
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	
· · · · · · · · · · · · · · · · · · ·		1.57
28510 - Recreation Aide/Health Facility Attendant		1.37
28515 - Recreation Specialist	19.34	
28630 - Sports Official	12.63	
28690 - Swimming Pool Operator	21.99	
29000 - Stevedoring/Longshoremen Occupational Ser		
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)		29.95
30012 - Air Traffic Control Specialist, Terminal (HF		32.97
30021 - Archeological Technician I	20.07	0_1,,
30022 - Archeological Technician II	22.40	
30023 - Archeological Technician III	27.75	
30030 - Cartographic Technician	27.75	
S 1	23.51	
30040 - Civil Engineering Technician		
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	4	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 O	ccupations	
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	1
99842 - Vending Machine Repairer Helper	18.30	)

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 Division of Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas Counties of Jack, Montague

<sup>\*\*</sup>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	17.02	
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer, Fiberglass	22.31	
05010 - Automotive Electrician	21.49	
05040 - Automotive Glass Installer	21.49	
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 Occupat	tions	
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	
	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

12050 I :1 A : 1. /O11.	1422	
13050 - Library Aide/Clerk	14.33	7 40
13054 - Library Information Technology System	$\Delta$	7.42
Administrator		
13058 - Library Technician	15.98	
13061 - Media Specialist I	19.78	
13062 - Media Specialist II	22.13	
13063 - Media Specialist III	24.67	
13071 - Photographer I	16.50	
13072 - Photographer II	18.46	
13073 - Photographer III	22.87	
13074 - Photographer IV	27.97	
<u> </u>	33.85	
13075 - Photographer V		
13090 - Technical Order Library Clerk	14.55	-
13110 - Video Teleconference Technician	23.75	•
14000 - Information Technology Occupations	15.10	
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)	
11105 Compater Systems I maryst III	(500 1)	
14150 - Perinheral Equipment Operator	17 13	
14150 - Peripheral Equipment Operator	17.13	67
14160 - Personal Computer Support Technician	24	.67
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li></ul>		.67
<ul><li>14160 - Personal Computer Support Technician</li><li>14170 - System Support Specialist</li><li>15000 - Instructional Occupations</li></ul>	24 26.31	
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> </ul>	24 26.31 on-Rated)	35.04
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Research</li> </ul>	24 26.31 on-Rated) ated) 42	35.04 2.54
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No.</li> <li>15020 - Aircrew Training Devices Instructor (Ra.</li> <li>15030 - Air Crew Training Devices Instructor (P.</li> </ul>	24 26.31 on-Rated) ated) 42 vilot) 50	35.04 2.54 .81
<ul> <li>14160 - Personal Computer Support Technician</li> <li>14170 - System Support Specialist</li> <li>15000 - Instructional Occupations</li> <li>15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In</li> </ul>	24 26.31 on-Rated) onted) 42 filot) 50 structor 3	35.04 2.54
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	24 26.31 con-Rated) ated) 42 vilot) 50 structor 3 32.83 50.81 22.70	35.04 2.54 .81 .5.04
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing	24.31 24.26.31 26.31 26.31 22.70 26.31 22.70 26.31 24.1	35.04 2.54 .81 5.04
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop.	24 26.31  26.31  26.31  27  26.31  27  26.31  27  27  28  29  20  20  20  20  20  20  20  20  20	35.04 2.54 .81 5.04
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot	24 26.31  26.31  26.31  27  26.31  27  26.31  27  27  28  29  20  20  20  20  20  20  20  20  20	35.04 2.54 .81 .5.04 2
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14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	24 26.31  26.31  26.31  27.4  26.31  27.4  26.31  27.4  26.31  27.4	35.04 2.54 .81 .5.04 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	24 26.31  26.31  26.31  27.4  26.31  27.4  26.31  27.4  26.31  27.4	35.04 2.54 .81 .5.04 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	24 26.31  con-Rated) ated) 26.31  con-Rated) 27.4  26.31  27.4  26.31  27.4  27.4  27.4  27.4  27.4  18.16  18.16  18.16  18.16  18.16  18.16	35.04 2.54 .81 .5.04 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant.	24 26.31  26.31  26.31  27.4  26.31  27.4  27.4  28.16  29.61  20.61	35.04 2.54 .81 .5.04 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	24 26.31  26.31  27  26.31  27  27  27  28  29  20  20  20  20  20  20  20  20  20	35.04 2.54 .81 .5.04 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine.	24 26.31  26.31  26.31  27.4  26.31  27.4  27.4  28.16  29.61  27.4  20.61  27.4  18.16  18.16  18.16  18.16  18.16  18.16  18.16  18.16  18.16  18.16  18.17  10.77  10.77  10.77  10.77	35.04 2.54 .81 .5.04 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	24 26.31  on-Rated) one-Rated) oted) 26.31  on-Rated) 27.2  32.83 30.81 22.70  46.1 46.12 22.61 27.2  18.16 18.16 18.16 lated Occupations 10.77 10.77 13.57 10.77 10.77	35.04 2.54 .81 .5.04 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor. 15095 - Technical Instructor. 15095 - Technical Instructor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand. 16110 - Presser, Machine, Drycleaning.	24 26.31  26.31  26.31  27 26.31  27 27 28 28 28 20 20 20 20 20 20 20 20 20 20 20 20 20	35.04 2.54 .81 .5.04 2
14160 - Personal Computer Support Technician 14170 - System Support Specialist 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (No. 15020 - Aircrew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (Ra. 15030 - Air Crew Training Devices Instructor (P. 15050 - Computer Based Training Specialist / In. 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop. 15086 - Maintenance Test Pilot, Rotary Wing. 15088 - Non-Maintenance Test/Co-Pilot. 15090 - Technical Instructor 15095 - Technical Instructor 15095 - Technical Instructor/Course Developer. 15110 - Test Proctor. 15120 - Tutor. 16000 - Laundry, Dry-Cleaning, Pressing And Re. 16010 - Assembler. 16030 - Counter Attendant. 16040 - Dry Cleaner. 16070 - Finisher, Flatwork, Machine. 16090 - Presser, Hand.	24 26.31  26.31  26.31  27.2  26.31  27.2  28.3  29.83  50.81  22.70  46.1  46.12  22.61  27.2  18.16  18.16  18.16  18.16  lated Occupations  10.77  10.77  10.77  10.77  10.77  10.77  10.77	35.04 2.54 .81 .5.04 2

16190 - Sewing Machine Operator	14.22	
16220 - Tailor	5.05	
16250 - Washer, Machine	11.71	
19000 - Machine Tool Operation And Repair Occupation	ıs	
19010 - Machine-Tool Operator (Tool Room)	1	8.91
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	
	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 Occup		
23010 - Aerospace Structural Welder	30.47	
23019 - Aircraft Logs and Records Technician		1.36
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	00.51
23070 - Aircraft Survival Flight Equipment Technician	25.07	23.51
23080 - Aircraft Worker	25.87	25.05
23091 - Aircrew Life Support Equipment (ALSE) Mech	nanic	25.87
I 22002 Airman Life Comment Familian and (ALSE) Mad	<b>.</b> .	20.07
23092 - Aircrew Life Support Equipment (ALSE) Mech	ianic	29.07
II	21.10	
23110 - Appliance Mechanic	21.19	
23120 - Bicycle Repairer	17.48	
23125 - Cable Splicer 23130 - Carpenter, Maintenance	29.05 17.25	
23140 - Carpet Layer	18.56	
23160 - Electrician, Maintenance	22.64	
23181 - Electronics Technician Maintenance I	_	3.40
23182 - Electronics Technician Maintenance II		). <del>4</del> 0 ).93
23183 - Electronics Technician Maintenance III		1.55
23260 - Fabric Worker	18.77	1.33
23290 - Fire Alarm System Mechanic	21.6	5
23310 - Fire Extinguisher Repairer	17.48	3
23311 - Fuel Distribution System Mechanic		.30
23312 - Fuel Distribution System Operator	17.0	
23370 - General Maintenance Worker	17.8	
23380 - Ground Support Equipment Mechanic		29.07
23381 - Ground Support Equipment Servicer		4.36
23382 - Ground Support Equipment Worker		5.87
23391 - Gunsmith I	17.48	,
23392 - Gunsmith II	20.01	

23393 - Gunsmith III	22.36
23410 - Heating, Ventilation And Air-Conditioning	21.96
Mechanic	••
23411 - Heating, Ventilation And Air Contidioning	23.08
Mechanic (Research Facility)	
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	14.91
Coordinator	
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
	30.10
28000 - Recreation Occupations	12.54
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 Se	
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 (HFC	O) (see 2) 43.42
30011 - Air Traffic Control Specialist, Station (HF	O) (see 2) 29.95
30012 - Air Traffic Control Specialist, Terminal (H	IFO) (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
<u>=</u>	29.22
30210 - Laboratory Technician	
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	0
30492 - Unexploded Ordnance (UXO) Technician II	33.3	
30493 - Unexploded Ordnance (UXO) Technician III	40.0	2
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	2) 25.23	
31000 - Transportation/Mobile Equipment Operation C	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	4.5.00	
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 22.87	
99711 - Recycling Specialist 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	
77072 - vonding wachine Repairer Helper	10.30	

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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 | Division of | Revision No.: 13

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of San Jacinto

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
OCCUPATION CODE - TITLE	TOOTNOIL	KAIL

01000 - Administrative Support And Clerical Occupation	ns
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	10.57
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automobile Body Repairer, Floerglass	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Glass Installer	21.96
	20.23
05110 - Mobile Equipment Servicer	
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 Occupation	ons
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	12.31
12010 - Ambulance Driver	15.00
	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
<u> </u>	
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	10.20
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
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	12.77	,
13050 - Library Aide/Clerk	12.77	
13054 - Library Information Technology System	1S	24.60
Administrator	1604	
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	1	6.04
13110 - Video Teleconference Technician		17.07
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.1	4
14042 - Computer Operator II	21.4	-2
14043 - Computer Operator III	23.8	37
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 (New York)	on-Rated)	33.08
15020 - Aircrew Training Devices Instructor (Ra	ated)	40.02
15030 - Air Crew Training Devices Instructor (F	Pilot)	47.98
15050 G + D 1T :: G :1: +/I	structor	33.08
15050 - Computer Based Training Specialist / Ir	istiuctoi	
15050 - Computer Based Training Specialist / In 15060 - Educational Technologist	32.	.42
· · · · · · · · · · · · · · · · · · ·		
15060 - Educational Technologist	32.	
15060 - Educational Technologist 15070 - Flight Instructor (Pilot)	32. 47.98	
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist	32. 47.98	
<ul> <li>15060 - Educational Technologist</li> <li>15070 - Flight Instructor (Pilot)</li> <li>15080 - Graphic Artist</li> <li>15085 - Maintenance Test Pilot, Fixed, Jet/Prop</li> </ul>	32. 47.98	47.54
<ul> <li>15060 - Educational Technologist</li> <li>15070 - Flight Instructor (Pilot)</li> <li>15080 - Graphic Artist</li> <li>15085 - Maintenance Test Pilot, Fixed, Jet/Prop</li> <li>15086 - Maintenance Test Pilot, Rotary Wing</li> </ul>	32. 47.98	47.54 47.54
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor	32. 47.98 29.39	47.54 47.54
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot	32. 47.98 29.39	47.54 47.54 47.54
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer	32. 47.98 29.39	47.54 47.54 47.54
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor	32. 47.98 29.39 24.67 20.27 20.27	47.54 47.54 47.54 30.17
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor	32. 47.98 29.39 24.67 20.27 20.27	47.54 47.54 47.54 30.17
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Ref	32. 47.98 29.39 24.67 20.27 20.27 elated Occupation	47.54 47.54 47.54 30.17
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler	32. 47.98 29.39 24.67 20.27 20.27 elated Occupation 10.88	47.54 47.54 47.54 30.17
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner	32. 47.98 29.39 24.67 20.27 20.27 20.27 elated Occupation 10.88 10.88 13.96	47.54 47.54 47.54 30.17
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant	32. 47.98 29.39 24.67 20.27 20.27 20.27 elated Occupation 10.88 10.88 13.96	47.54 47.54 47.54 30.17
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine	32, 47.98 29.39 24.67 20.27 20.27 elated Occupation 10.88 13.96 10.88	47.54 47.54 47.54 30.17
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand	32, 47.98 29.39 24.67 20.27 20.27 elated Occupation 10.88 13.96 10.88	47.54 47.54 47.54 30.17
15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop 15086 - Maintenance Test Pilot, Rotary Wing 15088 - Non-Maintenance Test/Co-Pilot 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor 16000 - Laundry, Dry-Cleaning, Pressing And Re 16010 - Assembler 16030 - Counter Attendant 16040 - Dry Cleaner 16070 - Finisher, Flatwork, Machine 16090 - Presser, Hand 16110 - Presser, Machine, Drycleaning	32. 47.98 29.39 24.67 20.27 20.27 20.27 elated Occupation 10.88 13.96 10.88	47.54 47.54 47.54 30.17

16190 - Sewing Machine Operator	14.76	
16220 - Tailor 15	5.89	
16250 - Washer, Machine	11.92	
19000 - Machine Tool Operation And Repair Occupation	ns	
19010 - Machine-Tool Operator (Tool Room)		2.46
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)	11.05	14.10
21110 - Shipping Packer	15.30	11.10
21130 - Shipping/Receiving Clerk	15.30	
21140 - Store Worker I	13.00	
21150 - Stock Clerk	18.56	
21210 - Stock Clerk 21210 - Tools And Parts Attendant	14.10	
	14.10	
21410 - Warehouse Specialist		
23000 - Mechanics And Maintenance And Repair Occup	31.26	
23010 - Aerospace Structural Welder		
23019 - Aircraft Logs and Records Technician		.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) Mech	nanic	26.49
I		
23092 - Aircrew Life Support Equipment (ALSE) Mech	nanic	29.95
II		
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	3
23310 - Fire Extinguisher Repairer	17.98	
23311 - Fuel Distribution System Mechanic	20.	96
23312 - Fuel Distribution System Operator	16.9	
23370 - General Maintenance Worker	18.0	
23380 - Ground Support Equipment Mechanic		29.95
23381 - Ground Support Equipment Servicer		1.66
23382 - Ground Support Equipment Worker		6.49
23391 - Gunsmith I	17.98	-
23392 - Gunsmith II	20.95	

22.70
23.70
21.84
22.00
22.80
26.17
26.17
19.34
25.87
22.46
12.14
22.46
24.33
21.70
14.94
25.87
27.00
28.16
25.49
22.46
18.99
29.70
28.17
23.70
23.70
20.95
23.70
20.64
33.50
34.96
32.09
20.65
27.54
23.70
17.98
16.24
16.34
10.65
13.48
9.12
16.34
16.84
10.64
23.95
18.70
23.95
16.42
18.32
10.32
16.50
12.53 19.62
21.18
17.90

0.000	10.60	
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	12.6	9
28042 - Carnival Equipment Repairer	13.89	
28043 - Carnival Worker	8.89	
28210 - Gate Attendant/Gate Tender	14.27	7
28310 - Lifeguard	12.71	
28350 - Park Attendant (Aide)	15.96	
		11.65
28510 - Recreation Aide/Health Facility Attendant		11.03
28515 - Recreation Specialist	19.61	
28630 - Sports Official	12.71	
28690 - Swimming Pool Operator	17.44	
29000 - Stevedoring/Longshoremen Occupational Ser		
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		31.94
30012 - Air Traffic Control Specialist, Terminal (HF		35.18
30021 - Archeological Technician I	21.56	00.10
30022 - Archeological Technician II	25.47	
30022 Archeological Technician III	30.62	
30030 - Cartographic Technician	30.62	
<del>-</del> -	30.02	•
30040 - Civil Engineering Technician		)
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	7
30222 - Latent Fingerprint Technician II	31.34	
30240 - Mathematical Technician	30.62	т
	22.52	
30361 - Paralegal/Legal Assistant I		
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		29.44	
30492 - Unexploded Ordnance (UXO) Technician		35.62	
30493 - Unexploded Ordnance (UXO) Technician	III	42.69	
30494 - Unexploded (UXO) Safety Escort	29.		
30495 - Unexploded (UXO) Sweep Personnel	2	29.44	
30501 - Weather Forecaster I	32.59		
30502 - Weather Forecaster II	34.94		
30620 - Weather Observer, Combined Upper Air C	Or (see 2)	27.56	
Surface Programs			
30621 - Weather Observer, Senior (s	ee 2) 30.48	3	
31000 - Transportation/Mobile Equipment Operatio	n 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.

## 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/26/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Mason

<sup>\*\*</sup>Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	FOOTNOTE	RATE

01000 - Administrative Support And Clerical Occupation	ons
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
	20.08
01312 - Secretary II	
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 Occupati	ons
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	17.04
11030 - Cleaner, Vehicles	13.08
11050 - Cicanot, venicies	13.00

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
	17.37
11270 - Tractor Operator	
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
<u>.</u>	
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
12070 - Emergency Wedtear Technician	
,	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
	17.32
12195 - Medical Transcriptionist	
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
± ±	17.84
12236 - Optical Technician	
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
	27.60
13013 - Exhibits Specialist III	
13041 - Illustrator I	19.55
13042 - Illustrator II	25.78
13043 - Illustrator III	27.60
13047 - Librarian	24.77

12050 I'1 A'1 /C1 1	12.20	
13050 - Library Aide/Clerk	13.39	22.20
13054 - Library Information Technology System	S	22.38
Administrator	4.600	
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	1	6.06
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	L
14045 - Computer Operator V	25.97	
14071 - Computer Operator V		5.43
14071 - Computer Programmer II	(see 1) 2.	J. <b>T</b> J
14072 - Computer Programmer III	(see 1)	
14073 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14102 - Computer Systems Analyst II  14103 - Computer Systems Analyst III	(see 1)	
± • • • • • • • • • • • • • • • • • • •	` /	.41
<ul><li>14150 - Peripheral Equipment Operator</li><li>14160 - Personal Computer Support Technician</li></ul>	1 /	24.14
14170 - Personal Computer Support Technician 14170 - System Support Specialist	22.88	
• 11 1	22.80	•
<ul><li>15000 - Instructional Occupations</li><li>15010 - Aircrew Training Devices Instructor (No</li></ul>	n Datad)	34.56
15020 - Aircrew Training Devices Instructor (Ra		41.82
15030 - Air Crew Training Devices Instructor (P	,	50.12
15050 - Computer Based Training Specialist / Ins		34.56
15060 - Educational Technologist	33.26	)
15070 - Flight Instructor (Pilot)	50.12	
15080 - Graphic Artist	22.13	50.12
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.12
15086 - Maintenance Test Pilot, Rotary Wing		50.12
15088 - Non-Maintenance Test/Co-Pilot		0.12
15090 - Technical Instructor	24.04	20.40
15095 - Technical Instructor/Course Developer	10.40	29.40
15110 - Test Proctor	19.40	
15120 - Tutor	19.64	
16000 - Laundry, Dry-Cleaning, Pressing And Rel	<del>-</del>	
16010 - Assembler	10.03	
16030 - Counter Attendant	10.03	
16040 - Dry Cleaner	12.17	
16070 - Finisher, Flatwork, Machine	10.0	13
16090 - Presser, Hand	10.03	0.2
16110 - Presser, Machine, Drycleaning	10.	.03
16130 - Presser, Machine, Shirts	10.03	10.00
16160 - Presser, Machine, Wearing Apparel, Lau	indry	10.03

16190 - Sewing Machine Operator	12.86	
16220 - Tailor 13	.48	
16250 - Washer, Machine	10.86	
19000 - Machine Tool Operation And Repair Occupation	S	
19010 - Machine-Tool Operator (Tool Room)	2	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	
	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 Occupa		
23010 - Aerospace Structural Welder	24.73	
23019 - Aircraft Logs and Records Technician	_	9.26
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	22.14
23070 - Aircraft Survival Flight Equipment Technician	20.70	22.14
23080 - Aircraft Worker	20.70	20.70
23091 - Aircrew Life Support Equipment (ALSE) Mech	anic	20.70
I 23092 - Aircrew Life Support Equipment (ALSE) Mech	ania	23.47
II	lattic	23.47
23110 - Appliance Mechanic	20.35	
23110 - Apphance Mechanic 23120 - Bicycle Repairer	16.41	
23125 - Cable Splicer	28.48	
23120 - Carpenter, Maintenance	18.84	
23140 - Carpet Layer	19.02	
23160 - Electrician, Maintenance	24.70	
23181 - Electronics Technician Maintenance I		.85
23182 - Electronics Technician Maintenance II		2.37
23183 - Electronics Technician Maintenance III		4.12
23260 - Fabric Worker	17.70	1.12
23290 - Fire Alarm System Mechanic	21.5	8
23310 - Fire Extinguisher Repairer	16.41	O
23311 - Fuel Distribution System Mechanic		.49
23312 - Fuel Distribution System Operator	15.8	
23370 - General Maintenance Worker	16.1	
23380 - Ground Support Equipment Mechanic		23.47
23381 - Ground Support Equipment Servicer		9.26
23382 - Ground Support Equipment Worker		0.70
23391 - Gunsmith I	16.41	
23392 - Gunsmith II	19.02	

22202 G 24 HI	21.50
23393 - Gunsmith III	21.58 20.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.30
	21.45
23411 - Heating, Ventilation And Air Contidioning	21.43
Mechanic (Research Facility)	22.25
23440 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	14.93
Coordinator	
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
	14.54
27007 - Baggage Inspector	17.57
27007 - Baggage Inspector 27008 - Corrections Officer	
<ul><li>27007 - Baggage Inspector</li><li>27008 - Corrections Officer</li><li>27010 - Court Security Officer</li></ul>	20.46 21.19

00040 70 11 0000	20.46
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 Serv	ices
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)	
30012 - Air Traffic Control Specialist, Terminal (HFC	
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 II	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) Techn	ician I 29.44
30492 - Unexploded Ordnance (UXO) Techn	
30493 - Unexploded Ordnance (UXO) Techn	
30494 - Unexploded (UXO) Safety Escort	29.44
30495 - Unexploded (UXO) Sweep Personne	1 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 Ope	
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	1000 .
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.

## 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 | Division of | Revision No.: 14

Director Wage Determinations | Date Of Last Revision: 05/21/2021

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.

State: Texas

Daniel W. Simms

Area: Texas County of Newton

<sup>\*\*</sup>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
	15.29
01420 - Survey Worker	
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	22.02
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 Occupati	ons
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
12010 - Amounance Briver 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
	30.62
13047 - Librarian	27.90

13050 - Library Aide/Clerk	10.69	)
13054 - Library Information Technology System		25.19
Administrator	15	23.17
13058 - Library Technician	14.44	1
13061 - Media Specialist I	18.19	
13062 - Media Specialist II	20.34	
13063 - Media Specialist III	22.67	
13071 - Photographer I	18.19	
13071 - Hotographer II	20.34	
13073 - Photographer III	25.19	
13073 - Photographer IV	30.82	
13074 - Photographer TV 13075 - Photographer V	37.29	
13090 - Technical Order Library Clerk		13.06
13110 - Video Teleconference Technician	-	18.19
		18.19
14000 - Information Technology Occupations	17 (	12
14041 - Computer Operator I	17.0	
14042 - Computer Operator II	19.8	
14044 - Computer Operator III	24.	
14044 - Computer Operator IV		.48
14045 - Computer Operator V	30.	
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)	15.02
14150 - Peripheral Equipment Operator		17.03
14160 - Personal Computer Support Technician	22	27.48
14170 - System Support Specialist	32	02
15000 - Instructional Occupations	<b>D</b> : 1)	22.26
15010 - Aircrew Training Devices Instructor (No.	,	33.36
15020 - Aircrew Training Devices Instructor (Ra	,	40.37
15030 - Air Crew Training Devices Instructor (P		48.38
15050 - Computer Based Training Specialist / In		33.36
15060 - Educational Technologist		76
15070 - Flight Instructor (Pilot)	48.38	3
15080 - Graphic Artist	19.41	40.20
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.38
15086 - Maintenance Test Pilot, Rotary Wing		48.38
15088 - Non-Maintenance Test/Co-Pilot	25.41	48.38
15090 - Technical Instructor	25.41	
15095 - Technical Instructor/Course Developer	20.71	31.08
15110 - Test Proctor	20.51	
15120 - Tutor	20.51	
16000 - Laundry, Dry-Cleaning, Pressing And Re	-	ns
16010 - Assembler	10.88	
16030 - Counter Attendant	10.88	3
16040 - Dry Cleaner	13.96	0.00
16070 - Finisher, Flatwork, Machine		0.88
16090 - Presser, Hand	10.88	10.00
16110 - Presser, Machine, Drycleaning		10.88
16130 - Presser, Machine, Shirts	10.8	
16160 - Presser, Machine, Wearing Apparel, Lau	ındry	10.88

16190 - Sewing Machine Operator	14.76	
16220 - Tailor	5.89	
16250 - Washer, Machine	11.92	
19000 - Machine Tool Operation And Repair Occupation	ns	
19010 - Machine-Tool Operator (Tool Room)		6.20
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)	1	16.83
21110 - Shipping Packer	16.12	10.05
21130 - Shipping/Receiving Clerk	16.12	
21140 - Store Worker I	12.70	
21150 - Stock Clerk	18.30	
21210 - Stock Clerk 21210 - Tools And Parts Attendant	16.83	
	16.83	
21410 - Warehouse Specialist		
23000 - Mechanics And Maintenance And Repair Occup		
23010 - Aerospace Structural Welder	28.74	
23019 - Aircraft Logs and Records Technician		2.63
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) Mec	hanic	24.36
I		
23092 - Aircrew Life Support Equipment (ALSE) Mec	hanic	27.20
II		
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	5.30
23183 - Electronics Technician Maintenance III	37	7.14
23260 - Fabric Worker	22.63	
23290 - Fire Alarm System Mechanic	24.40	0
23310 - Fire Extinguisher Repairer	20.83	
23311 - Fuel Distribution System Mechanic	29.	.52
23312 - Fuel Distribution System Operator	23.7	
23370 - General Maintenance Worker	18.5	
23380 - Ground Support Equipment Mechanic		27.20
23381 - Ground Support Equipment Servicer		2.63
23382 - Ground Support Equipment Worker		4.36
23391 - Gunsmith I	20.56	7.50
23392 - Gunsmith II	24.06	
23372 - Guilsiniui II	Z4.00	

23393 - Gunsmith III	27.20
23410 - Heating, Ventilation And Air-Conditioning	28.87
Mechanic	20.07
23411 - Heating, Ventilation And Air Contidioning	30.12
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 - Office Appliance Repairer 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	15.94
Coordinator	
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
Č	

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	12.8	0
28042 - Carnival Equipment Repairer	14.0	
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	13.73
<u> </u>	15.14	
28630 - Sports Official		5
28690 - Swimming Pool Operator	16.46	)
29000 - Stevedoring/Longshoremen Occupational Ser		
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)		40.29
30011 - Air Traffic Control Specialist, Station (HFO	) (see 2)	27.78
30012 - Air Traffic Control Specialist, Terminal (HF	(O) (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	6
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	
30082 - Engineering Technician III	20.60	
e e	25.52	
30084 - Engineering Technician IV		
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	35.0	l
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	35.0	1
30461 - Technical Writer I	28.62	•
30462 - Technical Writer II	35.01	
30463 - Technical Writer III	42.36	
30491 - Unexploded Ordnance (UXO) Technician I	12.50	25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III	ſ	37.13
30494 - Unexploded (UXO) Safety Escort		5.60
30495 - Unexploded (UXO) Sweep Personnel	2.	25.60
30501 - Weather Forecaster I	31.70	23.00
30502 - Weather Forecaster II	38.56	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.76
Surface Programs	(500 2)	20.70
30621 - Weather Observer, Senior (see	2) 28.6	52.
31000 - Transportation/Mobile Equipment Operation (	- '	3 <b>2</b>
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	19.5	19
99252 - Laboratory Animal Caretaker II	21.5	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	17.9	
99841 - Vending Machine Repairer	23.00	
99842 - Vending Machine Repairer Helper	17	7.92

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 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)

Name:

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).

	Titles: Telephone: Fax: Email:
K.2	Provision 3-5, Taxpayer Identification and Other Offeror Information - (APR 2011)
(a) De	finitions.
Interna	ayer Identification (TIN)," as used in this provision, means the number required by the al Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns IN may be either a social security number or an employer identification number.
require resulting offeron	Il offerors shall submit the information required in paragraphs (d) and (e) of this provision to y with debt collection requirements of 31 U.S.C. §§ 7701(c) and 3325(d), reporting ements of 26 U.S.C. §§ 6041, 6041A, and implementing regulations issued by the IRS. If the ng contract is subject to the payment reporting requirements, the failure or refusal by the reporting to furnish the information may result in a 31 percent reduction of payments otherwise due the contract.
arising resulting	e TIN may be used by the government to collect and report on any delinquent amounts gout of the offeror's relationship with the government (31 U.S.C. § 7701(c)(3)). If the ng contract is subject to payment recording requirements, the TIN provided hereunder may tached with IRS records to verify the accuracy of the offeror's TIN.
(d) Tax	xpayer 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:

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	[]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) Cont	tractor representations.
manage	error represents as part of its offer that it is [], is not [] 51% owned and the ement and daily operations are controlled by one or more members of the selected socionic 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)

#### 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)

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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.

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## 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) Any offer, modification, or revision received at the judiciary office designated in the solicitation after the exact time specified for receipt of offers is "late" and will not be considered unless it is received before award is made, the contracting officer determines it's in the judiciary's best interest, the contracting officer determines that accepting the late offer would not unduly delay the procurement, and:
    - (1) if it was transmitted through an electronic commerce method authorized by the solicitation, it was received at the initial point of entry to the judiciary infrastructure not later than 5:00 p.m. one working day prior to the date specified for receipt of offers; or
    - (2) there is acceptable evidence to establish that it was received at the judiciary installation designated for receipt of offers and was under the judiciary's control prior to the time set for receipt of offers; or
    - (3) it is the only offer received.
  - (ii) (B) However, a late modification of an otherwise successful offer that makes its terms more favorable to the judiciary, will be considered at any time it is received and may be accepted.
  - (iii) Acceptable evidence to establish the time of receipt at the judiciary installation includes the time/date stamp of that installation on the offer wrapper, other documentary evidence of receipt maintained by the installation, or oral testimony or statements of judiciary personnel.
  - (iv) If an emergency or unanticipated event interrupts normal judiciary processes so that offers cannot be received at the office designated for receipt of offers by the exact time specified in the solicitation, and urgent judiciary requirements preclude amendment of the solicitation, the time specified for receipt of offers will be deemed to be extended to the same time of day specified in the solicitation on the first work day on which normal judiciary processes resume.
  - (v) Offers may be withdrawn by written notice received at any time before award. Oral offers in response to oral solicitations may be withdrawn orally. If the solicitation authorizes facsimile offers, offers may be withdrawn via facsimile received at any time before award, subject to the conditions specified in Provision 3-115, "Facsimile Offers." Offers may be withdrawn in person by an offeror or an authorized representative, if the identity of the person requesting withdrawal is established and the person signs a receipt for the offer before award.
- (4) Unless otherwise specified in the solicitation, the offeror may propose to provide any item or combination of items.

- (5) Offerors shall submit offers in response to this solicitation in English and in U.S. dollars
- (6) Offerors may submit modifications to their offers at any time before the solicitation closing date and time, and may submit modifications in response to an amendment, or to correct a mistake at any time before award.
- (7) Offerors may submit revised offers only if requested or allowed by the contracting officer.
- (8) Offers may be withdrawn at any time before award. Withdrawals are effective upon receipt of notice by the contracting officer.
- (d) Offer expiration date Offers in response to this solicitation will be valid for the number of days specified on the solicitation cover sheet (unless a different period is proposed by the offeror).
- (e) Restriction on disclosure and use of data Offerors that include in their offers data that they do not want disclosed to the public for any purpose, or used by the judiciary except for evaluation purposes, shall:
  - (1) mark the title page with the following legend:

This offer includes data that shall not be disclosed outside the judiciary and shall not be duplicated, used, or disclosed-in whole or in part-for any purpose other than to evaluate this offer. If, however, a contract is awarded to this offeror as a result of-or in connection with-the submission of this data, the judiciary shall have the right to duplicate, use, or disclose the data to the extent provided in the resulting contract. This restriction does not limit the judiciary's right to use information contained in this data if it is obtained from another source without restriction. The data subject to this restriction are contained in sheets [insert numbers or other identification of sheets]; and

(2) mark each sheet of data it wishes to restrict with the following legend:

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this offer.

#### (f) Contract award

- (1) The judiciary intends to award a contract or contracts resulting from this solicitation to the responsible offeror(s) whose offer(s) represents the best value after evaluation in accordance with the factors and subfactors in the solicitation.
- (2) The judiciary may reject any or all offers if such action is in the judiciary's interest.
- (3) The judiciary may waive informalities and minor irregularities in offers received.
- (4) The judiciary intends to evaluate offers and award a contract without discussions with offerors (except clarifications). Therefore, the offeror's initial offer shall contain the offeror's best terms from a price or price and technical standpoint. The judiciary reserves the right to conduct discussions if the contracting officer

later determines them to be necessary. If the contracting officer determines that the number of offers that would otherwise be in the competitive range exceeds the number at which an efficient competition can be conducted, the contracting officer may limit the number of offers in the competitive range to the greatest number that will permit an efficient competition among the most highly rated offers

- (5) The judiciary reserves the right to make an award on any item for a quantity less than the quantity offered, at the unit price or prices offered, unless the offeror specifies otherwise in the offer.
- (6) The judiciary reserves the right to make multiple awards if, after considering the additional administrative prices, it is in the judiciary's best interest to do so.
- (7) Exchanges with offerors after receipt of an offer do not constitute a rejection or counteroffer by the judiciary.
- (8) The judiciary may determine that an offer is unacceptable if the prices proposed are materially unbalanced between line items or sub-line items. Unbalanced pricing exists when, despite an acceptable total evaluated price, the price of one or more contract line items is significantly overstated or understated as indicated by the application of price or price analysis techniques. An offer may be rejected if the contracting officer determines that the lack of balance poses an unacceptable risk to the judiciary.
- (9) If a price realism analysis is performed, price realism may be considered by the source selection authority in evaluating performance or schedule risk.
- (10) A written award or acceptance of offer mailed or otherwise furnished to the successful offeror within the time specified in the offer shall result in a binding contract without further action by either party.
- (11) The judiciary may disclose the following information in postaward debriefings to other offerors:
  - (i) the overall evaluated price or price and technical rating of the successful offeror;
  - (ii) the overall ranking of all offerors, when any ranking was developed by the judiciary during source selection;
  - (iii) a summary of the rationale for award; and
  - (iv) for procurements of commercial items, the make and model of the item to be delivered by the successful offeror.

#### Attachment A

# OFFEROR'S CERTIFICATION OF COMPLIANCE STATEMENT

As required in Section L.1 , Preparation of Certification of Compliance Statement, the offeror and each proposed subcontractor(s) shall complete the certification below.			
Subcontractor) that	(Name of Offeror or Subcontractor) will ted in Sections C, E, F and G and all services in strict and conditions of the RFP. I understand that failure to equirements, terms, and/or conditions may result in ls or termination of the contract/BPA.		
SIGNATURE:	DATE:		
TITLE:			

# OFFEROR'S BACKGROUND STATEMENT

	n of the Background Statement, the offeror shall prepare a lages as needed labeled as subsets of this Attachment
(	CERTIFICATIONS (check all that apply)
I certify herein that all information accurate, complete, and correct.	n provided in the BACKGROUND STATEMENT is
federal, state and local agencies have b	nonitoring reports for the previous 18 months from seen provided, or if a monitoring report for the previous 18 s, and/or local certificate or letter indicating the vendor has provided.
SIGNATURE:	DATE:

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#### **Attachment C**

a

#### **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 TITLE **DUTIES EDUCATION EXPERIENCE CREDENTIALS NAME** 

# **CERTIFICATIONS**

(check all that apply)

I certify herein that no proposed staff members are under investigation for or charged with a riminal 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 pecific evaluations will adhere to the established ethics, standards and practices of the Association for the Treatment of Sexual Abusers (ATSA).
SIGNATURE: DATE:

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# **Attachment D**

# **OFFEROR'S REFERENCES**

As required in Section L.1, the Offeror shall provide the name and address for each reference including a contact person and the telephone number.

#### SECTION M - EVALUATION FACTORS FOR AWARD

#### M.1 Basis for Award

Selection of vendors with whom the Probation/Pretrial Services Office will establish BPA's will be based on technical acceptability and the lowest price to the Government. If the solicitation document identifies that BPA's will be established with a specified number of vendors, the selection of technically acceptable vendors shall be based on price. For example, if a solicitation document identifies that 4 to 6 vendors are needed to provide services and 10 vendors are determined to be technically acceptable, awards will be made to no more than 6 of the lowest priced vendors.

### **M.2** Evaluation of Proposals

- a. To be acceptable and eligible for evaluation, proposals shall be prepared in accordance with the instructions given in Sections B and L of this solicitation document.
- b. By submission of a proposal, the offeror accepts all the terms and conditions of the RFP. Proposals that take exception to the terms and conditions will be determined technically unacceptable and the offeror will be so advised.
- c. Proposals will be evaluated to be considered Technically Acceptable using the following Pass/Fail Criteria. To determine that the offeror has met the following criteria, each proposal shall be evaluated to determine that every individual requirement has been met.

#### M.3 Pass-Fail Criteria

The following criteria address the offeror's ability to perform and comply with all the mandatory service requirements set forth in the Request For Proposals. Offerors who do not meet these requirements will be deemed to be technically unacceptable and will receive no further consideration. The offeror(s) will be so advised. Proposed subcontractor personnel qualifications and facilities will be evaluated and considered in the determination of the offeror's technical acceptability. The review of the criteria shall be based on the Offeror's Technical Proposal, which contains the Offeror's Certification of Compliance, Offeror's Background Statement, and the Offeror's Staff Qualifications. Each of these shall demonstrate how the offeror will perform/meet the requirements of the RFP.

#### **MANDATORY REQUIREMENTS:**

(a) Did the Offeror submit a statement certifying that it will provide the mandatory requirements stated in Sections C, E, F and G and all services in strict compliance with the requirements, terms, and conditions of the RFP. This requirement

includes submission of compliance statements for each subcontractor that will be providing services.

YES or NO

#### **PAST PERFORMANCE**

(a) Did the Offeror provide copies of all federal, state and local monitoring reports, letters, and/or federal, state, and local certificates for the previous 18 months?

YES or NO

(b) Monitoring reports, letters, and/or certificates are rated at least "satisfactory" or "pass" regarding performance.

#### OR

If any monitoring report completed for the previous 18 months was rated less than "satisfactory," the deficiencies were corrected as documented on the subsequent monitoring report, resulting in the subsequent report being rated "satisfactory."

YES or NO

## SITE(S) AT WHICH SERVICES ARE PROVIDED:

(a) Offeror's (and any proposed subcontractor) site(s) at which services will be provided is/are located in catchment area.

YES or NO

(b) Offeror has provided copies of applicable business and/or operating license(s).

YES or NO

(c) Offeror has provided copies of compliance with all federal, state and local fire, safety, and health codes.

YES or NO

#### **STAFF QUALIFICATIONS:**

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

YES or NO

(b) The Offeror's Staff Qualifications Statement certified that no staff member(s) (including proposed subcontractor staff) providing services under this Agreement are under investigation for or charged with a criminal offense and/or under pretrial, probation, parole, mandatory release or supervised release.

YES or NO

(c) The Offeror's Staff Qualifications Statement certified that

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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.

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# 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.