

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES	
			1	2
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)	
0098	See Block 16C	20FE002862		
6. ISSUED BY	CODE	7. ADMINISTERED BY (If other than Item 6)	CODE	01601
Strategic Petroleum Reserve Project SPRO U.S. Department of Energy 900 Commerce Road East US 492 New Orleans LA 70123		SPRO U.S. Department of Energy SPRO 900 Commerce Road East US 492 New Orleans LA 70123		
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)		(x)	9A. AMENDMENT OF SOLICITATION NO.	
Fluor Federal Petroleum Operations, LLC Attn: David Palmer 850 S Clearview Pkwy New Orleans LA 70123				
			9B. DATED (SEE ITEM 11)	
		x	10A. MODIFICATION OF CONTRACT/ORDER NO. DE-FE0011020	
			10B. DATED (SEE ITEM 13)	
CODE	FACILITY CODE	09/18/2013		
078490442				
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS				
<input type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers <input type="checkbox"/> is extended. <input type="checkbox"/> is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.				
12. ACCOUNTING AND APPROPRIATION DATA (If required)		Net Increase:		\$1,815,000.00
R799				
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.				
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.			
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).			
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:			
X	D. OTHER (Specify type of modification and authority) See Block 14			
E. IMPORTANT: Contractor <input checked="" type="checkbox"/> is not <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.				
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)				
Reference Section B.4 - Obligation of Funds. The purpose of this modification is to increase the amount of funds obligated under this contract by \$1,815,000.00. The amount of funds obligated has increased from \$2,087,649,464.61 to \$2,089,464,464.61. This funding is to cover estimated requirements for Exchange.				
Reference Section J, Attachment E - Service Contract Labor Standards (Wage Determinations): The following Wage Determinations are hereby incorporated into Section J, Attachment E (See attached Wage Determinations) to replace the incorrect attachments from modification 0096.				
Continued ...				
Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.				
15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)		
		Justin Daniel Dudenhefer		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED	
_____		Signature on File	05/07/2020	
(Signature of person authorized to sign)		(Signature of Contracting Officer)		

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
DE-FE0011020/0098

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NAME OF OFFEROR OR CONTRACTOR
Fluor Federal Petroleum Operations, LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Payment: OR for SPRO U.S. Department of Energy Oak Ridge Financial Service Center P.O. Box 6017 Oak Ridge TN 37831 Fund: 00000 Appr Year: 0000 Allottee: 00 Report Entity: 000000 Object Class: 00000 Program: 0000000 Project: 0000000 WFO: 0000000 Local Use: 0000000 Period of Performance: 04/01/2014 to 03/31/2024				

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

The Wage Determinations applicable to the current Management and Operating contract for the period April 1, 2020 through March 31, 2021 are:

State(s)	Wage Determination No.
Louisiana: (Jefferson Parish - Harahan)	2015-5189 Revision No. 15 (12/23/19)
Louisiana: (Iberville Parish - Bayou Choctaw)	2015-5177 Revision No. 10 (12/23/19)
Louisiana: (Cameron Parish - West Hackberry)	2015-5186 Revision No. 12 (12/23/19)
Texas: (Jefferson County - Big Hill)	2015-5217 Revision No. 13 (12/23/19)
Texas: (Brazoria County - Bryan Mound)	2015-5233 Revision No. 14 (12/23/19)
Mississippi: (Hancock County - Stennis Warehouse)	2015-5147 Revision No. 10 (12/23/19)

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"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director		Division of Wage Determinations
		Wage Determination No.: 2015-5189 Revision No.: 15 Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per 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 2020. 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		14.31
01012 - Accounting Clerk II		16.06
01013 - Accounting Clerk III		17.97
01020 - Administrative Assistant		23.95
01035 - Court Reporter		22.30
01041 - Customer Service Representative I		11.98
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		12.32
01052 - Data Entry Operator II		13.68
01060 - Dispatcher Motor Vehicle		18.12
01070 - Document Preparation Clerk		17.50
01090 - Duplicating Machine Operator		17.50
01111 - General Clerk I		11.58
01112 - General Clerk II		12.63
01113 - General Clerk III		14.18
01120 - Housing Referral Assistant		21.88
01141 - Messenger Courier		13.61
01191 - Order Clerk I		14.80
01192 - Order Clerk II		16.15
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		18.12
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		27.15
01290 - Rental Clerk		14.11
01300 - Scheduler Maintenance		17.56
01311 - Secretary I		17.56

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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	11.72
01531 - Travel Clerk I	15.53
01532 - Travel Clerk II	16.60
01533 - Travel Clerk III	17.52
01611 - Word Processor I	14.07
01612 - Word Processor II	15.79
01613 - Word Processor III	17.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.97
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	19.45
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	12.78
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	10.97
07042 - Cook II	12.91
07070 - Dishwasher	9.11
07130 - Food Service Worker	8.84
07210 - Meat Cutter	14.52
07260 - Waiter/Waitress	8.73
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	15.75
11122 - Housekeeping Aide	10.48
11150 - Janitor	10.48
11210 - Laborer Grounds Maintenance	11.56
11240 - Maid or Houseman	10.46
11260 - Pruner	10.17
11270 - Tractor Operator	14.33
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	21.29
12011 - Breath Alcohol Technician	21.29
12012 - Certified Occupational Therapist Assistant	24.61
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.98
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.65
12035 - Electroneurodiagnostic Technologist	24.65
12040 - Emergency Medical Technician	21.29
12071 - Licensed Practical Nurse I	16.26

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12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.28
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	21.13
12160 - Medical Record Clerk	15.34
12190 - Medical Record Technician	17.74
12195 - Medical Transcriptionist	15.25
12210 - Nuclear Medicine Technologist	32.58
12221 - Nursing Assistant I	11.30
12222 - Nursing Assistant II	12.70
12223 - Nursing Assistant III	13.86
12224 - Nursing Assistant IV	15.56
12235 - Optical Dispenser	16.47
12236 - Optical Technician	16.86
12250 - Pharmacy Technician	15.02
12280 - Phlebotomist	16.08
12305 - Radiologic Technologist	26.36
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)	26.37
12320 - Substance Abuse Treatment Counselor	18.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.62
13012 - Exhibits Specialist II	23.06
13013 - Exhibits Specialist III	28.21
13041 - Illustrator I	19.27
13042 - Illustrator II	23.87
13043 - Illustrator III	29.20
13047 - Librarian	26.44
13050 - Library Aide/Clerk	13.00
13054 - Library Information Technology Systems Administrator	23.87
13058 - Library Technician	15.71
13061 - Media Specialist I	17.23
13062 - Media Specialist II	19.27
13063 - Media Specialist III	21.49
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	15.11
13110 - Video Teleconference Technician	23.20
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	28.85
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.11
15020 - Aircrew Training Devices Instructor (Rated)	35.65

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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	22.08
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.04
15086 - Maintenance Test Pilot Rotary Wing	39.04
15088 - Non-Maintenance Test/Co-Pilot	39.04
15090 - Technical Instructor	20.08
15095 - Technical Instructor/Course Developer	24.57
15110 - Test Proctor	16.22
15120 - Tutor	16.22
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)	22.64
19040 - Tool And Die Maker	29.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.11
21030 - Material Coordinator	27.76
21040 - Material Expediter	27.76
21050 - Material Handling Laborer	14.29
21071 - Order Filler	11.12
21080 - Production Line Worker (Food Processing)	16.11
21110 - Shipping Packer	14.66
21130 - Shipping/Receiving Clerk	14.66
21140 - Store Worker I	9.87
21150 - Stock Clerk	14.62
21210 - Tools And Parts Attendant	16.11
21410 - Warehouse Specialist	16.11
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.97
23019 - Aircraft Logs and Records Technician	24.10
23021 - Aircraft Mechanic I	30.01
23022 - Aircraft Mechanic II	31.97
23023 - Aircraft Mechanic III	33.92
23040 - Aircraft Mechanic Helper	20.15
23050 - Aircraft Painter	27.53
23060 - Aircraft Servicer	24.10
23070 - Aircraft Survival Flight Equipment Technician	27.53
23080 - Aircraft Worker	26.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.01
23110 - Appliance Mechanic	20.37
23120 - Bicycle Repairer	17.89
23125 - Cable Splicer	25.81
23130 - Carpenter Maintenance	19.75
23140 - Carpet Layer	21.05
23160 - Electrician Maintenance	24.10
23181 - Electronics Technician Maintenance I	29.64
23182 - Electronics Technician Maintenance II	31.88
23183 - Electronics Technician Maintenance III	34.14
23260 - Fabric Worker	19.48
23290 - Fire Alarm System Mechanic	21.04

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23310 - Fire Extinguisher Repairer	17.89
23311 - Fuel Distribution System Mechanic	24.83
23312 - Fuel Distribution System Operator	18.32
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment Mechanic	30.01
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	26.04
23391 - Gunsmith I	17.89
23392 - Gunsmith II	21.05
23393 - Gunsmith III	24.25
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.24
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.62
23430 - Heavy Equipment Mechanic	25.24
23440 - Heavy Equipment Operator	20.19
23460 - Instrument Mechanic	30.80
23465 - Laboratory/Shelter Mechanic	22.64
23470 - Laborer	12.16
23510 - Locksmith	21.25
23530 - Machinery Maintenance Mechanic	25.64
23550 - Machinist Maintenance	24.14
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	30.80
23592 - Metrology Technician II	32.80
23593 - Metrology Technician III	34.81
23640 - Millwright	27.63
23710 - Office Appliance Repairer	17.73
23760 - Painter Maintenance	18.14
23790 - Pipefitter Maintenance	25.15
23810 - Plumber Maintenance	23.48
23820 - Pneudraulic Systems Mechanic	24.25
23850 - Rigger	22.47
23870 - Scale Mechanic	21.05
23890 - Sheet-Metal Worker Maintenance	22.03
23910 - Small Engine Mechanic	18.40
23931 - Telecommunications Mechanic I	27.53
23932 - Telecommunications Mechanic II	29.33
23950 - Telephone Lineman	21.06
23960 - Welder Combination Maintenance	24.08
23965 - Well Driller	24.25
23970 - Woodcraft Worker	24.25
23980 - Woodworker	17.89
24000 - Personal Needs Occupations	
24550 - Case Manager	15.12
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	9.21
24620 - Family Readiness And Support Services Coordinator	15.12
24630 - Homemaker	15.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.07
25040 - Sewage Plant Operator	18.00
25070 - Stationary Engineer	22.07
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	18.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.66
27007 - Baggage Inspector	12.53
27008 - Corrections Officer	15.25
27010 - Court Security Officer	16.52
27030 - Detection Dog Handler	14.47
27040 - Detention Officer	15.25
27070 - Firefighter	17.56
27101 - Guard I	12.53

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27102 - Guard II	14.47
27131 - Police Officer I	20.02
27132 - Police Officer II	22.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.91
28042 - Carnival Equipment Repairer	16.38
28043 - Carnival Worker	10.57
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	16.92
28630 - Sports Official	11.68
28690 - Swimming Pool Operator	20.91
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.53
29020 - Hatch Tender	21.53
29030 - Line Handler	21.53
29041 - Stevedore I	19.92
29042 - Stevedore II	23.16
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	19.63
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	29.13
30052 - Cryogenic Technician II	32.17
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	26.30
30210 - Laboratory Technician	28.23
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	32.17
30390 - Photo-Optics Technician	27.22
30395 - Radiation Control Technician	32.17
30461 - Technical Writer I	24.88
30462 - Technical Writer II	30.44
30463 - Technical Writer III	37.68
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	29.13
30502 - Weather Forecaster II	35.43
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 24.49

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30621 - Weather Observer Senior	(see 2)	26.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.82
31020 - Bus Aide		12.14
31030 - Bus Driver		18.06
31043 - Driver Courier		15.12
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.62
31310 - Taxi Driver		12.27
31361 - Truckdriver Light		16.62
31362 - Truckdriver Medium		18.10
31363 - Truckdriver Heavy		20.58
31364 - Truckdriver Tractor-Trailer		20.58
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.54
99030 - Cashier		9.32
99050 - Desk Clerk		11.13
99095 - Embalmer		21.46
99130 - Flight Follower		24.65
99251 - Laboratory Animal Caretaker I		11.22
99252 - Laboratory Animal Caretaker II		12.33
99260 - Marketing Analyst		23.85
99310 - Mortician		27.18
99410 - Pest Controller		17.16
99510 - Photofinishing Worker		14.97
99710 - Recycling Laborer		17.46
99711 - Recycling Specialist		21.66
99730 - Refuse Collector		15.36
99810 - Sales Clerk		11.60
99820 - School Crossing Guard		12.36
99830 - Survey Party Chief		22.91
99831 - Surveying Aide		16.93
99832 - Surveying Technician		20.82
99840 - Vending Machine Attendant		12.18
99841 - Vending Machine Repairer		16.52
99842 - Vending Machine Repairer Helper		12.18

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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(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))."

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<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
<p>Daniel W. Simms Division of Director Wage Determinations</p>	<p>Wage Determination No.: 2015-5177 Revision No.: 10 Date Of Last Revision: 12/23/2019</p>

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per 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 2020. 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 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		14.20
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.84
01020 - Administrative Assistant		19.73
01035 - Court Reporter		25.48
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.68
01051 - Data Entry Operator I		14.59
01052 - Data Entry Operator II		16.58
01060 - Dispatcher Motor Vehicle		17.74
01070 - Document Preparation Clerk		15.27
01090 - Duplicating Machine Operator		15.27
01111 - General Clerk I		11.76
01112 - General Clerk II		12.84
01113 - General Clerk III		14.41
01120 - Housing Referral Assistant		18.89
01141 - Messenger Courier		10.33
01191 - Order Clerk I		13.01
01192 - Order Clerk II		14.19
01261 - Personnel Assistant (Employment) I		14.54
01262 - Personnel Assistant (Employment) II		16.80
01263 - Personnel Assistant (Employment) III		18.13
01270 - Production Control Clerk		29.41
01290 - Rental Clerk		11.49
01300 - Scheduler Maintenance		15.15

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01311 - Secretary I	15.15
01312 - Secretary II	16.95
01313 - Secretary III	18.89
01320 - Service Order Dispatcher	14.92
01410 - Supply Technician	19.84
01420 - Survey Worker	15.36
01460 - Switchboard Operator/Receptionist	11.64
01531 - Travel Clerk I	13.97
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	15.75
01611 - Word Processor I	13.49
01612 - Word Processor II	15.15
01613 - Word Processor III	16.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.50
05010 - Automotive Electrician	18.10
05040 - Automotive Glass Installer	16.82
05070 - Automotive Worker	16.82
05110 - Mobile Equipment Servicer	14.50
05130 - Motor Equipment Metal Mechanic	19.38
05160 - Motor Equipment Metal Worker	16.82
05190 - Motor Vehicle Mechanic	19.38
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	15.57
05280 - Motor Vehicle Wrecker	16.82
05310 - Painter Automotive	18.10
05340 - Radiator Repair Specialist	16.82
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	19.38
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.78
07041 - Cook I	9.75
07042 - Cook II	11.47
07070 - Dishwasher	9.48
07130 - Food Service Worker	8.86
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	8.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	15.19
09110 - Furniture Repairer Minor	18.11
09130 - Upholsterer	20.56
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.57
11060 - Elevator Operator	10.57
11090 - Gardener	17.03
11122 - Housekeeping Aide	9.68
11150 - Janitor	9.68
11210 - Laborer Grounds Maintenance	12.64
11240 - Maid or Houseman	9.27
11260 - Pruner	11.12
11270 - Tractor Operator	15.68
11330 - Trail Maintenance Worker	12.64
11360 - Window Cleaner	11.00
12000 - Health Occupations	
12010 - Ambulance Driver	18.91
12011 - Breath Alcohol Technician	18.91
12012 - Certified Occupational Therapist Assistant	26.83
12015 - Certified Physical Therapist Assistant	28.26
12020 - Dental Assistant	16.04
12025 - Dental Hygienist	33.08
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	18.91

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12071 - Licensed Practical Nurse I	15.25
12072 - Licensed Practical Nurse II	17.11
12073 - Licensed Practical Nurse III	19.14
12100 - Medical Assistant	13.56
12130 - Medical Laboratory Technician	20.74
12160 - Medical Record Clerk	13.93
12190 - Medical Record Technician	15.59
12195 - Medical Transcriptionist	14.48
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	11.22
12222 - Nursing Assistant II	12.61
12223 - Nursing Assistant III	13.76
12224 - Nursing Assistant IV	15.45
12235 - Optical Dispenser	16.54
12236 - Optical Technician	15.27
12250 - Pharmacy Technician	15.40
12280 - Phlebotomist	14.56
12305 - Radiologic Technologist	23.68
12311 - Registered Nurse I	23.40
12312 - Registered Nurse II	28.63
12313 - Registered Nurse II Specialist	28.63
12314 - Registered Nurse III	34.63
12315 - Registered Nurse III Anesthetist	34.63
12316 - Registered Nurse IV	41.51
12317 - Scheduler (Drug and Alcohol Testing)	23.42
12320 - Substance Abuse Treatment Counselor	18.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.16
13012 - Exhibits Specialist II	21.25
13013 - Exhibits Specialist III	26.00
13041 - Illustrator I	19.29
13042 - Illustrator II	23.89
13043 - Illustrator III	29.22
13047 - Librarian	26.46
13050 - Library Aide/Clerk	13.26
13054 - Library Information Technology Systems Administrator	23.89
13058 - Library Technician	16.52
13061 - Media Specialist I	17.24
13062 - Media Specialist II	19.29
13063 - Media Specialist III	21.51
13071 - Photographer I	14.06
13072 - Photographer II	17.69
13073 - Photographer III	18.31
13074 - Photographer IV	21.64
13075 - Photographer V	26.19
13090 - Technical Order Library Clerk	16.66
13110 - Video Teleconference Technician	19.43
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.21
14042 - Computer Operator II	17.01
14043 - Computer Operator III	19.12
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
14170 - System Support Specialist	23.30
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.26

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15020 - Aircrew Training Devices Instructor (Rated)	34.19
15030 - Air Crew Training Devices Instructor (Pilot)	40.98
15050 - Computer Based Training Specialist / Instructor	28.26
15060 - Educational Technologist	24.91
15070 - Flight Instructor (Pilot)	40.98
15080 - Graphic Artist	20.25
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.98
15086 - Maintenance Test Pilot Rotary Wing	40.98
15088 - Non-Maintenance Test/Co-Pilot	40.98
15090 - Technical Instructor	19.99
15095 - Technical Instructor/Course Developer	24.44
15110 - Test Proctor	16.90
15120 - Tutor	16.90
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)	24.21
19040 - Tool And Die Maker	31.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.01
21030 - Material Coordinator	29.41
21040 - Material Expediter	29.41
21050 - Material Handling Laborer	13.15
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	18.01
21110 - Shipping Packer	16.36
21130 - Shipping/Receiving Clerk	16.36
21140 - Store Worker I	9.87
21150 - Stock Clerk	14.62
21210 - Tools And Parts Attendant	18.01
21410 - Warehouse Specialist	18.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97
23019 - Aircraft Logs and Records Technician	20.34
23021 - Aircraft Mechanic I	25.32
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	28.62
23040 - Aircraft Mechanic Helper	17.00
23050 - Aircraft Painter	23.64
23060 - Aircraft Servicer	20.34
23070 - Aircraft Survival Flight Equipment Technician	23.64
23080 - Aircraft Worker	21.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.32
23110 - Appliance Mechanic	20.65
23120 - Bicycle Repairer	19.13
23125 - Cable Splicer	27.62
23130 - Carpenter Maintenance	21.13
23140 - Carpet Layer	22.14
23160 - Electrician Maintenance	24.83
23181 - Electronics Technician Maintenance I	27.26
23182 - Electronics Technician Maintenance II	29.41
23183 - Electronics Technician Maintenance III	31.50
23260 - Fabric Worker	20.83

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23290 - Fire Alarm System Mechanic	19.18
23310 - Fire Extinguisher Repairer	19.13
23311 - Fuel Distribution System Mechanic	25.93
23312 - Fuel Distribution System Operator	19.13
23370 - General Maintenance Worker	17.49
23380 - Ground Support Equipment Mechanic	25.32
23381 - Ground Support Equipment Servicer	20.34
23382 - Ground Support Equipment Worker	21.98
23391 - Gunsmith I	19.13
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.93
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.63
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	24.06
23440 - Heavy Equipment Operator	21.20
23460 - Instrument Mechanic	26.09
23465 - Laboratory/Shelter Mechanic	24.21
23470 - Laborer	12.97
23510 - Locksmith	21.37
23530 - Machinery Maintenance Mechanic	31.31
23550 - Machinist Maintenance	26.24
23580 - Maintenance Trades Helper	13.79
23591 - Metrology Technician I	26.09
23592 - Metrology Technician II	27.79
23593 - Metrology Technician III	29.49
23640 - Millwright	26.10
23710 - Office Appliance Repairer	19.14
23760 - Painter Maintenance	20.49
23790 - Pipefitter Maintenance	28.40
23810 - Plumber Maintenance	26.51
23820 - Pneudraulic Systems Mechanic	25.93
23850 - Rigger	25.18
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker Maintenance	21.69
23910 - Small Engine Mechanic	21.62
23931 - Telecommunications Mechanic I	29.75
23932 - Telecommunications Mechanic II	31.69
23950 - Telephone Lineman	24.41
23960 - Welder Combination Maintenance	27.90
23965 - Well Driller	25.93
23970 - Woodcraft Worker	25.93
23980 - Woodworker	19.13
24000 - Personal Needs Occupations	
24550 - Case Manager	15.30
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.93
24620 - Family Readiness And Support Services Coordinator	15.30
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.93
25040 - Sewage Plant Operator	18.93
25070 - Stationary Engineer	25.93
25190 - Ventilation Equipment Tender	17.41
25210 - Water Treatment Plant Operator	18.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.41
27007 - Baggage Inspector	12.25
27008 - Corrections Officer	15.70
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	15.70
27070 - Firefighter	15.17

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27101 - Guard I	12.25
27102 - Guard II	13.71
27131 - Police Officer I	19.09
27132 - Police Officer II	21.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.35
28042 - Carnival Equipment Repairer	14.55
28043 - Carnival Worker	9.88
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	18.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.75
29020 - Hatch Tender	22.75
29030 - Line Handler	22.75
29041 - Stevedore I	21.19
29042 - Stevedore II	24.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	18.28
30022 - Archeological Technician II	20.45
30023 - Archeological Technician III	25.36
30030 - Cartographic Technician	25.36
30040 - Civil Engineering Technician	25.30
30051 - Cryogenic Technician I	29.18
30052 - Cryogenic Technician II	32.24
30061 - Drafter/CAD Operator I	18.28
30062 - Drafter/CAD Operator II	20.45
30063 - Drafter/CAD Operator III	22.81
30064 - Drafter/CAD Operator IV	28.06
30081 - Engineering Technician I	15.69
30082 - Engineering Technician II	17.62
30083 - Engineering Technician III	19.72
30084 - Engineering Technician IV	24.42
30085 - Engineering Technician V	29.87
30086 - Engineering Technician VI	36.14
30090 - Environmental Technician	23.33
30095 - Evidence Control Specialist	26.35
30210 - Laboratory Technician	36.51
30221 - Latent Fingerprint Technician I	24.27
30222 - Latent Fingerprint Technician II	26.80
30240 - Mathematical Technician	25.36
30361 - Paralegal/Legal Assistant I	19.23
30362 - Paralegal/Legal Assistant II	23.51
30363 - Paralegal/Legal Assistant III	28.78
30364 - Paralegal/Legal Assistant IV	34.80
30375 - Petroleum Supply Specialist	32.24
30390 - Photo-Optics Technician	25.36
30395 - Radiation Control Technician	32.24
30461 - Technical Writer I	21.89
30462 - Technical Writer II	26.77
30463 - Technical Writer III	32.39
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	29.18
30502 - Weather Forecaster II	35.50
30620 - Weather Observer Combined Upper Air Or (see 2)	22.81

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Surface Programs		
30621 - Weather Observer Senior	(see 2)	25.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.82
31020 - Bus Aide		13.05
31030 - Bus Driver		19.36
31043 - Driver Courier		13.62
31260 - Parking and Lot Attendant		10.85
31290 - Shuttle Bus Driver		14.97
31310 - Taxi Driver		10.91
31361 - Truckdriver Light		14.97
31362 - Truckdriver Medium		16.30
31363 - Truckdriver Heavy		20.92
31364 - Truckdriver Tractor-Trailer		20.92
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.54
99030 - Cashier		9.10
99050 - Desk Clerk		10.56
99095 - Embalmer		27.63
99130 - Flight Follower		24.65
99251 - Laboratory Animal Caretaker I		11.23
99252 - Laboratory Animal Caretaker II		12.34
99260 - Marketing Analyst		26.04
99310 - Mortician		27.63
99410 - Pest Controller		14.60
99510 - Photofinishing Worker		12.95
99710 - Recycling Laborer		17.94
99711 - Recycling Specialist		21.29
99730 - Refuse Collector		15.78
99810 - Sales Clerk		10.62
99820 - School Crossing Guard		15.67
99830 - Survey Party Chief		23.86
99831 - Surveying Aide		14.96
99832 - Surveying Technician		20.48
99840 - Vending Machine Attendant		13.82
99841 - Vending Machine Repairer		17.88
99842 - Vending Machine Repairer Helper		13.82

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by

laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5185 Revision No.: 11 Date Of Last Revision: 12/23/2019
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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per 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 2020. 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		13.79
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.91
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		11.53
01042 - Customer Service Representative II		12.96
01043 - Customer Service Representative III		14.14
01051 - Data Entry Operator I		12.88
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		12.12
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		10.93
01192 - Order Clerk II		11.93
01261 - Personnel Assistant (Employment) I		15.52
01262 - Personnel Assistant (Employment) II		17.37
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		27.79
01290 - Rental Clerk		11.87
01300 - Scheduler Maintenance		13.39
01311 - Secretary I		13.39
01312 - Secretary II		16.07

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01313 - Secretary III	18.72
01320 - Service Order Dispatcher	14.17
01410 - Supply Technician	19.91
01420 - Survey Worker	14.73
01460 - Switchboard Operator/Receptionist	11.26
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	11.66
07042 - Cook II	14.01
07070 - Dishwasher	9.19
07130 - Food Service Worker	8.88
07210 - Meat Cutter	14.84
07260 - Waiter/Waitress	8.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.88
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	23.88
09090 - Furniture Refinisher Helper	16.39
09110 - Furniture Repairer Minor	20.27
09130 - Upholsterer	23.88
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	11.00
11090 - Gardener	18.92
11122 - Housekeeping Aide	11.00
11150 - Janitor	11.00
11210 - Laborer Grounds Maintenance	12.83
11240 - Maid or Houseman	9.00
11260 - Pruner	10.73
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	12.83
11360 - Window Cleaner	13.16
12000 - Health Occupations	
12010 - Ambulance Driver	16.15
12011 - Breath Alcohol Technician	17.08
12012 - Certified Occupational Therapist Assistant	29.80
12015 - Certified Physical Therapist Assistant	26.17
12020 - Dental Assistant	15.96
12025 - Dental Hygienist	32.21
12030 - EKG Technician	25.40
12035 - Electroneurodiagnostic Technologist	25.40
12040 - Emergency Medical Technician	16.15
12071 - Licensed Practical Nurse I	15.27
12072 - Licensed Practical Nurse II	17.08

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12073 - Licensed Practical Nurse III	19.04
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	20.68
12160 - Medical Record Clerk	13.65
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	15.27
12210 - Nuclear Medicine Technologist	37.53
12221 - Nursing Assistant I	10.90
12222 - Nursing Assistant II	12.25
12223 - Nursing Assistant III	13.37
12224 - Nursing Assistant IV	15.01
12235 - Optical Dispenser	13.95
12236 - Optical Technician	14.67
12250 - Pharmacy Technician	15.76
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	23.42
12312 - Registered Nurse II	28.65
12313 - Registered Nurse II Specialist	28.65
12314 - Registered Nurse III	34.66
12315 - Registered Nurse III Anesthetist	34.66
12316 - Registered Nurse IV	41.54
12317 - Scheduler (Drug and Alcohol Testing)	21.16
12320 - Substance Abuse Treatment Counselor	14.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
13013 - Exhibits Specialist III	29.30
13041 - Illustrator I	20.41
13042 - Illustrator II	24.06
13043 - Illustrator III	29.30
13047 - Librarian	26.53
13050 - Library Aide/Clerk	12.94
13054 - Library Information Technology Systems Administrator	23.95
13058 - Library Technician	17.92
13061 - Media Specialist I	17.28
13062 - Media Specialist II	19.34
13063 - Media Specialist III	21.55
13071 - Photographer I	16.70
13072 - Photographer II	19.34
13073 - Photographer III	23.95
13074 - Photographer IV	28.30
13075 - Photographer V	33.65
13090 - Technical Order Library Clerk	18.74
13110 - Video Teleconference Technician	17.28
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.48
14042 - Computer Operator II	18.07
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.50
14045 - Computer Operator V	28.31
14071 - Computer Programmer I	(see 1) 22.16
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	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

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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	40.29
15086 - Maintenance Test Pilot Rotary Wing	40.29
15088 - Non-Maintenance Test/Co-Pilot	40.29
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	8.93
16030 - Counter Attendant	8.93
16040 - Dry Cleaner	10.60
16070 - Finisher Flatwork Machine	8.93
16090 - Presser Hand	8.93
16110 - Presser Machine Drycleaning	8.93
16130 - Presser Machine Shirts	8.93
16160 - Presser Machine Wearing Apparel Laundry	8.93
16190 - Sewing Machine Operator	11.30
16220 - Tailor	11.83
16250 - Washer Machine	9.38
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.88
19040 - Tool And Die Maker	30.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.19
21030 - Material Coordinator	27.79
21040 - Material Expediter	27.79
21050 - Material Handling Laborer	12.83
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	16.19
21110 - Shipping Packer	16.68
21130 - Shipping/Receiving Clerk	16.68
21140 - Store Worker I	11.28
21150 - Stock Clerk	17.55
21210 - Tools And Parts Attendant	16.19
21410 - Warehouse Specialist	16.19
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.11
23019 - Aircraft Logs and Records Technician	20.27
23021 - Aircraft Mechanic I	25.49
23022 - Aircraft Mechanic II	27.11
23023 - Aircraft Mechanic III	28.70
23040 - Aircraft Mechanic Helper	16.41
23050 - Aircraft Painter	23.88
23060 - Aircraft Servicer	20.27
23070 - Aircraft Survival Flight Equipment Technician	23.88
23080 - Aircraft Worker	22.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.49
23110 - Appliance Mechanic	23.88
23120 - Bicycle Repairer	18.35
23125 - Cable Splicer	25.49
23130 - Carpenter Maintenance	23.88
23140 - Carpet Layer	22.05
23160 - Electrician Maintenance	25.49
23181 - Electronics Technician Maintenance I	27.50
23182 - Electronics Technician Maintenance II	29.78
23183 - Electronics Technician Maintenance III	31.79
23260 - Fabric Worker	20.27
23290 - Fire Alarm System Mechanic	22.75
23310 - Fire Extinguisher Repairer	18.35

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23311 - Fuel Distribution System Mechanic	25.49
23312 - Fuel Distribution System Operator	18.35
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	25.49
23381 - Ground Support Equipment Servicer	20.27
23382 - Ground Support Equipment Worker	22.05
23391 - Gunsmith I	18.35
23392 - Gunsmith II	22.05
23393 - Gunsmith III	25.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.97
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.30
23430 - Heavy Equipment Mechanic	24.40
23440 - Heavy Equipment Operator	25.49
23460 - Instrument Mechanic	25.56
23465 - Laboratory/Shelter Mechanic	23.88
23470 - Laborer	12.83
23510 - Locksmith	23.88
23530 - Machinery Maintenance Mechanic	28.86
23550 - Machinist Maintenance	27.30
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	25.56
23592 - Metrology Technician II	27.19
23593 - Metrology Technician III	28.78
23640 - Millwright	27.53
23710 - Office Appliance Repairer	21.18
23760 - Painter Maintenance	23.30
23790 - Pipefitter Maintenance	28.29
23810 - Plumber Maintenance	26.17
23820 - Pneudraulic Systems Mechanic	25.49
23850 - Rigger	25.56
23870 - Scale Mechanic	22.05
23890 - Sheet-Metal Worker Maintenance	24.40
23910 - Small Engine Mechanic	20.10
23931 - Telecommunications Mechanic I	25.49
23932 - Telecommunications Mechanic II	26.90
23950 - Telephone Lineman	23.24
23960 - Welder Combination Maintenance	29.36
23965 - Well Driller	25.49
23970 - Woodcraft Worker	25.49
23980 - Woodworker	18.35
24000 - Personal Needs Occupations	
24550 - Case Manager	13.43
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.88
24620 - Family Readiness And Support Services Coordinator	13.43
24630 - Homemaker	15.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.49
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	25.49
25190 - Ventilation Equipment Tender	16.39
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.76
27007 - Baggage Inspector	12.63
27008 - Corrections Officer	17.40
27010 - Court Security Officer	21.58
27030 - Detection Dog Handler	14.13
27040 - Detention Officer	17.40
27070 - Firefighter	22.28
27101 - Guard I	12.63
27102 - Guard II	14.13

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27131 - Police Officer I	22.30
27132 - Police Officer II	24.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.17
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	10.21
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	21.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.09
29020 - Hatch Tender	22.09
29030 - Line Handler	22.09
29041 - Stevedore I	20.44
29042 - Stevedore II	23.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	19.16
30022 - Archeological Technician II	21.37
30023 - Archeological Technician III	26.55
30030 - Cartographic Technician	28.56
30040 - Civil Engineering Technician	26.47
30051 - Cryogenic Technician I	29.40
30052 - Cryogenic Technician II	32.47
30061 - Drafter/CAD Operator I	19.16
30062 - Drafter/CAD Operator II	21.37
30063 - Drafter/CAD Operator III	23.89
30064 - Drafter/CAD Operator IV	29.40
30081 - Engineering Technician I	17.07
30082 - Engineering Technician II	19.16
30083 - Engineering Technician III	22.66
30084 - Engineering Technician IV	28.07
30085 - Engineering Technician V	34.03
30086 - Engineering Technician VI	39.30
30090 - Environmental Technician	25.11
30095 - Evidence Control Specialist	26.55
30210 - Laboratory Technician	29.43
30221 - Latent Fingerprint Technician I	29.40
30222 - Latent Fingerprint Technician II	32.47
30240 - Mathematical Technician	28.07
30361 - Paralegal/Legal Assistant I	18.54
30362 - Paralegal/Legal Assistant II	22.96
30363 - Paralegal/Legal Assistant III	28.09
30364 - Paralegal/Legal Assistant IV	33.98
30375 - Petroleum Supply Specialist	32.47
30390 - Photo-Optics Technician	26.64
30395 - Radiation Control Technician	32.47
30461 - Technical Writer I	26.55
30462 - Technical Writer II	32.47
30463 - Technical Writer III	35.42
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	29.40
30502 - Weather Forecaster II	35.77
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.89
30621 - Weather Observer Senior	(see 2) 26.55

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31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	11.25
31030 - Bus Driver	17.85
31043 - Driver Courier	11.93
31260 - Parking and Lot Attendant	9.44
31290 - Shuttle Bus Driver	13.12
31310 - Taxi Driver	10.26
31361 - Truckdriver Light	13.12
31362 - Truckdriver Medium	14.47
31363 - Truckdriver Heavy	19.94
31364 - Truckdriver Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.42
99050 - Desk Clerk	9.59
99095 - Embalmer	27.04
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	12.69
99252 - Laboratory Animal Caretaker II	14.07
99260 - Marketing Analyst	23.15
99310 - Mortician	27.04
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	16.15
99711 - Recycling Specialist	19.92
99730 - Refuse Collector	14.06
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	12.64
99830 - Survey Party Chief	23.26
99831 - Surveying Aide	13.24
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	15.74
99841 - Vending Machine Repairer	19.84
99842 - Vending Machine Repairer Helper	15.74

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

\$786.93 per month

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

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

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

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

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

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

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

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

(1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5217
Revision No.: 13
Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per 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 2020. 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		15.00
01012 - Accounting Clerk II		16.84
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		23.98
01035 - Court Reporter		27.82
01041 - Customer Service Representative I		11.25
01042 - Customer Service Representative II		12.64
01043 - Customer Service Representative III		13.79
01051 - Data Entry Operator I		13.48
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		19.43
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		13.14
01112 - General Clerk II		14.33
01113 - General Clerk III		16.09
01120 - Housing Referral Assistant		18.73
01141 - Messenger Courier		12.24
01191 - Order Clerk I		14.93
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		14.89
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		25.74
01290 - Rental Clerk		13.70
01300 - Scheduler Maintenance		15.01
01311 - Secretary I		15.01
01312 - Secretary II		16.79

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01313 - Secretary III	18.73
01320 - Service Order Dispatcher	16.68
01410 - Supply Technician	23.98
01420 - Survey Worker	14.73
01460 - Switchboard Operator/Receptionist	12.08
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.16
01611 - Word Processor I	13.37
01612 - Word Processor II	15.01
01613 - Word Processor III	18.63
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.83
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	22.71
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter Automotive	21.60
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	9.95
07042 - Cook II	11.64
07070 - Dishwasher	9.38
07130 - Food Service Worker	9.85
07210 - Meat Cutter	14.45
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.18
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	21.18
09090 - Furniture Refinisher Helper	16.34
09110 - Furniture Repairer Minor	19.23
09130 - Upholsterer	21.18
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.04
11060 - Elevator Operator	11.04
11090 - Gardener	15.66
11122 - Housekeeping Aide	11.40
11150 - Janitor	11.40
11210 - Laborer Grounds Maintenance	11.54
11240 - Maid or Houseman	9.33
11260 - Pruner	10.28
11270 - Tractor Operator	14.24
11330 - Trail Maintenance Worker	11.54
11360 - Window Cleaner	12.79
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	17.74
12012 - Certified Occupational Therapist Assistant	28.66
12015 - Certified Physical Therapist Assistant	34.41
12020 - Dental Assistant	16.83
12025 - Dental Hygienist	32.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	17.65
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.74

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12073 - Licensed Practical Nurse III	19.78
12100 - Medical Assistant	14.86
12130 - Medical Laboratory Technician	22.51
12160 - Medical Record Clerk	14.67
12190 - Medical Record Technician	16.42
12195 - Medical Transcriptionist	17.45
12210 - Nuclear Medicine Technologist	38.98
12221 - Nursing Assistant I	11.07
12222 - Nursing Assistant II	12.44
12223 - Nursing Assistant III	13.57
12224 - Nursing Assistant IV	15.24
12235 - Optical Dispenser	15.35
12236 - Optical Technician	14.93
12250 - Pharmacy Technician	16.62
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	24.52
12311 - Registered Nurse I	22.81
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II Specialist	27.91
12314 - Registered Nurse III	33.76
12315 - Registered Nurse III Anesthetist	33.76
12316 - Registered Nurse IV	40.46
12317 - Scheduler (Drug and Alcohol Testing)	21.98
12320 - Substance Abuse Treatment Counselor	18.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.41
13012 - Exhibits Specialist II	24.06
13013 - Exhibits Specialist III	28.56
13041 - Illustrator I	20.41
13042 - Illustrator II	24.06
13043 - Illustrator III	28.56
13047 - Librarian	25.85
13050 - Library Aide/Clerk	11.04
13054 - Library Information Technology Systems Administrator	23.34
13058 - Library Technician	14.44
13061 - Media Specialist I	16.85
13062 - Media Specialist II	18.85
13063 - Media Specialist III	21.00
13071 - Photographer I	16.85
13072 - Photographer II	18.85
13073 - Photographer III	23.34
13074 - Photographer IV	28.56
13075 - Photographer V	34.54
13090 - Technical Order Library Clerk	15.26
13110 - Video Teleconference Technician	16.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.48
14042 - Computer Operator II	18.07
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.50
14045 - Computer Operator V	28.31
14071 - Computer Programmer I	(see 1) 22.16
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	25.50
14170 - System Support Specialist	29.11
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.22
15020 - Aircrew Training Devices Instructor (Rated)	37.78
15030 - Air Crew Training Devices Instructor (Pilot)	44.91

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15050 - Computer Based Training Specialist / Instructor	31.22
15060 - Educational Technologist	32.76
15070 - Flight Instructor (Pilot)	44.91
15080 - Graphic Artist	19.41
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.29
15086 - Maintenance Test Pilot Rotary Wing	45.29
15088 - Non-Maintenance Test/Co-Pilot	45.29
15090 - Technical Instructor	25.41
15095 - Technical Instructor/Course Developer	31.08
15110 - Test Proctor	20.51
15120 - Tutor	20.51
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.33
16030 - Counter Attendant	10.33
16040 - Dry Cleaner	13.25
16070 - Finisher Flatwork Machine	10.33
16090 - Presser Hand	10.33
16110 - Presser Machine Drycleaning	10.33
16130 - Presser Machine Shirts	10.33
16160 - Presser Machine Wearing Apparel Laundry	10.33
16190 - Sewing Machine Operator	14.01
16220 - Tailor	15.08
16250 - Washer Machine	11.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.20
19040 - Tool And Die Maker	31.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.83
21030 - Material Coordinator	25.74
21040 - Material Expediter	25.74
21050 - Material Handling Laborer	13.58
21071 - Order Filler	12.55
21080 - Production Line Worker (Food Processing)	16.83
21110 - Shipping Packer	15.41
21130 - Shipping/Receiving Clerk	15.41
21140 - Store Worker I	12.22
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	16.83
21410 - Warehouse Specialist	16.83
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23019 - Aircraft Logs and Records Technician	22.63
23021 - Aircraft Mechanic I	27.55
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	29.96
23040 - Aircraft Mechanic Helper	18.94
23050 - Aircraft Painter	26.20
23060 - Aircraft Servicer	22.63
23070 - Aircraft Survival Flight Equipment Technician	26.20
23080 - Aircraft Worker	24.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.55
23110 - Appliance Mechanic	26.20
23120 - Bicycle Repairer	20.83
23125 - Cable Splicer	32.47
23130 - Carpenter Maintenance	23.36
23140 - Carpet Layer	24.36
23160 - Electrician Maintenance	28.26
23181 - Electronics Technician Maintenance I	30.59
23182 - Electronics Technician Maintenance II	34.02
23183 - Electronics Technician Maintenance III	35.77
23260 - Fabric Worker	22.63
23290 - Fire Alarm System Mechanic	24.40
23310 - Fire Extinguisher Repairer	20.83

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23311 - Fuel Distribution System Mechanic	32.47
23312 - Fuel Distribution System Operator	24.58
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	27.55
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.36
23391 - Gunsmith I	20.83
23392 - Gunsmith II	24.36
23393 - Gunsmith III	27.55
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.19
23430 - Heavy Equipment Mechanic	24.50
23440 - Heavy Equipment Operator	25.29
23460 - Instrument Mechanic	27.55
23465 - Laboratory/Shelter Mechanic	26.20
23470 - Laborer	13.58
23510 - Locksmith	26.20
23530 - Machinery Maintenance Mechanic	31.99
23550 - Machinist Maintenance	26.58
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	27.55
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	29.96
23640 - Millwright	24.90
23710 - Office Appliance Repairer	19.25
23760 - Painter Maintenance	19.25
23790 - Pipefitter Maintenance	28.72
23810 - Plumber Maintenance	27.31
23820 - Pneudraulic Systems Mechanic	27.55
23850 - Rigger	29.88
23870 - Scale Mechanic	24.36
23890 - Sheet-Metal Worker Maintenance	27.80
23910 - Small Engine Mechanic	19.04
23931 - Telecommunications Mechanic I	31.20
23932 - Telecommunications Mechanic II	32.55
23950 - Telephone Lineman	30.64
23960 - Welder Combination Maintenance	26.05
23965 - Well Driller	26.84
23970 - Woodcraft Worker	27.55
23980 - Woodworker	20.83
24000 - Personal Needs Occupations	
24550 - Case Manager	15.52
24570 - Child Care Attendant	10.35
24580 - Child Care Center Clerk	12.93
24610 - Chore Aide	8.95
24620 - Family Readiness And Support Services Coordinator	15.52
24630 - Homemaker	15.52
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.14
25040 - Sewage Plant Operator	19.96
25070 - Stationary Engineer	27.14
25190 - Ventilation Equipment Tender	18.70
25210 - Water Treatment Plant Operator	19.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.36
27007 - Baggage Inspector	12.19
27008 - Corrections Officer	21.12
27010 - Court Security Officer	25.10
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	21.12
27070 - Firefighter	29.15
27101 - Guard I	12.19
27102 - Guard II	13.94

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27131 - Police Officer I	28.36
27132 - Police Officer II	31.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.59
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Worker	9.06
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.75
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	20.21
28630 - Sports Official	15.14
28690 - Swimming Pool Operator	16.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.21
29020 - Hatch Tender	27.21
29030 - Line Handler	27.21
29041 - Stevedore I	25.28
29042 - Stevedore II	29.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	20.65
30022 - Archeological Technician II	23.11
30023 - Archeological Technician III	28.62
30030 - Cartographic Technician	28.62
30040 - Civil Engineering Technician	24.06
30051 - Cryogenic Technician I	31.70
30052 - Cryogenic Technician II	35.01
30061 - Drafter/CAD Operator I	20.65
30062 - Drafter/CAD Operator II	23.11
30063 - Drafter/CAD Operator III	25.76
30064 - Drafter/CAD Operator IV	31.70
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.03
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.52
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	36.98
30090 - Environmental Technician	28.16
30095 - Evidence Control Specialist	28.62
30210 - Laboratory Technician	34.03
30221 - Latent Fingerprint Technician I	31.70
30222 - Latent Fingerprint Technician II	35.01
30240 - Mathematical Technician	28.62
30361 - Paralegal/Legal Assistant I	19.26
30362 - Paralegal/Legal Assistant II	23.85
30363 - Paralegal/Legal Assistant III	29.18
30364 - Paralegal/Legal Assistant IV	35.30
30375 - Petroleum Supply Specialist	35.01
30390 - Photo-Optics Technician	28.62
30395 - Radiation Control Technician	35.01
30461 - Technical Writer I	28.62
30462 - Technical Writer II	35.01
30463 - Technical Writer III	42.36
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	31.70
30502 - Weather Forecaster II	38.56
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 25.76
30621 - Weather Observer Senior	(see 2) 28.62

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31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	12.71
31030 - Bus Driver	18.80
31043 - Driver Courier	11.60
31260 - Parking and Lot Attendant	11.20
31290 - Shuttle Bus Driver	12.75
31310 - Taxi Driver	11.69
31361 - Truckdriver Light	12.75
31362 - Truckdriver Medium	13.85
31363 - Truckdriver Heavy	20.24
31364 - Truckdriver Tractor-Trailer	20.24
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.89
99050 - Desk Clerk	9.86
99095 - Embalmer	27.04
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	16.19
99252 - Laboratory Animal Caretaker II	17.81
99260 - Marketing Analyst	30.07
99310 - Mortician	27.04
99410 - Pest Controller	17.63
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	19.42
99711 - Recycling Specialist	23.97
99730 - Refuse Collector	17.31
99810 - Sales Clerk	11.61
99820 - School Crossing Guard	10.91
99830 - Survey Party Chief	24.60
99831 - Surveying Aide	14.00
99832 - Surveying Technician	18.36
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	19.05
99842 - Vending Machine Repairer Helper	14.81

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

\$786.93 per month

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

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

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

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

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

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

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

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

(1) The application of systems analysis techniques and procedures including

consulting with users to determine hardware software or system functional specifications;

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

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

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5233
Revision No.: 14
Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per 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 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.01
01012 - Accounting Clerk II		17.97
01013 - Accounting Clerk III		20.11
01020 - Administrative Assistant		29.37
01035 - Court Reporter		29.01
01041 - Customer Service Representative I		12.97
01042 - Customer Service Representative II		14.58
01043 - Customer Service Representative III		15.91
01051 - Data Entry Operator I		14.80
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		19.42
01070 - Document Preparation Clerk		14.75
01090 - Duplicating Machine Operator		14.75
01111 - General Clerk I		14.24
01112 - General Clerk II		15.53
01113 - General Clerk III		17.44
01120 - Housing Referral Assistant		21.53
01141 - Messenger Courier		14.20
01191 - Order Clerk I		18.00
01192 - Order Clerk II		19.90
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.02
01263 - Personnel Assistant (Employment) III		21.20
01270 - Production Control Clerk		23.39
01290 - Rental Clerk		14.75
01300 - Scheduler Maintenance		17.26
01311 - Secretary I		17.26

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01312 - Secretary II	19.31
01313 - Secretary III	21.53
01320 - Service Order Dispatcher	17.36
01410 - Supply Technician	29.37
01420 - Survey Worker	17.79
01460 - Switchboard Operator/Receptionist	13.02
01531 - Travel Clerk I	14.24
01532 - Travel Clerk II	15.38
01533 - Travel Clerk III	16.44
01611 - Word Processor I	16.20
01612 - Word Processor II	18.19
01613 - Word Processor III	20.35
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.75
07041 - Cook I	11.92
07042 - Cook II	13.84
07070 - Dishwasher	10.60
07130 - Food Service Worker	11.21
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	9.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.06
11060 - Elevator Operator	10.70
11090 - Gardener	17.42
11122 - Housekeeping Aide	10.70
11150 - Janitor	10.70
11210 - Laborer Grounds Maintenance	13.10
11240 - Maid or Houseman	9.76
11260 - Pruner	11.70
11270 - Tractor Operator	15.98
11330 - Trail Maintenance Worker	13.10
11360 - Window Cleaner	11.98
12000 - Health Occupations	
12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	20.64
12012 - Certified Occupational Therapist Assistant	34.54
12015 - Certified Physical Therapist Assistant	35.10
12020 - Dental Assistant	17.02
12025 - Dental Hygienist	35.52
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	16.58
12071 - Licensed Practical Nurse I	19.05

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12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	15.63
12130 - Medical Laboratory Technician	22.70
12160 - Medical Record Clerk	18.34
12190 - Medical Record Technician	20.52
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	39.75
12221 - Nursing Assistant I	12.53
12222 - Nursing Assistant II	14.09
12223 - Nursing Assistant III	15.38
12224 - Nursing Assistant IV	17.26
12235 - Optical Dispenser	16.79
12236 - Optical Technician	16.82
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	16.28
12305 - Radiologic Technologist	31.21
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	25.93
12320 - Substance Abuse Treatment Counselor	24.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.00
13012 - Exhibits Specialist II	27.25
13013 - Exhibits Specialist III	33.33
13041 - Illustrator I	21.02
13042 - Illustrator II	26.04
13043 - Illustrator III	31.85
13047 - Librarian	29.40
13050 - Library Aide/Clerk	13.23
13054 - Library Information Technology Systems Administrator	26.55
13058 - Library Technician	16.48
13061 - Media Specialist I	19.16
13062 - Media Specialist II	21.43
13063 - Media Specialist III	23.89
13071 - Photographer I	18.96
13072 - Photographer II	21.20
13073 - Photographer III	26.27
13074 - Photographer IV	32.13
13075 - Photographer V	38.87
13090 - Technical Order Library Clerk	16.62
13110 - Video Teleconference Technician	21.82
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.42
14042 - Computer Operator II	19.49
14043 - Computer Operator III	21.72
14044 - Computer Operator IV	24.14
14045 - Computer Operator V	26.57
14071 - Computer Programmer I	(see 1) 26.04
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.42
14160 - Personal Computer Support Technician	24.14
14170 - System Support Specialist	37.07
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.08
15020 - Aircrew Training Devices Instructor (Rated)	40.02

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15030 - Air Crew Training Devices Instructor (Pilot)	47.98
15050 - Computer Based Training Specialist / Instructor	33.08
15060 - Educational Technologist	34.80
15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.55
15086 - Maintenance Test Pilot Rotary Wing	47.55
15088 - Non-Maintenance Test/Co-Pilot	47.55
15090 - Technical Instructor	27.50
15095 - Technical Instructor/Course Developer	33.64
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.33
16030 - Counter Attendant	10.33
16040 - Dry Cleaner	13.25
16070 - Finisher Flatwork Machine	10.33
16090 - Presser Hand	10.33
16110 - Presser Machine Drycleaning	10.33
16130 - Presser Machine Shirts	10.33
16160 - Presser Machine Wearing Apparel Laundry	10.33
16190 - Sewing Machine Operator	14.01
16220 - Tailor	15.08
16250 - Washer Machine	11.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.05
19040 - Tool And Die Maker	25.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.85
21030 - Material Coordinator	23.39
21040 - Material Expediter	23.39
21050 - Material Handling Laborer	12.83
21071 - Order Filler	12.67
21080 - Production Line Worker (Food Processing)	16.85
21110 - Shipping Packer	16.27
21130 - Shipping/Receiving Clerk	16.27
21140 - Store Worker I	12.76
21150 - Stock Clerk	18.05
21210 - Tools And Parts Attendant	16.85
21410 - Warehouse Specialist	16.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.35
23019 - Aircraft Logs and Records Technician	27.09
23021 - Aircraft Mechanic I	32.91
23022 - Aircraft Mechanic II	34.35
23023 - Aircraft Mechanic III	35.83
23040 - Aircraft Mechanic Helper	23.00
23050 - Aircraft Painter	31.11
23060 - Aircraft Servicer	27.09
23070 - Aircraft Survival Flight Equipment Technician	31.11
23080 - Aircraft Worker	29.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.91
23110 - Appliance Mechanic	21.10
23120 - Bicycle Repairer	17.93
23125 - Cable Splicer	29.54
23130 - Carpenter Maintenance	19.71
23140 - Carpet Layer	20.97
23160 - Electrician Maintenance	26.70
23181 - Electronics Technician Maintenance I	25.40
23182 - Electronics Technician Maintenance II	27.16
23183 - Electronics Technician Maintenance III	28.72
23260 - Fabric Worker	20.41
23290 - Fire Alarm System Mechanic	24.66

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23310 - Fire Extinguisher Repairer	18.88
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.99
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	32.91
23381 - Ground Support Equipment Servicer	27.09
23382 - Ground Support Equipment Worker	29.10
23391 - Gunsmith I	18.88
23392 - Gunsmith II	21.92
23393 - Gunsmith III	24.79
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.48
23430 - Heavy Equipment Mechanic	23.95
23440 - Heavy Equipment Operator	19.91
23460 - Instrument Mechanic	28.46
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	12.83
23510 - Locksmith	23.47
23530 - Machinery Maintenance Mechanic	28.62
23550 - Machinist Maintenance	24.02
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	28.46
23592 - Metrology Technician II	29.70
23593 - Metrology Technician III	30.98
23640 - Millwright	26.77
23710 - Office Appliance Repairer	18.99
23760 - Painter Maintenance	18.99
23790 - Pipefitter Maintenance	27.23
23810 - Plumber Maintenance	25.74
23820 - Pneudraulic Systems Mechanic	24.79
23850 - Rigger	25.11
23870 - Scale Mechanic	21.92
23890 - Sheet-Metal Worker Maintenance	20.32
23910 - Small Engine Mechanic	19.63
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	30.88
23960 - Welder Combination Maintenance	23.11
23965 - Well Driller	23.54
23970 - Woodcraft Worker	24.79
23980 - Woodworker	18.88
24000 - Personal Needs Occupations	
24550 - Case Manager	18.06
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	9.21
24620 - Family Readiness And Support Services Coordinator	18.06
24630 - Homemaker	18.06
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	20.95
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	20.95
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.73
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	21.05
27010 - Court Security Officer	23.02
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	21.05
27070 - Firefighter	24.98
27101 - Guard I	12.52

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27102 - Guard II	17.90
27131 - Police Officer I	28.75
27132 - Police Officer II	31.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.69
28042 - Carnival Equipment Repairer	13.83
28043 - Carnival Worker	9.29
28210 - Gate Attendant/Gate Tender	13.94
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.38
28515 - Recreation Specialist	19.32
28630 - Sports Official	12.42
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.93
29020 - Hatch Tender	27.93
29030 - Line Handler	27.93
29041 - Stevedore I	26.00
29042 - Stevedore II	29.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.44
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.64
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.75
30021 - Archeological Technician I	21.56
30022 - Archeological Technician II	25.47
30023 - Archeological Technician III	30.62
30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	30.03
30051 - Cryogenic Technician I	26.94
30052 - Cryogenic Technician II	29.76
30061 - Drafter/CAD Operator I	21.56
30062 - Drafter/CAD Operator II	24.71
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.10
30081 - Engineering Technician I	20.02
30082 - Engineering Technician II	22.48
30083 - Engineering Technician III	25.15
30084 - Engineering Technician IV	31.09
30085 - Engineering Technician V	38.65
30086 - Engineering Technician VI	46.10
30090 - Environmental Technician	29.96
30095 - Evidence Control Specialist	24.33
30210 - Laboratory Technician	30.91
30221 - Latent Fingerprint Technician I	28.14
30222 - Latent Fingerprint Technician II	31.08
30240 - Mathematical Technician	33.68
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.12
30364 - Paralegal/Legal Assistant IV	41.27
30375 - Petroleum Supply Specialist	29.76
30390 - Photo-Optics Technician	30.62
30395 - Radiation Control Technician	29.76
30461 - Technical Writer I	26.27
30462 - Technical Writer II	32.12
30463 - Technical Writer III	38.86
30491 - Unexploded Ordnance (UXO) Technician I	28.24
30492 - Unexploded Ordnance (UXO) Technician II	34.17
30493 - Unexploded Ordnance (UXO) Technician III	40.96
30494 - Unexploded (UXO) Safety Escort	28.24
30495 - Unexploded (UXO) Sweep Personnel	28.24
30501 - Weather Forecaster I	29.63
30502 - Weather Forecaster II	36.05
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 27.56

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30621 - Weather Observer Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		34.17
31020 - Bus Aide		14.48
31030 - Bus Driver		20.82
31043 - Driver Courier		14.42
31260 - Parking and Lot Attendant		10.12
31290 - Shuttle Bus Driver		15.71
31310 - Taxi Driver		13.64
31361 - Truckdriver Light		15.71
31362 - Truckdriver Medium		18.98
31363 - Truckdriver Heavy		20.33
31364 - Truckdriver Tractor-Trailer		20.33
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.66
99030 - Cashier		10.28
99050 - Desk Clerk		11.72
99095 - Embalmer		34.72
99130 - Flight Follower		28.24
99251 - Laboratory Animal Caretaker I		11.66
99252 - Laboratory Animal Caretaker II		12.71
99260 - Marketing Analyst		35.05
99310 - Mortician		38.17
99410 - Pest Controller		18.07
99510 - Photofinishing Worker		16.80
99710 - Recycling Laborer		18.00
99711 - Recycling Specialist		21.97
99730 - Refuse Collector		16.08
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		14.04
99830 - Survey Party Chief		25.50
99831 - Surveying Aide		17.45
99832 - Surveying Technician		22.05
99840 - Vending Machine Attendant		12.81
99841 - Vending Machine Repairer		16.20
99842 - Vending Machine Repairer Helper		12.81

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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Daniel W. Simms Director		Wage Determination No.: 2015-5147 Revision No.: 10 Date Of Last Revision: 12/23/2019
Division of Wage Determinations		

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per 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 2020. 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 Hancock Harrison Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.61
01013 - Accounting Clerk III		17.46
01020 - Administrative Assistant		22.40
01035 - Court Reporter		17.13
01041 - Customer Service Representative I		11.33
01042 - Customer Service Representative II		12.74
01043 - Customer Service Representative III		13.90
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		15.97
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		12.13
01112 - General Clerk II		13.24
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		19.09
01141 - Messenger Courier		13.21
01191 - Order Clerk I		16.73
01192 - Order Clerk II		18.25
01261 - Personnel Assistant (Employment) I		14.60
01262 - Personnel Assistant (Employment) II		16.33
01263 - Personnel Assistant (Employment) III		18.20
01270 - Production Control Clerk		24.94
01290 - Rental Clerk		11.90
01300 - Scheduler Maintenance		15.31
01311 - Secretary I		15.31
01312 - Secretary II		17.13

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01313 - Secretary III	19.09
01320 - Service Order Dispatcher	14.27
01410 - Supply Technician	22.40
01420 - Survey Worker	13.89
01460 - Switchboard Operator/Receptionist	12.83
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.33
01612 - Word Processor II	14.97
01613 - Word Processor III	16.75
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	14.61
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.79
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	9.06
07130 - Food Service Worker	9.25
07210 - Meat Cutter	15.19
07260 - Waiter/Waitress	8.92
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.94
09040 - Furniture Handler	18.25
09080 - Furniture Refinisher	23.94
09090 - Furniture Refinisher Helper	20.31
09110 - Furniture Repairer Minor	22.16
09130 - Upholsterer	23.94
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.44
11060 - Elevator Operator	10.61
11090 - Gardener	14.93
11122 - Housekeeping Aide	10.61
11150 - Janitor	10.61
11210 - Laborer Grounds Maintenance	12.83
11240 - Maid or Houseman	9.24
11260 - Pruner	12.15
11270 - Tractor Operator	14.28
11330 - Trail Maintenance Worker	12.83
11360 - Window Cleaner	11.20
12000 - Health Occupations	
12010 - Ambulance Driver	20.42
12011 - Breath Alcohol Technician	18.09
12012 - Certified Occupational Therapist Assistant	24.82
12015 - Certified Physical Therapist Assistant	22.87
12020 - Dental Assistant	17.21
12025 - Dental Hygienist	32.45
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - Emergency Medical Technician	20.42
12071 - Licensed Practical Nurse I	16.17
12072 - Licensed Practical Nurse II	18.09

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12073 - Licensed Practical Nurse III	20.16
12100 - Medical Assistant	13.73
12130 - Medical Laboratory Technician	20.47
12160 - Medical Record Clerk	15.82
12190 - Medical Record Technician	17.70
12195 - Medical Transcriptionist	16.16
12210 - Nuclear Medicine Technologist	39.74
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.58
12223 - Nursing Assistant III	13.72
12224 - Nursing Assistant IV	15.41
12235 - Optical Dispenser	15.66
12236 - Optical Technician	14.24
12250 - Pharmacy Technician	15.92
12280 - Phlebotomist	16.27
12305 - Radiologic Technologist	24.27
12311 - Registered Nurse I	23.51
12312 - Registered Nurse II	28.76
12313 - Registered Nurse II Specialist	30.14
12314 - Registered Nurse III	34.79
12315 - Registered Nurse III Anesthetist	34.79
12316 - Registered Nurse IV	41.70
12317 - Scheduler (Drug and Alcohol Testing)	22.41
12320 - Substance Abuse Treatment Counselor	15.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.54
13012 - Exhibits Specialist II	21.72
13013 - Exhibits Specialist III	26.57
13041 - Illustrator I	17.54
13042 - Illustrator II	21.72
13043 - Illustrator III	26.57
13047 - Librarian	24.06
13050 - Library Aide/Clerk	10.15
13054 - Library Information Technology Systems Administrator	21.72
13058 - Library Technician	15.47
13061 - Media Specialist I	15.67
13062 - Media Specialist II	17.54
13063 - Media Specialist III	19.54
13071 - Photographer I	15.67
13072 - Photographer II	17.54
13073 - Photographer III	21.72
13074 - Photographer IV	26.57
13075 - Photographer V	32.14
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	18.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.28
14042 - Computer Operator II	17.09
14043 - Computer Operator III	19.04
14044 - Computer Operator IV	21.16
14045 - Computer Operator V	23.44
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	15.28
14160 - Personal Computer Support Technician	21.16
14170 - System Support Specialist	23.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.47
15020 - Aircrew Training Devices Instructor (Rated)	34.44
15030 - Air Crew Training Devices Instructor (Pilot)	41.28

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15050 - Computer Based Training Specialist / Instructor	28.47
15060 - Educational Technologist	34.34
15070 - Flight Instructor (Pilot)	41.28
15080 - Graphic Artist	19.42
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.28
15086 - Maintenance Test Pilot Rotary Wing	41.28
15088 - Non-Maintenance Test/Co-Pilot	41.28
15090 - Technical Instructor	25.83
15095 - Technical Instructor/Course Developer	31.60
15110 - Test Proctor	20.86
15120 - Tutor	20.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.89
16030 - Counter Attendant	9.89
16040 - Dry Cleaner	11.46
16070 - Finisher Flatwork Machine	9.89
16090 - Presser Hand	9.89
16110 - Presser Machine Drycleaning	9.89
16130 - Presser Machine Shirts	9.89
16160 - Presser Machine Wearing Apparel Laundry	9.89
16190 - Sewing Machine Operator	12.13
16220 - Tailor	12.85
16250 - Washer Machine	10.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.94
19040 - Tool And Die Maker	27.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.26
21030 - Material Coordinator	24.94
21040 - Material Expediter	24.94
21050 - Material Handling Laborer	12.97
21071 - Order Filler	12.75
21080 - Production Line Worker (Food Processing)	19.26
21110 - Shipping Packer	16.67
21130 - Shipping/Receiving Clerk	16.67
21140 - Store Worker I	15.36
21150 - Stock Clerk	18.21
21210 - Tools And Parts Attendant	19.26
21410 - Warehouse Specialist	19.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.90
23019 - Aircraft Logs and Records Technician	26.71
23021 - Aircraft Mechanic I	29.87
23022 - Aircraft Mechanic II	30.90
23023 - Aircraft Mechanic III	31.79
23040 - Aircraft Mechanic Helper	24.50
23050 - Aircraft Painter	28.87
23060 - Aircraft Servicer	26.71
23070 - Aircraft Survival Flight Equipment Technician	28.87
23080 - Aircraft Worker	27.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.87
23110 - Appliance Mechanic	23.94
23120 - Bicycle Repairer	18.11
23125 - Cable Splicer	30.38
23130 - Carpenter Maintenance	21.46
23140 - Carpet Layer	21.62
23160 - Electrician Maintenance	26.32
23181 - Electronics Technician Maintenance I	30.35
23182 - Electronics Technician Maintenance II	31.47
23183 - Electronics Technician Maintenance III	32.57
23260 - Fabric Worker	22.16
23290 - Fire Alarm System Mechanic	24.31
23310 - Fire Extinguisher Repairer	21.23

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23311 - Fuel Distribution System Mechanic	24.79
23312 - Fuel Distribution System Operator	20.42
23370 - General Maintenance Worker	16.03
23380 - Ground Support Equipment Mechanic	29.87
23381 - Ground Support Equipment Servicer	26.71
23382 - Ground Support Equipment Worker	27.84
23391 - Gunsmith I	21.23
23392 - Gunsmith II	23.08
23393 - Gunsmith III	24.77
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.21
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.90
23430 - Heavy Equipment Mechanic	25.75
23440 - Heavy Equipment Operator	20.25
23460 - Instrument Mechanic	24.77
23465 - Laboratory/Shelter Mechanic	23.94
23470 - Laborer	12.97
23510 - Locksmith	23.01
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist Maintenance	26.26
23580 - Maintenance Trades Helper	20.25
23591 - Metrology Technician I	24.77
23592 - Metrology Technician II	25.62
23593 - Metrology Technician III	26.36
23640 - Millwright	23.98
23710 - Office Appliance Repairer	18.39
23760 - Painter Maintenance	18.62
23790 - Pipefitter Maintenance	25.48
23810 - Plumber Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	24.77
23850 - Rigger	23.78
23870 - Scale Mechanic	23.08
23890 - Sheet-Metal Worker Maintenance	24.77
23910 - Small Engine Mechanic	15.59
23931 - Telecommunications Mechanic I	25.49
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	25.05
23960 - Welder Combination Maintenance	25.73
23965 - Well Driller	24.77
23970 - Woodcraft Worker	24.77
23980 - Woodworker	21.23
24000 - Personal Needs Occupations	
24550 - Case Manager	15.82
24570 - Child Care Attendant	10.21
24580 - Child Care Center Clerk	12.74
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services Coordinator	15.82
24630 - Homemaker	15.82
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.82
25040 - Sewage Plant Operator	18.25
25070 - Stationary Engineer	23.82
25190 - Ventilation Equipment Tender	19.54
25210 - Water Treatment Plant Operator	18.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.30
27007 - Baggage Inspector	12.91
27008 - Corrections Officer	14.58
27010 - Court Security Officer	17.26
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	14.58
27070 - Firefighter	18.47
27101 - Guard I	12.91
27102 - Guard II	15.38

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27131 - Police Officer I	19.14
27132 - Police Officer II	21.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.41
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Worker	9.71
28210 - Gate Attendant/Gate Tender	15.02
28310 - Lifeguard	12.71
28350 - Park Attendant (Aide)	16.80
28510 - Recreation Aide/Health Facility Attendant	12.26
28515 - Recreation Specialist	20.81
28630 - Sports Official	13.38
28690 - Swimming Pool Operator	17.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.83
29020 - Hatch Tender	25.83
29030 - Line Handler	25.83
29041 - Stevedore I	24.79
29042 - Stevedore II	26.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.06
30023 - Archeological Technician III	24.82
30030 - Cartographic Technician	26.10
30040 - Civil Engineering Technician	19.75
30051 - Cryogenic Technician I	23.44
30052 - Cryogenic Technician II	25.89
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
30084 - Engineering Technician IV	25.28
30085 - Engineering Technician V	31.68
30086 - Engineering Technician VI	37.41
30090 - Environmental Technician	23.70
30095 - Evidence Control Specialist	21.16
30210 - Laboratory Technician	24.89
30221 - Latent Fingerprint Technician I	23.44
30222 - Latent Fingerprint Technician II	25.89
30240 - Mathematical Technician	25.12
30361 - Paralegal/Legal Assistant I	17.66
30362 - Paralegal/Legal Assistant II	21.88
30363 - Paralegal/Legal Assistant III	26.76
30364 - Paralegal/Legal Assistant IV	32.38
30375 - Petroleum Supply Specialist	25.89
30390 - Photo-Optics Technician	25.12
30395 - Radiation Control Technician	25.89
30461 - Technical Writer I	27.93
30462 - Technical Writer II	29.20
30463 - Technical Writer III	35.32
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	28.86
30502 - Weather Forecaster II	35.10
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.45
30621 - Weather Observer Senior	(see 2) 25.12

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31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	11.48
31030 - Bus Driver	14.48
31043 - Driver Courier	12.93
31260 - Parking and Lot Attendant	9.08
31290 - Shuttle Bus Driver	13.52
31310 - Taxi Driver	11.13
31361 - Truckdriver Light	13.52
31362 - Truckdriver Medium	15.35
31363 - Truckdriver Heavy	18.33
31364 - Truckdriver Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.11
99050 - Desk Clerk	10.60
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	13.95
99260 - Marketing Analyst	23.73
99310 - Mortician	24.65
99410 - Pest Controller	18.21
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	16.19
99711 - Recycling Specialist	17.97
99730 - Refuse Collector	14.81
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	16.24
99830 - Survey Party Chief	24.15
99831 - Surveying Aide	15.97
99832 - Surveying Technician	21.93
99840 - Vending Machine Attendant	15.39
99841 - Vending Machine Repairer	17.48
99842 - Vending Machine Repairer Helper	15.39

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

\$786.93 per month

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

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

VACATION: 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 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))."