

**ATTACHMENT E - SERVICE CONTRACT LABOR STANDARDS
(WAGE DETERMINATIONS)**

The Wage Determinations applicable to the current Management and Operating contract for the period April 1, 2016 through March 31, 2017 are:

State(s)	Wage Determination No.
Louisiana: (Jefferson Parish - Harahan)	2015-5189 Revision No. 2 (12/29/15)
Louisiana: (Iberville Parish - Bayou Choctaw)	2015-2231 Revision No. 2 (02/25/16)
Louisiana: (Cameron Parish - West Hackberry)	2015-5185 Revision No. 1 (02/12/16)
Texas: (Jefferson County - Big Hill)	2015-5217 Revision No. 1 (02/19/16)
Texas: (Brazoria County - Bryan Mound)	2015-5233 Revision No. 3 (01/13/16)
Mississippi: (Hancock County - Stennis Warehouse)	2005-2301 Revision No. 17 (12/29/15)

DE-FE0011020
Modification 0040

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director		Wage Determination No.: 2015-5189 Revision No.: 2 Date Of Revision: 12/29/2015
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Jefferson, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.95
01035 - Court Reporter		20.99
01041 - Customer Service Representative I		10.56
01042 - Customer Service Representative II		11.88
01043 - Customer Service Representative III		12.95
01051 - Data Entry Operator I		12.14
01052 - Data Entry Operator II		13.68
01060 - Dispatcher, Motor Vehicle		18.12
01070 - Document Preparation Clerk		13.09
01090 - Duplicating Machine Operator		13.09
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		14.07
01120 - Housing Referral Assistant		21.88
01141 - Messenger Courier		12.11
01191 - Order Clerk I		12.14
01192 - Order Clerk II		14.29
01261 - Personnel Assistant (Employment) I		15.04
01262 - Personnel Assistant (Employment) II		18.12
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		22.44
01290 - Rental Clerk		14.11
01300 - Scheduler, Maintenance		17.56

DE-FE0011020
Modification 0040

01311 - Secretary I	17.56
01312 - Secretary II	19.49
01313 - Secretary III	21.88
01320 - Service Order Dispatcher	16.02
01410 - Supply Technician	23.95
01420 - Survey Worker	15.82
01460 - Switchboard Operator/Receptionist	11.58
01531 - Travel Clerk I	12.84
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.48
01611 - Word Processor I	13.92
01612 - Word Processor II	15.62
01613 - Word Processor III	17.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.97
05010 - Automotive Electrician	18.40
05040 - Automotive Glass Installer	17.20
05070 - Automotive Worker	17.20
05110 - Mobile Equipment Servicer	14.80
05130 - Motor Equipment Metal Mechanic	9.45
05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	13.61
05250 - Motor Vehicle Upholstery Worker	16.02
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	18.40
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	12.66
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	10.28
07042 - Cook II	12.10
07070 - Dishwasher	8.36
07130 - Food Service Worker	8.66
07210 - Meat Cutter	12.69
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.88
09080 - Furniture Refinisher	17.41
09090 - Furniture Refinisher Helper	13.26
09110 - Furniture Repairer, Minor	15.60
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.05
11060 - Elevator Operator	10.48
11090 - Gardener	13.50
11122 - Housekeeping Aide	10.48
11150 - Janitor	10.48
11210 - Laborer, Grounds Maintenance	10.59
11240 - Maid or Houseman	9.25
11260 - Pruner	9.35
11270 - Tractor Operator	12.72
11330 - Trail Maintenance Worker	10.59
11360 - Window Cleaner	11.94
12000 - Health Occupations	

DE-FE0011020
Modification 0040

12010 - Ambulance Driver	16.92
12011 - Breath Alcohol Technician	17.87
12012 - Certified Occupational Therapist Assistant	22.37
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	14.68
12025 - Dental Hygienist	29.85
12030 - EKG Technician	22.78
12035 - Electroneurodiagnostic Technologist	22.78
12040 - Emergency Medical Technician	16.92
12071 - Licensed Practical Nurse I	15.96
12072 - Licensed Practical Nurse II	17.87
12073 - Licensed Practical Nurse III	19.90
12100 - Medical Assistant	13.34
12130 - Medical Laboratory Technician	17.46
12160 - Medical Record Clerk	14.80
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	14.87
12210 - Nuclear Medicine Technologist	32.17
12221 - Nursing Assistant I	10.76
12222 - Nursing Assistant II	12.10
12223 - Nursing Assistant III	13.21
12224 - Nursing Assistant IV	14.82
12235 - Optical Dispenser	15.67
12236 - Optical Technician	13.07
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	14.69
12305 - Radiologic Technologist	24.38
12311 - Registered Nurse I	26.17
12312 - Registered Nurse II	33.59
12313 - Registered Nurse II, Specialist	33.59
12314 - Registered Nurse III	40.65
12315 - Registered Nurse III, Anesthetist	40.65
12316 - Registered Nurse IV	48.72
12317 - Scheduler (Drug and Alcohol Testing)	21.85
12320 - Substance Abuse Treatment Counselor	12.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.40
13012 - Exhibits Specialist II	22.61
13013 - Exhibits Specialist III	27.58
13041 - Illustrator I	18.40
13042 - Illustrator II	22.61
13043 - Illustrator III	27.58
13047 - Librarian	24.54
13050 - Library Aide/Clerk	13.00
13054 - Library Information Technology Systems Administrator	22.16
13058 - Library Technician	14.21
13061 - Media Specialist I	16.00
13062 - Media Specialist II	17.89
13063 - Media Specialist III	19.95
13071 - Photographer I	14.95
13072 - Photographer II	17.10
13073 - Photographer III	21.18
13074 - Photographer IV	25.92
13075 - Photographer V	31.36
13090 - Technical Order Library Clerk	11.77
13110 - Video Teleconference Technician	19.17

DE-FE0011020
Modification 0040

14000 - Information Technology Occupations	
14041 - Computer Operator I	15.55
14042 - Computer Operator II	17.39
14043 - Computer Operator III	19.40
14044 - Computer Operator IV	21.56
14045 - Computer Operator V	23.86
14071 - Computer Programmer I	(see 1) 21.79
14072 - Computer Programmer II	(see 1) 25.53
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	15.55
14160 - Personal Computer Support Technician	21.56
14170 - System Support Specialist	27.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.11
15020 - Aircrew Training Devices Instructor (Rated)	35.65
15030 - Air Crew Training Devices Instructor (Pilot)	40.77
15050 - Computer Based Training Specialist / Instructor	28.12
15060 - Educational Technologist	23.29
15070 - Flight Instructor (Pilot)	40.77
15080 - Graphic Artist	21.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	33.87
15086 - Maintenance Test Pilot, Rotary Wing	33.87
15088 - Non-Maintenance Test/Co-Pilot	33.87
15090 - Technical Instructor	19.91
15095 - Technical Instructor/Course Developer	24.35
15110 - Test Proctor	16.06
15120 - Tutor	16.06
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.38
16030 - Counter Attendant	10.38
16040 - Dry Cleaner	12.95
16070 - Finisher, Flatwork, Machine	10.38
16090 - Presser, Hand	10.38
16110 - Presser, Machine, Drycleaning	10.38
16130 - Presser, Machine, Shirts	10.38
16160 - Presser, Machine, Wearing Apparel, Laundry	10.38
16190 - Sewing Machine Operator	13.81
16220 - Tailor	14.65
16250 - Washer, Machine	11.24
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.28
19040 - Tool And Die Maker	25.98
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.39
21030 - Material Coordinator	23.00
21040 - Material Expediter	23.00
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	15.39
21110 - Shipping Packer	14.45
21130 - Shipping/Receiving Clerk	14.45
21140 - Store Worker I	9.04
21150 - Stock Clerk	13.39

DE-FE0011020
Modification 0040

21210 - Tools And Parts Attendant	15.39
21410 - Warehouse Specialist	15.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.66
23019 - Aircraft Logs and Records Technician	20.61
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.66
23023 - Aircraft Mechanic III	28.30
23040 - Aircraft Mechanic Helper	17.51
23050 - Aircraft, Painter	19.44
23060 - Aircraft Servicer	20.61
23070 - Aircraft Survival Flight Equipment Technician	19.44
23080 - Aircraft Worker	22.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.04
23110 - Appliance Mechanic	18.79
23120 - Bicycle Repairer	12.66
23125 - Cable Splicer	25.50
23130 - Carpenter, Maintenance	18.92
23140 - Carpet Layer	18.12
23160 - Electrician, Maintenance	23.51
23181 - Electronics Technician Maintenance I	25.64
23182 - Electronics Technician Maintenance II	27.58
23183 - Electronics Technician Maintenance III	29.54
23260 - Fabric Worker	16.74
23290 - Fire Alarm System Mechanic	19.36
23310 - Fire Extinguisher Repairer	16.03
23311 - Fuel Distribution System Mechanic	22.76
23312 - Fuel Distribution System Operator	16.80
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	20.60
23382 - Ground Support Equipment Worker	22.15
23391 - Gunsmith I	16.03
23392 - Gunsmith II	18.85
23393 - Gunsmith III	21.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.14
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	21.45
23430 - Heavy Equipment Mechanic	20.23
23440 - Heavy Equipment Operator	18.24
23460 - Instrument Mechanic	24.27
23465 - Laboratory/Shelter Mechanic	20.28
23470 - Laborer	11.46
23510 - Locksmith	19.32
23530 - Machinery Maintenance Mechanic	22.56
23550 - Machinist, Maintenance	21.69
23580 - Maintenance Trades Helper	13.26
23591 - Metrology Technician I	24.27
23592 - Metrology Technician II	25.85
23593 - Metrology Technician III	27.43
23640 - Millwright	23.61
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	18.14

DE-FE0011020
Modification 0040

23790 - Pipefitter, Maintenance	22.42
23810 - Plumber, Maintenance	21.03
23820 - Pneudraulic Systems Mechanic	21.72
23850 - Rigger	18.57
23870 - Scale Mechanic	18.85
23890 - Sheet-Metal Worker, Maintenance	20.43
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.72
23950 - Telephone Lineman	21.06
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	21.72
23970 - Woodcraft Worker	21.72
23980 - Woodworker	16.03
24000 - Personal Needs Occupations	
24550 - Case Manager	13.30
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	8.75
24620 - Family Readiness And Support Services Coordinator	13.30
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.18
25040 - Sewage Plant Operator	17.40
25070 - Stationary Engineer	20.18
25190 - Ventilation Equipment Tender	13.55
25210 - Water Treatment Plant Operator	17.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.66
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	14.48
27010 - Court Security Officer	15.03
27030 - Detection Dog Handler	14.47
27040 - Detention Officer	14.48
27070 - Firefighter	15.49
27101 - Guard I	11.56
27102 - Guard II	14.47
27131 - Police Officer I	18.29
27132 - Police Officer II	20.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.44
28042 - Carnival Equipment Repairer	13.54
28043 - Carnival Worker	9.15
28210 - Gate Attendant/Gate Tender	13.10
28310 - Lifeguard	12.10
28350 - Park Attendant (Aide)	14.66
28510 - Recreation Aide/Health Facility Attendant	10.70
28515 - Recreation Specialist	15.16
28630 - Sports Official	11.68
28690 - Swimming Pool Operator	16.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.98
29020 - Hatch Tender	19.98
29030 - Line Handler	19.98
29041 - Stevedore I	18.48
29042 - Stevedore II	21.48

DE-FE0011020
Modification 0040

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		36.49
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		25.17
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		27.71
30021 - Archeological Technician I		19.63
30022 - Archeological Technician II		21.96
30023 - Archeological Technician III		27.09
30030 - Cartographic Technician		27.22
30040 - Civil Engineering Technician		24.02
30051 - Cryogenic Technician I		28.19
30052 - Cryogenic Technician II		31.15
30061 - Drafter/CAD Operator I		19.63
30062 - Drafter/CAD Operator II		21.96
30063 - Drafter/CAD Operator III		24.49
30064 - Drafter/CAD Operator IV		30.13
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.02
30085 - Engineering Technician V		30.61
30086 - Engineering Technician VI		37.03
30090 - Environmental Technician		22.92
30095 - Evidence Control Specialist		25.46
30210 - Laboratory Technician		24.38
30221 - Latent Fingerprint Technician I		28.19
30222 - Latent Fingerprint Technician II		31.15
30240 - Mathematical Technician		27.22
30361 - Paralegal/Legal Assistant I		20.64
30362 - Paralegal/Legal Assistant II		26.00
30363 - Paralegal/Legal Assistant III		31.81
30364 - Paralegal/Legal Assistant IV		38.48
30375 - Petroleum Supply Specialist		31.15
30390 - Photo-Optics Technician		27.22
30395 - Radiation Control Technician		31.15
30461 - Technical Writer I		22.62
30462 - Technical Writer II		27.67
30463 - Technical Writer III		35.20
30491 - Unexploded Ordnance (UXO) Technician I		23.19
30492 - Unexploded Ordnance (UXO) Technician II		28.06
30493 - Unexploded Ordnance (UXO) Technician III		33.63
30494 - Unexploded (UXO) Safety Escort		23.19
30495 - Unexploded (UXO) Sweep Personnel		23.19
30501 - Weather Forecaster I		28.19
30502 - Weather Forecaster II		34.31
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.49
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.06
31020 - Bus Aide		9.90
31030 - Bus Driver		14.93
31043 - Driver Courier		13.45
31260 - Parking and Lot Attendant		8.81
31290 - Shuttle Bus Driver		14.76
31310 - Taxi Driver		10.84
31361 - Truckdriver, Light		14.76
31362 - Truckdriver, Medium		16.07

DE-FE0011020
Modification 0040

31363 - Truckdriver, Heavy	18.96
31364 - Truckdriver, Tractor-Trailer	18.96
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.68
99030 - Cashier	8.86
99050 - Desk Clerk	10.82
99095 - Embalmer	19.51
99130 - Flight Follower	23.19
99251 - Laboratory Animal Caretaker I	10.98
99252 - Laboratory Animal Caretaker II	12.07
99260 - Marketing Analyst	22.91
99310 - Mortician	27.18
99410 - Pest Controller	14.18
99510 - Photofinishing Worker	12.47
99710 - Recycling Laborer	15.36
99711 - Recycling Specialist	19.56
99730 - Refuse Collector	13.86
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	10.50
99830 - Survey Party Chief	22.37
99831 - Surveying Aide	16.53
99832 - Surveying Technician	20.33
99840 - Vending Machine Attendant	12.18
99841 - Vending Machine Repairer	16.52
99842 - Vending Machine Repairer Helper	12.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

DE-FE0011020
Modification 0040

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

DE-FE0011020
Modification 0040

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

** UNIFORM ALLOWANCE **

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

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

DE-FE0011020
Modification 0040

The process for preparing a conformance request is as follows:

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

DE-FE0011020
Modification 0040

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director		Wage Determination No.: 2015-2231 Revision No.: 2 Date Of Revision: 02/25/2016
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Ascension, East Baton Rouge, East Feliciana, Iberville, Livingston, Pointe Coupee, St Helena, Tangipahoa, West Baton Rouge, West Feliciana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.07
01012 - Accounting Clerk II		14.83
01013 - Accounting Clerk III		16.50
01020 - Administrative Assistant		19.45
01035 - Court Reporter		20.01
01051 - Data Entry Operator I		10.95
01052 - Data Entry Operator II		12.45
01060 - Dispatcher, Motor Vehicle		16.13
01070 - Document Preparation Clerk		12.62
01090 - Duplicating Machine Operator		12.62
01111 - General Clerk I		10.56
01112 - General Clerk II		11.52
01113 - General Clerk III		12.93
01120 - Housing Referral Assistant		17.11
01141 - Messenger Courier		9.25
01191 - Order Clerk I		10.74
01192 - Order Clerk II		12.38
01261 - Personnel Assistant (Employment) I		13.39
01262 - Personnel Assistant (Employment) II		16.80
01263 - Personnel Assistant (Employment) III		17.38
01270 - Production Control Clerk		22.14
01290 - Rental Clerk		11.17
01300 - Scheduler, Maintenance		12.93
01311 - Secretary I		12.93
01312 - Secretary II		16.54

DE-FE0011020
Modification 0040

01313 - Secretary III	17.11
01320 - Service Order Dispatcher	11.21
01410 - Supply Technician	19.84
01420 - Survey Worker	14.61
01460 - Switchboard Operator/Receptionist	10.53
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.44
01533 - Travel Clerk III	14.18
01611 - Word Processor I	11.20
01612 - Word Processor II	13.08
01613 - Word Processor III	15.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.65
05010 - Automotive Electrician	17.41
05040 - Automotive Glass Installer	16.45
05070 - Automotive Worker	16.45
05110 - Mobile Equipment Servicer	14.50
05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	16.45
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	15.33
05280 - Motor Vehicle Wrecker	16.45
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.45
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.47
07041 - Cook I	8.06
07042 - Cook II	9.49
07070 - Dishwasher	7.51
07130 - Food Service Worker	7.55
07210 - Meat Cutter	12.51
07260 - Waiter/Waitress	8.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.69
09040 - Furniture Handler	11.15
09080 - Furniture Refinisher	18.69
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer, Minor	16.46
09130 - Upholsterer	18.69
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.57
11060 - Elevator Operator	8.68
11090 - Gardener	11.87
11122 - Housekeeping Aide	8.68
11150 - Janitor	8.68
11210 - Laborer, Grounds Maintenance	10.73
11240 - Maid or Houseman	7.95
11260 - Pruner	9.42
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	10.73
11360 - Window Cleaner	9.66
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	16.79

DE-FE0011020
Modification 0040

12012 - Certified Occupational Therapist Assistant	24.39
12015 - Certified Physical Therapist Assistant	22.83
12020 - Dental Assistant	13.25
12025 - Dental Hygienist	25.66
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	16.79
12071 - Licensed Practical Nurse I	15.25
12072 - Licensed Practical Nurse II	17.11
12073 - Licensed Practical Nurse III	19.14
12100 - Medical Assistant	12.06
12130 - Medical Laboratory Technician	15.03
12160 - Medical Record Clerk	13.24
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	8.94
12222 - Nursing Assistant II	10.05
12223 - Nursing Assistant III	10.97
12224 - Nursing Assistant IV	12.31
12235 - Optical Dispenser	16.54
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	12.47
12280 - Phlebotomist	12.31
12305 - Radiologic Technologist	22.89
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.26
12313 - Registered Nurse II, Specialist	27.26
12314 - Registered Nurse III	32.98
12315 - Registered Nurse III, Anesthetist	32.98
12316 - Registered Nurse IV	39.52
12317 - Scheduler (Drug and Alcohol Testing)	21.19
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.60
13012 - Exhibits Specialist II	19.32
13013 - Exhibits Specialist III	23.64
13041 - Illustrator I	15.60
13042 - Illustrator II	19.32
13043 - Illustrator III	23.64
13047 - Librarian	21.41
13050 - Library Aide/Clerk	11.96
13054 - Library Information Technology Systems Administrator	19.32
13058 - Library Technician	15.02
13061 - Media Specialist I	13.95
13062 - Media Specialist II	15.60
13063 - Media Specialist III	17.40
13071 - Photographer I	13.57
13072 - Photographer II	17.69
13073 - Photographer III	18.31
13074 - Photographer IV	21.64
13075 - Photographer V	26.19
13110 - Video Teleconference Technician	14.86
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.21
14042 - Computer Operator II	17.01
14043 - Computer Operator III	19.12

DE-FE0011020
Modification 0040

14044 - Computer Operator IV		21.27
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	20.45
14072 - Computer Programmer II	(see 1)	25.34
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		15.21
14160 - Personal Computer Support Technician		21.27
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.64
15020 - Aircrew Training Devices Instructor (Rated)		33.44
15030 - Air Crew Training Devices Instructor (Pilot)		38.26
15050 - Computer Based Training Specialist / Instructor		27.64
15060 - Educational Technologist		21.73
15070 - Flight Instructor (Pilot)		38.26
15080 - Graphic Artist		16.81
15090 - Technical Instructor		17.88
15095 - Technical Instructor/Course Developer		21.88
15110 - Test Proctor		16.71
15120 - Tutor		16.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.44
16030 - Counter Attendant		9.44
16040 - Dry Cleaner		11.80
16070 - Finisher, Flatwork, Machine		9.44
16090 - Presser, Hand		9.44
16110 - Presser, Machine, Drycleaning		9.44
16130 - Presser, Machine, Shirts		9.44
16160 - Presser, Machine, Wearing Apparel, Laundry		9.44
16190 - Sewing Machine Operator		12.60
16220 - Tailor		13.38
16250 - Washer, Machine		10.22
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.20
19040 - Tool And Die Maker		24.29
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.47
21030 - Material Coordinator		22.14
21040 - Material Expediter		22.14
21050 - Material Handling Laborer		11.23
21071 - Order Filler		12.17
21080 - Production Line Worker (Food Processing)		13.47
21110 - Shipping Packer		13.16
21130 - Shipping/Receiving Clerk		13.16
21140 - Store Worker I		8.95
21150 - Stock Clerk		13.25
21210 - Tools And Parts Attendant		13.47
21410 - Warehouse Specialist		13.47
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.83
23021 - Aircraft Mechanic I		21.74
23022 - Aircraft Mechanic II		22.83
23023 - Aircraft Mechanic III		24.13
23040 - Aircraft Mechanic Helper		15.40

DE-FE0011020
Modification 0040

23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.11
23080 - Aircraft Worker	19.43
23110 - Appliance Mechanic	17.06
23120 - Bicycle Repairer	13.67
23125 - Cable Splicer	21.89
23130 - Carpenter, Maintenance	18.62
23140 - Carpet Layer	17.66
23160 - Electrician, Maintenance	20.65
23181 - Electronics Technician Maintenance I	20.60
23182 - Electronics Technician Maintenance II	24.31
23183 - Electronics Technician Maintenance III	26.04
23260 - Fabric Worker	16.52
23290 - Fire Alarm System Mechanic	18.31
23310 - Fire Extinguisher Repairer	15.17
23311 - Fuel Distribution System Mechanic	20.99
23312 - Fuel Distribution System Operator	15.96
23370 - General Maintenance Worker	16.12
23380 - Ground Support Equipment Mechanic	21.74
23381 - Ground Support Equipment Servicer	18.11
23382 - Ground Support Equipment Worker	19.43
23391 - Gunsmith I	15.17
23392 - Gunsmith II	17.86
23393 - Gunsmith III	20.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.76
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	20.75
23430 - Heavy Equipment Mechanic	21.87
23440 - Heavy Equipment Operator	19.76
23460 - Instrument Mechanic	20.57
23465 - Laboratory/Shelter Mechanic	19.20
23470 - Laborer	10.55
23510 - Locksmith	19.20
23530 - Machinery Maintenance Mechanic	22.59
23550 - Machinist, Maintenance	20.21
23580 - Maintenance Trades Helper	13.31
23591 - Metrology Technician I	20.57
23592 - Metrology Technician II	21.90
23593 - Metrology Technician III	23.26
23640 - Millwright	20.45
23710 - Office Appliance Repairer	17.34
23760 - Painter, Maintenance	18.69
23790 - Pipefitter, Maintenance	22.74
23810 - Plumber, Maintenance	21.50
23820 - Pneudraulic Systems Mechanic	20.57
23850 - Rigger	22.39
23870 - Scale Mechanic	17.86
23890 - Sheet-Metal Worker, Maintenance	19.72
23910 - Small Engine Mechanic	17.86
23931 - Telecommunications Mechanic I	23.39
23932 - Telecommunications Mechanic II	24.91
23950 - Telephone Lineman	20.54
23960 - Welder, Combination, Maintenance	20.95
23965 - Well Driller	20.57
23970 - Woodcraft Worker	20.57
23980 - Woodworker	16.10

DE-FE0011020
Modification 0040

24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.15
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.17
25040 - Sewage Plant Operator	18.69
25070 - Stationary Engineer	21.17
25190 - Ventilation Equipment Tender	13.81
25210 - Water Treatment Plant Operator	18.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	11.47
27008 - Corrections Officer	14.89
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	14.89
27070 - Firefighter	15.17
27101 - Guard I	11.47
27102 - Guard II	13.12
27131 - Police Officer I	16.27
27132 - Police Officer II	18.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.04
28042 - Carnival Equipment Repairer	10.94
28043 - Carnival Worker	7.42
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.28
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	13.53
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.09
29020 - Hatch Tender	17.09
29030 - Line Handler	17.09
29041 - Stevedore I	15.92
29042 - Stevedore II	18.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	14.64
30022 - Archeological Technician II	16.90
30023 - Archeological Technician III	20.95
30030 - Cartographic Technician	20.95
30040 - Civil Engineering Technician	20.65
30061 - Drafter/CAD Operator I	15.11
30062 - Drafter/CAD Operator II	16.90
30063 - Drafter/CAD Operator III	18.85
30064 - Drafter/CAD Operator IV	23.19
30081 - Engineering Technician I	14.22
30082 - Engineering Technician II	15.96

DE-FE0011020
Modification 0040

30083 - Engineering Technician III	17.85
30084 - Engineering Technician IV	22.12
30085 - Engineering Technician V	25.27
30086 - Engineering Technician VI	32.74
30090 - Environmental Technician	18.19
30210 - Laboratory Technician	25.38
30240 - Mathematical Technician	20.95
30361 - Paralegal/Legal Assistant I	17.56
30362 - Paralegal/Legal Assistant II	21.37
30363 - Paralegal/Legal Assistant III	26.16
30364 - Paralegal/Legal Assistant IV	31.64
30390 - Photo-Optics Technician	20.95
30461 - Technical Writer I	20.95
30462 - Technical Writer II	25.62
30463 - Technical Writer III	31.00
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2) 18.85
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 20.95
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.54
31030 - Bus Driver	17.28
31043 - Driver Courier	13.39
31260 - Parking and Lot Attendant	8.60
31290 - Shuttle Bus Driver	14.55
31310 - Taxi Driver	9.68
31361 - Truckdriver, Light	14.55
31362 - Truckdriver, Medium	16.01
31363 - Truckdriver, Heavy	17.31
31364 - Truckdriver, Tractor-Trailer	17.31
99000 - Miscellaneous Occupations	
99030 - Cashier	8.64
99050 - Desk Clerk	10.56
99095 - Embalmer	24.57
99251 - Laboratory Animal Caretaker I	9.99
99252 - Laboratory Animal Caretaker II	10.75
99310 - Mortician	24.57
99410 - Pest Controller	12.93
99510 - Photofinishing Worker	12.82
99710 - Recycling Laborer	13.63
99711 - Recycling Specialist	14.54
99730 - Refuse Collector	12.97
99810 - Sales Clerk	10.62
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	19.50
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.74
99840 - Vending Machine Attendant	11.08
99841 - Vending Machine Repairer	14.05
99842 - Vending Machine Repairer Helper	11.08

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

DE-FE0011020
Modification 0040

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

** UNIFORM ALLOWANCE **

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

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

DE-FE0011020
Modification 0040

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

**DE-FE0011020
Modification 0040**

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

DE-FE0011020
Modification 0040

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director		Wage Determination No.: 2015-5185 Revision No.: 1 Date Of Revision: 02/12/2016
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Louisiana

Area: Louisiana Parishes of Calcasieu, Cameron

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.34
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		10.07
01042 - Customer Service Representative II		11.32
01043 - Customer Service Representative III		12.35
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		14.86
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		12.12
01090 - Duplicating Machine Operator		12.12
01111 - General Clerk I		10.97
01112 - General Clerk II		14.23
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		9.94
01191 - Order Clerk I		10.20
01192 - Order Clerk II		11.13
01261 - Personnel Assistant (Employment) I		14.69
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		23.27
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		12.43
01311 - Secretary I		12.43

DE-FE0011020
Modification 0040

01312	- Secretary II	16.07
01313	- Secretary III	18.72
01320	- Service Order Dispatcher	13.78
01410	- Supply Technician	19.66
01420	- Survey Worker	14.73
01460	- Switchboard Operator/Receptionist	10.20
01531	- Travel Clerk I	11.27
01532	- Travel Clerk II	12.32
01533	- Travel Clerk III	13.28
01611	- Word Processor I	12.02
01612	- Word Processor II	14.58
01613	- Word Processor III	18.63
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	22.83
05010	- Automotive Electrician	21.80
05040	- Automotive Glass Installer	20.84
05070	- Automotive Worker	20.84
05110	- Mobile Equipment Servicer	17.59
05130	- Motor Equipment Metal Mechanic	22.83
05160	- Motor Equipment Metal Worker	20.84
05190	- Motor Vehicle Mechanic	21.16
05220	- Motor Vehicle Mechanic Helper	16.86
05250	- Motor Vehicle Upholstery Worker	20.51
05280	- Motor Vehicle Wrecker	20.84
05310	- Painter, Automotive	20.20
05340	- Radiator Repair Specialist	20.84
05370	- Tire Repairer	16.09
05400	- Transmission Repair Specialist	22.83
07000	- Food Preparation And Service Occupations	
07010	- Baker	11.26
07041	- Cook I	9.81
07042	- Cook II	11.79
07070	- Dishwasher	8.14
07130	- Food Service Worker	8.52
07210	- Meat Cutter	12.58
07260	- Waiter/Waitress	8.12
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.18
09040	- Furniture Handler	13.33
09080	- Furniture Refinisher	21.18
09090	- Furniture Refinisher Helper	15.67
09110	- Furniture Repairer, Minor	18.08
09130	- Upholsterer	21.18
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.04
11060	- Elevator Operator	9.04
11090	- Gardener	14.86
11122	- Housekeeping Aide	9.87
11150	- Janitor	9.87
11210	- Laborer, Grounds Maintenance	10.11
11240	- Maid or Houseman	8.02
11260	- Pruner	8.56
11270	- Tractor Operator	12.65
11330	- Trail Maintenance Worker	10.11
11360	- Window Cleaner	11.56
12000	- Health Occupations	
12010	- Ambulance Driver	16.15

DE-FE0011020
Modification 0040

12011 - Breath Alcohol Technician	16.15
12012 - Certified Occupational Therapist Assistant	23.68
12015 - Certified Physical Therapist Assistant	21.63
12020 - Dental Assistant	14.57
12025 - Dental Hygienist	32.21
12030 - EKG Technician	23.52
12035 - Electroneurodiagnostic Technologist	23.52
12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	14.43
12072 - Licensed Practical Nurse II	16.15
12073 - Licensed Practical Nurse III	18.00
12100 - Medical Assistant	12.72
12130 - Medical Laboratory Technician	15.54
12160 - Medical Record Clerk	12.41
12190 - Medical Record Technician	14.56
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	35.49
12221 - Nursing Assistant I	9.77
12222 - Nursing Assistant II	10.99
12223 - Nursing Assistant III	11.99
12224 - Nursing Assistant IV	13.45
12235 - Optical Dispenser	12.83
12236 - Optical Technician	12.13
12250 - Pharmacy Technician	13.69
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	20.68
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.50
12313 - Registered Nurse II, Specialist	26.50
12314 - Registered Nurse III	32.06
12315 - Registered Nurse III, Anesthetist	32.06
12316 - Registered Nurse IV	38.43
12317 - Scheduler (Drug and Alcohol Testing)	20.00
12320 - Substance Abuse Treatment Counselor	11.08
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
13013 - Exhibits Specialist III	25.43
13041 - Illustrator I	20.41
13042 - Illustrator II	24.06
13043 - Illustrator III	25.43
13047 - Librarian	23.03
13050 - Library Aide/Clerk	10.69
13054 - Library Information Technology Systems Administrator	20.94
13058 - Library Technician	13.46
13061 - Media Specialist I	14.99
13062 - Media Specialist II	16.77
13063 - Media Specialist III	18.70
13071 - Photographer I	13.80
13072 - Photographer II	18.46
13073 - Photographer III	21.75
13074 - Photographer IV	23.39
13075 - Photographer V	27.81
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.65
14000 - Information Technology Occupations	

DE-FE0011020
Modification 0040

14041 - Computer Operator I	15.48
14042 - Computer Operator II	18.07
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.50
14045 - Computer Operator V	28.31
14071 - Computer Programmer I	(see 1) 22.16
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	22.32
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.73
15020 - Aircrew Training Devices Instructor (Rated)	35.98
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	29.73
15060 - Educational Technologist	29.34
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	19.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	39.72
15086 - Maintenance Test Pilot, Rotary Wing	39.72
15088 - Non-Maintenance Test/Co-Pilot	39.72
15090 - Technical Instructor	20.42
15095 - Technical Instructor/Course Developer	24.98
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.26
16030 - Counter Attendant	8.26
16040 - Dry Cleaner	9.81
16070 - Finisher, Flatwork, Machine	8.26
16090 - Presser, Hand	8.26
16110 - Presser, Machine, Drycleaning	8.26
16130 - Presser, Machine, Shirts	8.26
16160 - Presser, Machine, Wearing Apparel, Laundry	8.26
16190 - Sewing Machine Operator	11.30
16220 - Tailor	11.34
16250 - Washer, Machine	8.69
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.29
19040 - Tool And Die Maker	26.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	23.27
21040 - Material Expediter	23.27
21050 - Material Handling Laborer	11.37
21071 - Order Filler	10.21
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	14.77
21130 - Shipping/Receiving Clerk	14.77
21140 - Store Worker I	10.81
21150 - Stock Clerk	16.24
21210 - Tools And Parts Attendant	15.40

DE-FE0011020
Modification 0040

21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.85
23019 - Aircraft Logs and Records Technician	18.08
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.85
23023 - Aircraft Mechanic III	24.44
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft, Painter	21.18
23060 - Aircraft Servicer	18.08
23070 - Aircraft Survival Flight Equipment Technician	21.18
23080 - Aircraft Worker	19.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	19.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.18
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	16.36
23125 - Cable Splicer	24.40
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	19.67
23160 - Electrician, Maintenance	22.14
23181 - Electronics Technician Maintenance I	22.98
23182 - Electronics Technician Maintenance II	29.05
23183 - Electronics Technician Maintenance III	30.81
23260 - Fabric Worker	18.08
23290 - Fire Alarm System Mechanic	22.18
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	22.18
23312 - Fuel Distribution System Operator	16.36
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	18.08
23382 - Ground Support Equipment Worker	19.67
23391 - Gunsmith I	16.06
23392 - Gunsmith II	19.05
23393 - Gunsmith III	21.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.97
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	22.30
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	22.18
23465 - Laboratory/Shelter Mechanic	21.01
23470 - Laborer	11.37
23510 - Locksmith	21.18
23530 - Machinery Maintenance Mechanic	26.24
23550 - Machinist, Maintenance	22.56
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	22.18
23592 - Metrology Technician II	23.31
23593 - Metrology Technician III	24.45
23640 - Millwright	22.73
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	23.57

DE-FE0011020
Modification 0040

23810 - Plumber, Maintenance	21.63
23820 - Pneudraulic Systems Mechanic	22.18
23850 - Rigger	22.73
23870 - Scale Mechanic	19.67
23890 - Sheet-Metal Worker, Maintenance	22.18
23910 - Small Engine Mechanic	19.67
23931 - Telecommunications Mechanic I	23.44
23932 - Telecommunications Mechanic II	24.45
23950 - Telephone Lineman	23.02
23960 - Welder, Combination, Maintenance	22.18
23965 - Well Driller	22.18
23970 - Woodcraft Worker	22.18
23980 - Woodworker	17.16
24000 - Personal Needs Occupations	
24550 - Case Manager	12.05
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.51
24620 - Family Readiness And Support Services Coordinator	12.05
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.73
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.73
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.49
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	17.40
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	17.40
27070 - Firefighter	22.28
27101 - Guard I	11.28
27102 - Guard II	13.94
27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.40
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Worker	8.75
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.36
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	18.04
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.08
29020 - Hatch Tender	20.08
29030 - Line Handler	20.08
29041 - Stevedore I	18.58
29042 - Stevedore II	20.45
30000 - Technical Occupations	

DE-FE0011020
Modification 0040

30010	- Air Traffic Control Specialist, Center (HFO)	(see 2)	36.92
30011	- Air Traffic Control Specialist, Station (HFO)	(see 2)	25.46
30012	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.04
30021	- Archeological Technician I		17.42
30022	- Archeological Technician II		19.43
30023	- Archeological Technician III		24.14
30030	- Cartographic Technician		25.96
30040	- Civil Engineering Technician		24.06
30051	- Cryogenic Technician I		26.73
30052	- Cryogenic Technician II		29.52
30061	- Drafter/CAD Operator I		17.42
30062	- Drafter/CAD Operator II		19.43
30063	- Drafter/CAD Operator III		21.72
30064	- Drafter/CAD Operator IV		26.73
30081	- Engineering Technician I		15.52
30082	- Engineering Technician II		17.42
30083	- Engineering Technician III		20.60
30084	- Engineering Technician IV		25.52
30085	- Engineering Technician V		30.94
30086	- Engineering Technician VI		35.73
30090	- Environmental Technician		22.83
30095	- Evidence Control Specialist		24.14
30210	- Laboratory Technician		29.43
30221	- Latent Fingerprint Technician I		26.73
30222	- Latent Fingerprint Technician II		29.52
30240	- Mathematical Technician		25.52
30361	- Paralegal/Legal Assistant I		18.50
30362	- Paralegal/Legal Assistant II		22.92
30363	- Paralegal/Legal Assistant III		28.04
30364	- Paralegal/Legal Assistant IV		33.93
30375	- Petroleum Supply Specialist		29.52
30390	- Photo-Optics Technician		24.22
30395	- Radiation Control Technician		29.52
30461	- Technical Writer I		24.14
30462	- Technical Writer II		29.52
30463	- Technical Writer III		32.20
30491	- Unexploded Ordnance (UXO) Technician I		23.46
30492	- Unexploded Ordnance (UXO) Technician II		28.39
30493	- Unexploded Ordnance (UXO) Technician III		34.03
30494	- Unexploded (UXO) Safety Escort		24.54
30495	- Unexploded (UXO) Sweep Personnel		24.54
30501	- Weather Forecaster I		26.73
30502	- Weather Forecaster II		32.52
30620	- Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.72
30621	- Weather Observer, Senior	(see 2)	24.14
31000	- Transportation/Mobile Equipment Operation Occupations		
31010	- Airplane Pilot		28.39
31020	- Bus Aide		9.34
31030	- Bus Driver		14.25
31043	- Driver Courier		10.98
31260	- Parking and Lot Attendant		8.92
31290	- Shuttle Bus Driver		11.93
31310	- Taxi Driver		9.37
31361	- Truckdriver, Light		11.93
31362	- Truckdriver, Medium		13.06
31363	- Truckdriver, Heavy		17.05

DE-FE0011020
Modification 0040

31364 - Truckdriver, Tractor-Trailer	17.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	8.69
99050 - Desk Clerk	9.41
99095 - Embalmer	27.04
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	11.54
99252 - Laboratory Animal Caretaker II	12.79
99260 - Marketing Analyst	22.96
99310 - Mortician	27.04
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	18.42
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	10.91
99830 - Survey Party Chief	21.52
99831 - Surveying Aide	12.25
99832 - Surveying Technician	16.06
99840 - Vending Machine Attendant	11.83
99841 - Vending Machine Repairer	14.91
99842 - Vending Machine Repairer Helper	11.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations

within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

DE-FE0011020
Modification 0040

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director		Wage Determination No.: 2015-5217 Revision No.: 1 Date Of Revision: 02/19/2016
Division of Wage Determinations		

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Hardin, Jefferson, Orange

Fringe Benefits Required Follow the Occupational Listing

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

DE-FE0011020
Modification 0040

01312	- Secretary II	16.07
01313	- Secretary III	18.72
01320	- Service Order Dispatcher	13.78
01410	- Supply Technician	21.44
01420	- Survey Worker	14.73
01460	- Switchboard Operator/Receptionist	10.97
01531	- Travel Clerk I	11.29
01532	- Travel Clerk II	12.35
01533	- Travel Clerk III	13.13
01611	- Word Processor I	12.56
01612	- Word Processor II	14.58
01613	- Word Processor III	18.63
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	22.83
05010	- Automotive Electrician	21.80
05040	- Automotive Glass Installer	20.84
05070	- Automotive Worker	20.84
05110	- Mobile Equipment Servicer	17.59
05130	- Motor Equipment Metal Mechanic	22.83
05160	- Motor Equipment Metal Worker	20.84
05190	- Motor Vehicle Mechanic	21.16
05220	- Motor Vehicle Mechanic Helper	16.86
05250	- Motor Vehicle Upholstery Worker	20.51
05280	- Motor Vehicle Wrecker	20.84
05310	- Painter, Automotive	20.20
05340	- Radiator Repair Specialist	20.84
05370	- Tire Repairer	16.09
05400	- Transmission Repair Specialist	22.83
07000	- Food Preparation And Service Occupations	
07010	- Baker	10.24
07041	- Cook I	9.95
07042	- Cook II	11.64
07070	- Dishwasher	8.14
07130	- Food Service Worker	8.54
07210	- Meat Cutter	13.61
07260	- Waiter/Waitress	8.12
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.25
09040	- Furniture Handler	13.33
09080	- Furniture Refinisher	19.25
09090	- Furniture Refinisher Helper	15.67
09110	- Furniture Repairer, Minor	17.48
09130	- Upholsterer	19.25
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	8.94
11060	- Elevator Operator	8.94
11090	- Gardener	14.68
11122	- Housekeeping Aide	9.15
11150	- Janitor	9.15
11210	- Laborer, Grounds Maintenance	10.95
11240	- Maid or Houseman	8.02
11260	- Pruner	9.32
11270	- Tractor Operator	12.65
11330	- Trail Maintenance Worker	10.95
11360	- Window Cleaner	10.51
12000	- Health Occupations	
12010	- Ambulance Driver	16.21

DE-FE0011020
Modification 0040

12011 - Breath Alcohol Technician	16.22
12012 - Certified Occupational Therapist Assistant	23.68
12015 - Certified Physical Therapist Assistant	23.79
12020 - Dental Assistant	15.38
12025 - Dental Hygienist	32.21
12030 - EKG Technician	24.56
12035 - Electroneurodiagnostic Technologist	24.56
12040 - Emergency Medical Technician	16.21
12071 - Licensed Practical Nurse I	14.49
12072 - Licensed Practical Nurse II	16.22
12073 - Licensed Practical Nurse III	18.07
12100 - Medical Assistant	12.72
12130 - Medical Laboratory Technician	15.54
12160 - Medical Record Clerk	12.88
12190 - Medical Record Technician	14.56
12195 - Medical Transcriptionist	15.22
12210 - Nuclear Medicine Technologist	35.63
12221 - Nursing Assistant I	9.82
12222 - Nursing Assistant II	11.04
12223 - Nursing Assistant III	12.05
12224 - Nursing Assistant IV	13.52
12235 - Optical Dispenser	12.83
12236 - Optical Technician	12.34
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	14.29
12305 - Radiologic Technologist	21.87
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.50
12313 - Registered Nurse II, Specialist	26.50
12314 - Registered Nurse III	32.06
12315 - Registered Nurse III, Anesthetist	32.06
12316 - Registered Nurse IV	38.43
12317 - Scheduler (Drug and Alcohol Testing)	20.08
12320 - Substance Abuse Treatment Counselor	14.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
13013 - Exhibits Specialist III	27.97
13041 - Illustrator I	20.41
13042 - Illustrator II	24.06
13043 - Illustrator III	27.97
13047 - Librarian	25.33
13050 - Library Aide/Clerk	11.04
13054 - Library Information Technology Systems Administrator	23.03
13058 - Library Technician	12.46
13061 - Media Specialist I	16.49
13062 - Media Specialist II	18.45
13063 - Media Specialist III	20.57
13071 - Photographer I	15.18
13072 - Photographer II	18.68
13073 - Photographer III	23.14
13074 - Photographer IV	25.73
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	13.87
13110 - Video Teleconference Technician	16.69
14000 - Information Technology Occupations	

DE-FE0011020
Modification 0040

14041 - Computer Operator I	15.48
14042 - Computer Operator II	18.07
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.50
14045 - Computer Operator V	28.31
14071 - Computer Programmer I	(see 1) 22.16
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	23.04
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.22
15020 - Aircrew Training Devices Instructor (Rated)	37.78
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	31.22
15060 - Educational Technologist	30.54
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	19.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	45.29
15086 - Maintenance Test Pilot, Rotary Wing	45.29
15088 - Non-Maintenance Test/Co-Pilot	45.29
15090 - Technical Instructor	22.46
15095 - Technical Instructor/Course Developer	27.48
15110 - Test Proctor	18.13
15120 - Tutor	18.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.26
16030 - Counter Attendant	8.26
16040 - Dry Cleaner	9.81
16070 - Finisher, Flatwork, Machine	8.26
16090 - Presser, Hand	8.26
16110 - Presser, Machine, Drycleaning	8.26
16130 - Presser, Machine, Shirts	8.26
16160 - Presser, Machine, Wearing Apparel, Laundry	8.26
16190 - Sewing Machine Operator	11.30
16220 - Tailor	11.34
16250 - Washer, Machine	8.69
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.30
19040 - Tool And Die Maker	27.61
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	23.27
21040 - Material Expediter	23.27
21050 - Material Handling Laborer	11.37
21071 - Order Filler	10.36
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	14.77
21130 - Shipping/Receiving Clerk	14.77
21140 - Store Worker I	11.49
21150 - Stock Clerk	16.28
21210 - Tools And Parts Attendant	15.40

DE-FE0011020
Modification 0040

21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.85
23019 - Aircraft Logs and Records Technician	19.23
23021 - Aircraft Mechanic I	22.18
23022 - Aircraft Mechanic II	23.85
23023 - Aircraft Mechanic III	24.44
23040 - Aircraft Mechanic Helper	17.24
23050 - Aircraft, Painter	21.18
23060 - Aircraft Servicer	19.23
23070 - Aircraft Survival Flight Equipment Technician	21.18
23080 - Aircraft Worker	20.24
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.18
23110 - Appliance Mechanic	21.18
23120 - Bicycle Repairer	17.70
23125 - Cable Splicer	24.40
23130 - Carpenter, Maintenance	21.18
23140 - Carpet Layer	20.24
23160 - Electrician, Maintenance	24.35
23181 - Electronics Technician Maintenance I	22.98
23182 - Electronics Technician Maintenance II	29.05
23183 - Electronics Technician Maintenance III	30.81
23260 - Fabric Worker	19.23
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	18.32
23311 - Fuel Distribution System Mechanic	22.18
23312 - Fuel Distribution System Operator	17.86
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	19.23
23382 - Ground Support Equipment Worker	20.24
23391 - Gunsmith I	16.06
23392 - Gunsmith II	19.05
23393 - Gunsmith III	21.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.23
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	22.15
23430 - Heavy Equipment Mechanic	23.64
23440 - Heavy Equipment Operator	22.18
23460 - Instrument Mechanic	22.18
23465 - Laboratory/Shelter Mechanic	21.01
23470 - Laborer	11.37
23510 - Locksmith	21.18
23530 - Machinery Maintenance Mechanic	26.24
23550 - Machinist, Maintenance	22.36
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	22.18
23592 - Metrology Technician II	23.14
23593 - Metrology Technician III	24.13
23640 - Millwright	24.90
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	25.93

DE-FE0011020
Modification 0040

23810 - Plumber, Maintenance	22.98
23820 - Pneudraulic Systems Mechanic	22.18
23850 - Rigger	21.54
23870 - Scale Mechanic	20.24
23890 - Sheet-Metal Worker, Maintenance	22.18
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	23.44
23932 - Telecommunications Mechanic II	24.45
23950 - Telephone Lineman	25.32
23960 - Welder, Combination, Maintenance	21.22
23965 - Well Driller	22.18
23970 - Woodcraft Worker	22.18
23980 - Woodworker	18.88
24000 - Personal Needs Occupations	
24550 - Case Manager	12.27
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.48
24620 - Family Readiness And Support Services Coordinator	12.27
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	11.68
27008 - Corrections Officer	17.40
27010 - Court Security Officer	22.29
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	17.40
27070 - Firefighter	24.51
27101 - Guard I	11.68
27102 - Guard II	13.94
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.40
28042 - Carnival Equipment Repairer	13.12
28043 - Carnival Worker	8.72
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	18.37
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.08
29020 - Hatch Tender	20.08
29030 - Line Handler	20.08
29041 - Stevedore I	18.58
29042 - Stevedore II	20.45
30000 - Technical Occupations	

DE-FE0011020
Modification 0040

30010	- Air Traffic Control Specialist, Center (HFO)	(see 2)	36.92
30011	- Air Traffic Control Specialist, Station (HFO)	(see 2)	25.46
30012	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.04
30021	- Archeological Technician I		17.00
30022	- Archeological Technician II		19.15
30023	- Archeological Technician III		22.57
30030	- Cartographic Technician		25.96
30040	- Civil Engineering Technician		24.06
30051	- Cryogenic Technician I		24.95
30052	- Cryogenic Technician II		27.56
30061	- Drafter/CAD Operator I		16.26
30062	- Drafter/CAD Operator II		19.15
30063	- Drafter/CAD Operator III		20.70
30064	- Drafter/CAD Operator IV		24.95
30081	- Engineering Technician I		15.16
30082	- Engineering Technician II		16.99
30083	- Engineering Technician III		20.60
30084	- Engineering Technician IV		25.52
30085	- Engineering Technician V		30.94
30086	- Engineering Technician VI		34.88
30090	- Environmental Technician		21.15
30095	- Evidence Control Specialist		22.42
30210	- Laboratory Technician		26.75
30221	- Latent Fingerprint Technician I		24.95
30222	- Latent Fingerprint Technician II		27.56
30240	- Mathematical Technician		25.52
30361	- Paralegal/Legal Assistant I		18.50
30362	- Paralegal/Legal Assistant II		22.92
30363	- Paralegal/Legal Assistant III		28.04
30364	- Paralegal/Legal Assistant IV		33.93
30375	- Petroleum Supply Specialist		27.43
30390	- Photo-Optics Technician		24.22
30395	- Radiation Control Technician		27.43
30461	- Technical Writer I		22.42
30462	- Technical Writer II		27.43
30463	- Technical Writer III		32.20
30491	- Unexploded Ordnance (UXO) Technician I		23.46
30492	- Unexploded Ordnance (UXO) Technician II		28.39
30493	- Unexploded Ordnance (UXO) Technician III		34.03
30494	- Unexploded (UXO) Safety Escort		24.54
30495	- Unexploded (UXO) Sweep Personnel		24.54
30501	- Weather Forecaster I		24.95
30502	- Weather Forecaster II		30.21
30620	- Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.53
30621	- Weather Observer, Senior	(see 2)	22.52
31000	- Transportation/Mobile Equipment Operation Occupations		
31010	- Airplane Pilot		28.39
31020	- Bus Aide		9.34
31030	- Bus Driver		14.25
31043	- Driver Courier		10.98
31260	- Parking and Lot Attendant		8.92
31290	- Shuttle Bus Driver		11.93
31310	- Taxi Driver		9.37
31361	- Truckdriver, Light		11.93
31362	- Truckdriver, Medium		13.06
31363	- Truckdriver, Heavy		17.05

DE-FE0011020
Modification 0040

31364 - Truckdriver, Tractor-Trailer	17.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	8.82
99050 - Desk Clerk	9.41
99095 - Embalmer	27.04
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	11.21
99252 - Laboratory Animal Caretaker II	12.33
99260 - Marketing Analyst	29.96
99310 - Mortician	27.04
99410 - Pest Controller	16.50
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	17.65
99711 - Recycling Specialist	19.89
99730 - Refuse Collector	15.47
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	9.92
99830 - Survey Party Chief	22.00
99831 - Surveying Aide	12.52
99832 - Surveying Technician	16.42
99840 - Vending Machine Attendant	13.01
99841 - Vending Machine Repairer	16.40
99842 - Vending Machine Repairer Helper	13.01

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations

DE-FE0011020
Modification 0040

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.

DE-FE0011020
Modification 0040

The process for preparing a conformance request is as follows:

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

DE-FE0011020
Modification 0040

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director		Wage Determination No.: 2015-5233 Revision No.: 3 Date Of Revision: 01/13/2016
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.98
01012 - Accounting Clerk II		16.82
01013 - Accounting Clerk III		18.82
01020 - Administrative Assistant		25.91
01035 - Court Reporter		23.97
01041 - Customer Service Representative I		11.62
01042 - Customer Service Representative II		13.07
01043 - Customer Service Representative III		14.26
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.87
01060 - Dispatcher, Motor Vehicle		17.56
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		13.07
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		13.54
01191 - Order Clerk I		14.87
01192 - Order Clerk II		16.76
01261 - Personnel Assistant (Employment) I		16.42
01262 - Personnel Assistant (Employment) II		18.37
01263 - Personnel Assistant (Employment) III		20.48
01270 - Production Control Clerk		21.01
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59

DE-FE0011020
Modification 0040

01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	16.15
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	12.59
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	14.71
01612 - Word Processor II	16.52
01613 - Word Processor III	18.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.06
07041 - Cook I	10.47
07042 - Cook II	11.97
07070 - Dishwasher	8.86
07130 - Food Service Worker	9.31
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	8.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	9.24
11090 - Gardener	14.52
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	8.76
11260 - Pruner	9.63
11270 - Tractor Operator	13.15
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	10.34
12000 - Health Occupations	

DE-FE0011020
Modification 0040

12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	15.90
12012 - Certified Occupational Therapist Assistant	26.06
12015 - Certified Physical Therapist Assistant	26.97
12020 - Dental Assistant	16.49
12025 - Dental Hygienist	35.17
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	18.29
12160 - Medical Record Clerk	15.98
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	35.13
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.44
12224 - Nursing Assistant IV	13.96
12235 - Optical Dispenser	16.79
12236 - Optical Technician	15.29
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	14.63
12305 - Radiologic Technologist	26.70
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	21.85
12320 - Substance Abuse Treatment Counselor	20.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	27.23
13050 - Library Aide/Clerk	11.52
13054 - Library Information Technology Systems Administrator	24.60
13058 - Library Technician	16.04
13061 - Media Specialist I	17.75
13062 - Media Specialist II	19.86
13063 - Media Specialist III	22.13
13071 - Photographer I	15.84
13072 - Photographer II	18.15
13073 - Photographer III	22.56
13074 - Photographer IV	27.49
13075 - Photographer V	33.07
13090 - Technical Order Library Clerk	14.47
13110 - Video Teleconference Technician	16.73

DE-FE0011020
Modification 0040

14000 - Information Technology Occupations	
14041 - Computer Operator I	17.31
14042 - Computer Operator II	19.37
14043 - Computer Operator III	21.59
14044 - Computer Operator IV	24.00
14045 - Computer Operator V	26.57
14071 - Computer Programmer I	(see 1) 26.04
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.31
14160 - Personal Computer Support Technician	24.00
14170 - System Support Specialist	32.92
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.08
15020 - Aircrew Training Devices Instructor (Rated)	40.02
15030 - Air Crew Training Devices Instructor (Pilot)	47.98
15050 - Computer Based Training Specialist / Instructor	33.08
15060 - Educational Technologist	30.39
15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.62
15086 - Maintenance Test Pilot, Rotary Wing	43.62
15088 - Non-Maintenance Test/Co-Pilot	43.62
15090 - Technical Instructor	24.67
15095 - Technical Instructor/Course Developer	30.17
15110 - Test Proctor	20.27
15120 - Tutor	20.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.80
16030 - Counter Attendant	9.80
16040 - Dry Cleaner	12.58
16070 - Finisher, Flatwork, Machine	9.80
16090 - Presser, Hand	9.80
16110 - Presser, Machine, Drycleaning	9.80
16130 - Presser, Machine, Shirts	9.80
16160 - Presser, Machine, Wearing Apparel, Laundry	9.80
16190 - Sewing Machine Operator	13.34
16220 - Tailor	14.35
16250 - Washer, Machine	10.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.71
19040 - Tool And Die Maker	23.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.10
21030 - Material Coordinator	21.41
21040 - Material Expediter	21.41
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	14.10
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.79
21150 - Stock Clerk	16.70

DE-FE0011020
Modification 0040

21210 - Tools And Parts Attendant	14.10
21410 - Warehouse Specialist	14.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.26
23019 - Aircraft Logs and Records Technician	24.66
23021 - Aircraft Mechanic I	29.95
23022 - Aircraft Mechanic II	31.26
23023 - Aircraft Mechanic III	32.60
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	28.17
23060 - Aircraft Servicer	24.66
23070 - Aircraft Survival Flight Equipment Technician	28.17
23080 - Aircraft Worker	26.49
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.49
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.95
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	15.30
23125 - Cable Splicer	27.87
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	19.83
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	23.36
23182 - Electronics Technician Maintenance II	24.98
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	21.30
23310 - Fire Extinguisher Repairer	17.08
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.99
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	29.95
23381 - Ground Support Equipment Servicer	24.66
23382 - Ground Support Equipment Worker	26.49
23391 - Gunsmith I	17.08
23392 - Gunsmith II	19.83
23393 - Gunsmith III	22.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.84
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	22.80
23430 - Heavy Equipment Mechanic	21.77
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	21.21
23470 - Laborer	11.87
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	27.00
23593 - Metrology Technician III	28.16
23640 - Millwright	22.43
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99

DE-FE0011020
Modification 0040

23790 - Pipefitter, Maintenance	23.52
23810 - Plumber, Maintenance	22.97
23820 - Pneudraulic Systems Mechanic	22.42
23850 - Rigger	22.83
23870 - Scale Mechanic	19.83
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.76
23970 - Woodcraft Worker	22.42
23980 - Woodworker	16.54
24000 - Personal Needs Occupations	
24550 - Case Manager	14.98
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	8.09
24620 - Family Readiness And Support Services Coordinator	14.98
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.50
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	22.45
27101 - Guard I	11.56
27102 - Guard II	17.90
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.77
28042 - Carnival Equipment Repairer	12.82
28043 - Carnival Worker	8.62
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.13
29020 - Hatch Tender	22.13
29030 - Line Handler	22.13
29041 - Stevedore I	20.59
29042 - Stevedore II	23.65

DE-FE0011020
Modification 0040

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		41.14
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		28.37
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		31.25
30021 - Archeological Technician I		21.56
30022 - Archeological Technician II		25.47
30023 - Archeological Technician III		30.62
30030 - Cartographic Technician		30.62
30040 - Civil Engineering Technician		30.03
30051 - Cryogenic Technician I		24.49
30052 - Cryogenic Technician II		27.06
30061 - Drafter/CAD Operator I		21.56
30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30095 - Evidence Control Specialist		22.12
30210 - Laboratory Technician		25.92
30221 - Latent Fingerprint Technician I		23.96
30222 - Latent Fingerprint Technician II		26.47
30240 - Mathematical Technician		30.62
30361 - Paralegal/Legal Assistant I		22.52
30362 - Paralegal/Legal Assistant II		27.90
30363 - Paralegal/Legal Assistant III		34.12
30364 - Paralegal/Legal Assistant IV		41.27
30375 - Petroleum Supply Specialist		27.06
30390 - Photo-Optics Technician		30.62
30395 - Radiation Control Technician		27.06
30461 - Technical Writer I		23.41
30462 - Technical Writer II		28.64
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		26.15
30492 - Unexploded Ordnance (UXO) Technician II		31.64
30493 - Unexploded Ordnance (UXO) Technician III		37.92
30494 - Unexploded (UXO) Safety Escort		26.15
30495 - Unexploded (UXO) Sweep Personnel		26.15
30501 - Weather Forecaster I		24.49
30502 - Weather Forecaster II		29.80
30620 - Weather Observer, Combined Upper Air Or	(see 2)	26.35
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.64
31020 - Bus Aide		13.07
31030 - Bus Driver		18.77
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		9.17
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		12.40
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98

DE-FE0011020
Modification 0040

31363 - Truckdriver, Heavy	20.32
31364 - Truckdriver, Tractor-Trailer	20.32
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.43
99030 - Cashier	10.01
99050 - Desk Clerk	11.72
99095 - Embalmer	26.08
99130 - Flight Follower	26.15
99251 - Laboratory Animal Caretaker I	10.81
99252 - Laboratory Animal Caretaker II	11.78
99260 - Marketing Analyst	28.96
99310 - Mortician	29.08
99410 - Pest Controller	15.80
99510 - Photofinishing Worker	13.88
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	20.06
99730 - Refuse Collector	14.67
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	10.96
99830 - Survey Party Chief	22.05
99831 - Surveying Aide	15.09
99832 - Surveying Technician	19.07
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

DE-FE0011020
Modification 0040

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

DE-FE0011020
Modification 0040

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

** UNIFORM ALLOWANCE **

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

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

DE-FE0011020
Modification 0040

The process for preparing a conformance request is as follows:

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

DE-FE0011020
Modification 0040

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director		Wage Determination No.: 2005-2301 Revision No.: 17 Date Of Revision: 12/29/2015
Division of Wage Determinations		

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.39
01012 - Accounting Clerk II		15.08
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		18.76
01040 - Court Reporter		14.61
01051 - Data Entry Operator I		10.76
01052 - Data Entry Operator II		12.08
01060 - Dispatcher, Motor Vehicle		15.59
01070 - Document Preparation Clerk		11.31
01090 - Duplicating Machine Operator		11.31
01111 - General Clerk I		11.03
01112 - General Clerk II		12.04
01113 - General Clerk III		13.67
01120 - Housing Referral Assistant		16.29
01141 - Messenger Courier		9.56
01191 - Order Clerk I		12.09
01192 - Order Clerk II		14.67
01261 - Personnel Assistant (Employment) I		13.54
01262 - Personnel Assistant (Employment) II		15.14
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		18.74
01280 - Receptionist		11.19
01290 - Rental Clerk		10.82
01300 - Scheduler, Maintenance		13.06
01311 - Secretary I		13.06
01312 - Secretary II		14.61

DE-FE0011020
Modification 0040

01313 - Secretary III	16.29
01320 - Service Order Dispatcher	12.47
01410 - Supply Technician	18.10
01420 - Survey Worker	13.80
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.29
01612 - Word Processor II	14.92
01613 - Word Processor III	16.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.73
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	16.90
05070 - Automotive Worker	16.90
05110 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.90
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	14.84
05250 - Motor Vehicle Upholstery Worker	16.20
05280 - Motor Vehicle Wrecker	16.90
05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	8.77
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.20
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.14
11060 - Elevator Operator	9.14
11090 - Gardener	12.62
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.96
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	10.96
11360 - Window Cleaner	11.11
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	15.99
12012 - Certified Occupational Therapist Assistant	18.30

DE-FE0011020
Modification 0040

12015 - Certified Physical Therapist Assistant	16.64
12020 - Dental Assistant	13.64
12025 - Dental Hygienist	26.82
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	14.30
12072 - Licensed Practical Nurse II	15.99
12073 - Licensed Practical Nurse III	17.83
12100 - Medical Assistant	13.23
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.63
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.85
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	9.73
12222 - Nursing Assistant II	10.94
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12235 - Optical Dispenser	15.66
12236 - Optical Technician	12.82
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.02
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	25.94
12313 - Registered Nurse II, Specialist	27.19
12314 - Registered Nurse III	32.89
12315 - Registered Nurse III, Anesthetist	32.89
12316 - Registered Nurse IV	39.42
12317 - Scheduler (Drug and Alcohol Testing)	19.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.86
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.83
13042 - Illustrator II	20.86
13043 - Illustrator III	25.61
13047 - Librarian	23.09
13050 - Library Aide/Clerk	9.77
13054 - Library Information Technology Systems Administrator	20.86
13058 - Library Technician	12.78
13061 - Media Specialist I	15.05
13062 - Media Specialist II	16.83
13063 - Media Specialist III	18.77
13071 - Photographer I	12.74
13072 - Photographer II	14.25
13073 - Photographer III	17.66
13074 - Photographer IV	21.74
13075 - Photographer V	26.13
13110 - Video Teleconference Technician	14.62
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.48
14042 - Computer Operator II	16.20
14043 - Computer Operator III	18.76
14044 - Computer Operator IV	20.07

DE-FE0011020
Modification 0040

14045 - Computer Operator V		22.22
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
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		14.48
14160 - Personal Computer Support Technician		20.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.76
15020 - Aircrew Training Devices Instructor (Rated)		33.59
15030 - Air Crew Training Devices Instructor (Pilot)		40.14
15050 - Computer Based Training Specialist / Instructor		27.76
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		40.14
15080 - Graphic Artist		19.42
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		22.52
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.97
16030 - Counter Attendant		8.97
16040 - Dry Cleaner		10.38
16070 - Finisher, Flatwork, Machine		8.97
16090 - Presser, Hand		8.97
16110 - Presser, Machine, Drycleaning		8.97
16130 - Presser, Machine, Shirts		8.97
16160 - Presser, Machine, Wearing Apparel, Laundry		8.97
16190 - Sewing Machine Operator		11.00
16220 - Tailor		11.65
16250 - Washer, Machine		9.36
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.58
19040 - Tool And Die Maker		21.01
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.50
21030 - Material Coordinator		18.74
21040 - Material Expediter		18.74
21050 - Material Handling Laborer		11.36
21071 - Order Filler		11.80
21080 - Production Line Worker (Food Processing)		15.50
21110 - Shipping Packer		12.52
21130 - Shipping/Receiving Clerk		12.52
21140 - Store Worker I		14.79
21150 - Stock Clerk		16.50
21210 - Tools And Parts Attendant		15.50
21410 - Warehouse Specialist		15.50
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.47
23021 - Aircraft Mechanic I		23.29
23022 - Aircraft Mechanic II		24.47
23023 - Aircraft Mechanic III		25.68
23040 - Aircraft Mechanic Helper		18.92
23050 - Aircraft, Painter		22.06

DE-FE0011020
Modification 0040

23060 - Aircraft Servicer	20.66
23080 - Aircraft Worker	21.56
23110 - Appliance Mechanic	18.58
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.95
23140 - Carpet Layer	14.76
23160 - Electrician, Maintenance	19.75
23181 - Electronics Technician Maintenance I	20.75
23182 - Electronics Technician Maintenance II	21.51
23183 - Electronics Technician Maintenance III	22.25
23260 - Fabric Worker	17.20
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.49
23311 - Fuel Distribution System Mechanic	21.51
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	14.91
23380 - Ground Support Equipment Mechanic	23.29
23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.90
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	19.16
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.58
23470 - Laborer	11.36
23510 - Locksmith	18.22
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	18.65
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.59
23593 - Metrology Technician III	21.20
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.72
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	

DE-FE0011020
Modification 0040

24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	11.23
27102 - Guard II	15.38
27131 - Police Officer I	15.75
27132 - Police Officer II	17.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Equipment Worker	9.60
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	15.97
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.72
28690 - Swimming Pool Operator	17.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.56
29020 - Hatch Tender	19.81
29030 - Line Handler	19.81
29041 - Stevedore I	19.70
29042 - Stevedore II	21.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.91
30022 - Archeological Technician II	20.08
30023 - Archeological Technician III	24.82
30030 - Cartographic Technician	26.10
30040 - Civil Engineering Technician	18.35
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	21.06
30063 - Drafter/CAD Operator III	23.45
30064 - Drafter/CAD Operator IV	28.86
30081 - Engineering Technician I	16.25
30082 - Engineering Technician II	18.24
30083 - Engineering Technician III	20.44

DE-FE0011020
Modification 0040

30084 - Engineering Technician IV	25.28
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.41
30090 - Environmental Technician	23.70
30210 - Laboratory Technician	18.70
30240 - Mathematical Technician	25.12
30361 - Paralegal/Legal Assistant I	15.77
30362 - Paralegal/Legal Assistant II	19.54
30363 - Paralegal/Legal Assistant III	23.91
30364 - Paralegal/Legal Assistant IV	28.92
30390 - Photo-Optics Technician	25.12
30461 - Technical Writer I	24.33
30462 - Technical Writer II	27.26
30463 - Technical Writer III	32.98
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.45
30621 - Weather Observer, Senior	(see 2) 25.12
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.59
31030 - Bus Driver	14.48
31043 - Driver Courier	12.79
31260 - Parking and Lot Attendant	8.66
31290 - Shuttle Bus Driver	13.37
31310 - Taxi Driver	10.09
31361 - Truckdriver, Light	13.37
31362 - Truckdriver, Medium	15.35
31363 - Truckdriver, Heavy	18.33
31364 - Truckdriver, Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99030 - Cashier	8.64
99050 - Desk Clerk	9.43
99095 - Embalmer	22.74
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	13.95
99310 - Mortician	22.74
99410 - Pest Controller	12.79
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	16.49
99831 - Surveying Aide	10.91
99832 - Surveying Technician	14.98
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.07
99842 - Vending Machine Repairer Helper	12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 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 4174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

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

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure

that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.