

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210  Wage Determination No.: 2015-4349 Revision No.: 13 Date Of Last Revision: 12/21/2020
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: West Virginia

Area: West Virginia Counties of Monongalia Preston

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		25.50
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.50
01042 - Customer Service Representative II		12.93
01043 - Customer Service Representative III		14.11
01051 - Data Entry Operator I		12.60
01052 - Data Entry Operator II		13.75
01060 - Dispatcher Motor Vehicle		17.80
01070 - Document Preparation Clerk		14.11
01090 - Duplicating Machine Operator		14.11
01111 - General Clerk I		12.60
01112 - General Clerk II		13.75
01113 - General Clerk III		15.43
01120 - Housing Referral Assistant		19.75
01141 - Messenger Courier		12.35
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		21.37
01290 - Rental Clerk		11.99
01300 - Scheduler Maintenance		15.84
01311 - Secretary I		15.84
01312 - Secretary II		17.72
01313 - Secretary III		19.75

01320 - Service Order Dispatcher	15.91
01410 - Supply Technician	25.50
01420 - Survey Worker	14.75
01460 - Switchboard Operator/Receptionist	12.13
01531 - Travel Clerk I	13.34
01532 - Travel Clerk II	14.25
01533 - Travel Clerk III	15.23
01611 - Word Processor I	14.11
01612 - Word Processor II	15.84
01613 - Word Processor III	17.72
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.42
05010 - Automotive Electrician	15.76
05040 - Automotive Glass Installer	14.80
05070 - Automotive Worker	14.80
05110 - Mobile Equipment Servicer	13.17
05130 - Motor Equipment Metal Mechanic	16.53
05160 - Motor Equipment Metal Worker	14.80
05190 - Motor Vehicle Mechanic	16.53
05220 - Motor Vehicle Mechanic Helper	12.61
05250 - Motor Vehicle Upholstery Worker	13.88
05280 - Motor Vehicle Wrecker	14.80
05310 - Painter Automotive	15.76
05340 - Radiator Repair Specialist	14.80
05370 - Tire Repairer	12.91
05400 - Transmission Repair Specialist	16.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.81
07041 - Cook I	13.23
07042 - Cook II	15.16
07070 - Dishwasher	11.04
07130 - Food Service Worker	10.70
07210 - Meat Cutter	14.87
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	13.80
09080 - Furniture Refinisher	19.60
09090 - Furniture Refinisher Helper	16.56
09110 - Furniture Repairer Minor	19.24
09130 - Upholsterer	19.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.63
11060 - Elevator Operator	11.63
11090 - Gardener	17.36
11122 - Housekeeping Aide	12.03
11150 - Janitor	12.03
11210 - Laborer Grounds Maintenance	13.36
11240 - Maid or Houseman	10.40
11260 - Pruner	12.11
11270 - Tractor Operator	16.06
11330 - Trail Maintenance Worker	13.36
11360 - Window Cleaner	13.27
12000 - Health Occupations	
12010 - Ambulance Driver	14.96
12011 - Breath Alcohol Technician	17.57
12012 - Certified Occupational Therapist Assistant	24.10
12015 - Certified Physical Therapist Assistant	23.96
12020 - Dental Assistant	17.30
12025 - Dental Hygienist	28.48
12030 - EKG Technician	24.55
12035 - Electroneurodiagnostic Technologist	24.55
12040 - Emergency Medical Technician	14.96
12071 - Licensed Practical Nurse I	15.70
12072 - Licensed Practical Nurse II	17.57

12073 - Licensed Practical Nurse III	19.59
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	23.00
12160 - Medical Record Clerk	15.21
12190 - Medical Record Technician	20.60
12195 - Medical Transcriptionist	17.06
12210 - Nuclear Medicine Technologist	36.98
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	17.57
12236 - Optical Technician	15.70
12250 - Pharmacy Technician	13.92
12280 - Phlebotomist	14.14
12305 - Radiologic Technologist	24.48
12311 - Registered Nurse I	22.63
12312 - Registered Nurse II	27.68
12313 - Registered Nurse II Specialist	27.68
12314 - Registered Nurse III	33.48
12315 - Registered Nurse III Anesthetist	33.48
12316 - Registered Nurse IV	40.13
12317 - Scheduler (Drug and Alcohol Testing)	21.76
12320 - Substance Abuse Treatment Counselor	21.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.14
13012 - Exhibits Specialist II	24.94
13013 - Exhibits Specialist III	30.51
13041 - Illustrator I	20.14
13042 - Illustrator II	24.94
13043 - Illustrator III	30.51
13047 - Librarian	27.63
13050 - Library Aide/Clerk	12.54
13054 - Library Information Technology Systems Administrator	24.94
13058 - Library Technician	18.68
13061 - Media Specialist I	18.00
13062 - Media Specialist II	20.14
13063 - Media Specialist III	22.44
13071 - Photographer I	18.00
13072 - Photographer II	20.14
13073 - Photographer III	24.94
13074 - Photographer IV	30.51
13075 - Photographer V	36.91
13090 - Technical Order Library Clerk	19.04
13110 - Video Teleconference Technician	18.00
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.63
14042 - Computer Operator II	16.37
14043 - Computer Operator III	18.25
14044 - Computer Operator IV	20.28
14045 - Computer Operator V	22.45
14071 - Computer Programmer I	(see 1) 20.98
14072 - Computer Programmer II	(see 1) 25.98
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.63
14160 - Personal Computer Support Technician	20.61
14170 - System Support Specialist	25.87
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.30
15020 - Aircrew Training Devices Instructor (Rated)	35.44

15030 - Air Crew Training Devices Instructor (Pilot)	42.48
15050 - Computer Based Training Specialist / Instructor	29.30
15060 - Educational Technologist	26.52
15070 - Flight Instructor (Pilot)	42.48
15080 - Graphic Artist	22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.48
15086 - Maintenance Test Pilot Rotary Wing	42.48
15088 - Non-Maintenance Test/Co-Pilot	42.48
15090 - Technical Instructor	20.98
15095 - Technical Instructor/Course Developer	26.06
15110 - Test Proctor	17.19
15120 - Tutor	17.19
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.19
16030 - Counter Attendant	10.19
16040 - Dry Cleaner	12.63
16070 - Finisher Flatwork Machine	10.19
16090 - Presser Hand	10.19
16110 - Presser Machine Drycleaning	10.19
16130 - Presser Machine Shirts	10.19
16160 - Presser Machine Wearing Apparel Laundry	10.19
16190 - Sewing Machine Operator	13.54
16220 - Tailor	14.42
16250 - Washer Machine	10.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.81
19040 - Tool And Die Maker	26.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.31
21030 - Material Coordinator	21.37
21040 - Material Expediter	21.37
21050 - Material Handling Laborer	11.77
21071 - Order Filler	11.09
21080 - Production Line Worker (Food Processing)	17.31
21110 - Shipping Packer	22.34
21130 - Shipping/Receiving Clerk	22.34
21140 - Store Worker I	12.99
21150 - Stock Clerk	17.49
21210 - Tools And Parts Attendant	17.31
21410 - Warehouse Specialist	17.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.11
23019 - Aircraft Logs and Records Technician	19.35
23021 - Aircraft Mechanic I	22.90
23022 - Aircraft Mechanic II	24.11
23023 - Aircraft Mechanic III	25.14
23040 - Aircraft Mechanic Helper	17.81
23050 - Aircraft Painter	21.83
23060 - Aircraft Servicer	19.35
23070 - Aircraft Survival Flight Equipment Technician	21.83
23080 - Aircraft Worker	20.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.90
23110 - Appliance Mechanic	21.83
23120 - Bicycle Repairer	17.89
23125 - Cable Splicer	27.84
23130 - Carpenter Maintenance	20.56
23140 - Carpet Layer	20.51
23160 - Electrician Maintenance	26.83
23181 - Electronics Technician Maintenance I	20.51
23182 - Electronics Technician Maintenance II	21.96
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	19.24

23290 - Fire Alarm System Mechanic	22.90
23310 - Fire Extinguisher Repairer	17.89
23311 - Fuel Distribution System Mechanic	22.90
23312 - Fuel Distribution System Operator	17.89
23370 - General Maintenance Worker	16.86
23380 - Ground Support Equipment Mechanic	22.90
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.51
23391 - Gunsmith I	17.89
23392 - Gunsmith II	20.51
23393 - Gunsmith III	22.90
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.67
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.76
23430 - Heavy Equipment Mechanic	20.42
23440 - Heavy Equipment Operator	24.83
23460 - Instrument Mechanic	22.90
23465 - Laboratory/Shelter Mechanic	21.83
23470 - Laborer	11.77
23510 - Locksmith	21.83
23530 - Machinery Maintenance Mechanic	26.70
23550 - Machinist Maintenance	19.08
23580 - Maintenance Trades Helper	15.15
23591 - Metrology Technician I	22.90
23592 - Metrology Technician II	24.11
23593 - Metrology Technician III	25.14
23640 - Millwright	22.90
23710 - Office Appliance Repairer	21.83
23760 - Painter Maintenance	21.83
23790 - Pipefitter Maintenance	22.80
23810 - Plumber Maintenance	22.80
23820 - Pneudraulic Systems Mechanic	22.90
23850 - Rigger	22.90
23870 - Scale Mechanic	20.51
23890 - Sheet-Metal Worker Maintenance	22.90
23910 - Small Engine Mechanic	20.51
23931 - Telecommunications Mechanic I	22.89
23932 - Telecommunications Mechanic II	24.09
23950 - Telephone Lineman	27.41
23960 - Welder Combination Maintenance	19.95
23965 - Well Driller	22.90
23970 - Woodcraft Worker	22.90
23980 - Woodworker	17.89
24000 - Personal Needs Occupations	
24550 - Case Manager	13.34
24570 - Child Care Attendant	9.88
24580 - Child Care Center Clerk	12.33
24610 - Chore Aide	10.45
24620 - Family Readiness And Support Services Coordinator	13.34
24630 - Homemaker	13.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.90
25040 - Sewage Plant Operator	17.98
25070 - Stationary Engineer	22.90
25190 - Ventilation Equipment Tender	16.60
25210 - Water Treatment Plant Operator	17.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.70
27007 - Baggage Inspector	13.30
27008 - Corrections Officer	22.12
27010 - Court Security Officer	17.27
27030 - Detection Dog Handler	15.05
27040 - Detention Officer	22.12

27070 - Firefighter	21.82
27101 - Guard I	13.30
27102 - Guard II	15.05
27131 - Police Officer I	20.32
27132 - Police Officer II	22.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.69
28042 - Carnival Equipment Repairer	13.72
28043 - Carnival Worker	9.57
28210 - Gate Attendant/Gate Tender	15.02
28310 - Lifeguard	13.39
28350 - Park Attendant (Aide)	16.81
28510 - Recreation Aide/Health Facility Attendant	12.27
28515 - Recreation Specialist	20.82
28630 - Sports Official	13.39
28690 - Swimming Pool Operator	16.17
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.81
29020 - Hatch Tender	24.81
29030 - Line Handler	24.81
29041 - Stevedore I	23.25
29042 - Stevedore II	26.39
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	18.95
30022 - Archeological Technician II	21.20
30023 - Archeological Technician III	26.27
30030 - Cartographic Technician	26.27
30040 - Civil Engineering Technician	24.13
30051 - Cryogenic Technician I	26.73
30052 - Cryogenic Technician II	29.52
30061 - Drafter/CAD Operator I	18.95
30062 - Drafter/CAD Operator II	21.20
30063 - Drafter/CAD Operator III	23.64
30064 - Drafter/CAD Operator IV	28.05
30081 - Engineering Technician I	15.68
30082 - Engineering Technician II	17.59
30083 - Engineering Technician III	22.90
30084 - Engineering Technician IV	25.79
30085 - Engineering Technician V	31.55
30086 - Engineering Technician VI	38.17
30090 - Environmental Technician	20.93
30095 - Evidence Control Specialist	24.13
30210 - Laboratory Technician	25.55
30221 - Latent Fingerprint Technician I	26.73
30222 - Latent Fingerprint Technician II	29.52
30240 - Mathematical Technician	26.27
30361 - Paralegal/Legal Assistant I	18.26
30362 - Paralegal/Legal Assistant II	22.61
30363 - Paralegal/Legal Assistant III	27.67
30364 - Paralegal/Legal Assistant IV	33.47
30375 - Petroleum Supply Specialist	29.52
30390 - Photo-Optics Technician	26.27
30395 - Radiation Control Technician	29.52
30461 - Technical Writer I	24.82
30462 - Technical Writer II	30.36
30463 - Technical Writer III	36.73
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	28.05

30502 - Weather Forecaster II	34.12
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.64
30621 - Weather Observer Senior	(see 2) 26.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	12.18
31030 - Bus Driver	17.02
31043 - Driver Courier	13.48
31260 - Parking and Lot Attendant	11.47
31290 - Shuttle Bus Driver	14.57
31310 - Taxi Driver	11.89
31361 - Truckdriver Light	14.57
31362 - Truckdriver Medium	15.66
31363 - Truckdriver Heavy	19.07
31364 - Truckdriver Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.89
99050 - Desk Clerk	10.78
99095 - Embalmer	30.90
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.48
99252 - Laboratory Animal Caretaker II	14.52
99260 - Marketing Analyst	26.51
99310 - Mortician	30.90
99410 - Pest Controller	21.52
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.55
99711 - Recycling Specialist	17.92
99730 - Refuse Collector	14.08
99810 - Sales Clerk	10.95
99820 - School Crossing Guard	14.47
99830 - Survey Party Chief	22.40
99831 - Surveying Aide	13.86
99832 - Surveying Technician	19.02
99840 - Vending Machine Attendant	18.36
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	18.36

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER 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.: 2015-4235 Revision No.: 14 Date Of Last Revision: 12/21/2020
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Pennsylvania

Area: Pennsylvania Counties of Allegheny Armstrong Beaver Butler Fayette Washington Westmoreland

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.81
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		26.76
01035 - Court Reporter		19.56
01041 - Customer Service Representative I		13.46
01042 - Customer Service Representative II		15.14
01043 - Customer Service Representative III		16.52
01051 - Data Entry Operator I		14.31
01052 - Data Entry Operator II		15.61
01060 - Dispatcher Motor Vehicle		20.86
01070 - Document Preparation Clerk		16.76
01090 - Duplicating Machine Operator		16.76
01111 - General Clerk I		13.49
01112 - General Clerk II		14.73
01113 - General Clerk III		16.53
01120 - Housing Referral Assistant		21.24
01141 - Messenger Courier		13.92
01191 - Order Clerk I		16.41
01192 - Order Clerk II		17.91
01261 - Personnel Assistant (Employment) I		16.18
01262 - Personnel Assistant (Employment) II		18.09
01263 - Personnel Assistant (Employment) III		20.18
01270 - Production Control Clerk		23.89
01290 - Rental Clerk		15.53
01300 - Scheduler Maintenance		17.03
01311 - Secretary I		17.03
01312 - Secretary II		19.05

01313 - Secretary III	21.24
01320 - Service Order Dispatcher	18.64
01410 - Supply Technician	26.76
01420 - Survey Worker	16.95
01460 - Switchboard Operator/Receptionist	13.10
01531 - Travel Clerk I	15.26
01532 - Travel Clerk II	16.38
01533 - Travel Clerk III	17.57
01611 - Word Processor I	13.97
01612 - Word Processor II	15.68
01613 - Word Processor III	17.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.14
05010 - Automotive Electrician	19.36
05040 - Automotive Glass Installer	18.34
05070 - Automotive Worker	18.34
05110 - Mobile Equipment Servicer	16.23
05130 - Motor Equipment Metal Mechanic	20.26
05160 - Motor Equipment Metal Worker	18.34
05190 - Motor Vehicle Mechanic	20.26
05220 - Motor Vehicle Mechanic Helper	15.23
05250 - Motor Vehicle Upholstery Worker	17.32
05280 - Motor Vehicle Wrecker	18.34
05310 - Painter Automotive	19.36
05340 - Radiator Repair Specialist	18.34
05370 - Tire Repairer	14.37
05400 - Transmission Repair Specialist	20.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.68
07041 - Cook I	13.87
07042 - Cook II	15.67
07070 - Dishwasher	10.39
07130 - Food Service Worker	11.13
07210 - Meat Cutter	16.01
07260 - Waiter/Waitress	11.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.62
09040 - Furniture Handler	12.62
09080 - Furniture Refinisher	17.27
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer Minor	15.47
09130 - Upholsterer	19.92
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.06
11060 - Elevator Operator	13.72
11090 - Gardener	17.34
11122 - Housekeeping Aide	13.72
11150 - Janitor	13.72
11210 - Laborer Grounds Maintenance	14.07
11240 - Maid or Houseman	11.50
11260 - Pruner	13.01
11270 - Tractor Operator	16.20
11330 - Trail Maintenance Worker	14.07
11360 - Window Cleaner	14.84
12000 - Health Occupations	
12010 - Ambulance Driver	17.53
12011 - Breath Alcohol Technician	19.65
12012 - Certified Occupational Therapist Assistant	25.84
12015 - Certified Physical Therapist Assistant	27.29
12020 - Dental Assistant	17.76
12025 - Dental Hygienist	31.86
12030 - EKG Technician	23.63
12035 - Electroneurodiagnostic Technologist	23.63
12040 - Emergency Medical Technician	17.53
12071 - Licensed Practical Nurse I	17.57

12072 - Licensed Practical Nurse II	19.65
12073 - Licensed Practical Nurse III	21.90
12100 - Medical Assistant	15.36
12130 - Medical Laboratory Technician	23.02
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	19.40
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	30.48
12221 - Nursing Assistant I	11.71
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.12
12235 - Optical Dispenser	17.49
12236 - Optical Technician	16.06
12250 - Pharmacy Technician	14.25
12280 - Phlebotomist	16.73
12305 - Radiologic Technologist	24.04
12311 - Registered Nurse I	25.80
12312 - Registered Nurse II	31.55
12313 - Registered Nurse II Specialist	31.55
12314 - Registered Nurse III	38.17
12315 - Registered Nurse III Anesthetist	38.17
12316 - Registered Nurse IV	45.75
12317 - Scheduler (Drug and Alcohol Testing)	24.34
12320 - Substance Abuse Treatment Counselor	21.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	27.77
13013 - Exhibits Specialist III	29.81
13041 - Illustrator I	19.11
13042 - Illustrator II	24.36
13043 - Illustrator III	27.75
13047 - Librarian	25.93
13050 - Library Aide/Clerk	10.34
13054 - Library Information Technology Systems Administrator	23.28
13058 - Library Technician	16.06
13061 - Media Specialist I	16.89
13062 - Media Specialist II	18.90
13063 - Media Specialist III	21.07
13071 - Photographer I	14.91
13072 - Photographer II	18.25
13073 - Photographer III	21.51
13074 - Photographer IV	25.29
13075 - Photographer V	30.59
13090 - Technical Order Library Clerk	12.96
13110 - Video Teleconference Technician	23.14
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.79
14043 - Computer Operator III	19.84
14044 - Computer Operator IV	22.05
14045 - Computer Operator V	24.41
14071 - Computer Programmer I	(see 1) 22.35
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	15.90
14160 - Personal Computer Support Technician	22.05
14170 - System Support Specialist	28.26
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.72

15020 - Aircrew Training Devices Instructor (Rated)	34.74
15030 - Air Crew Training Devices Instructor (Pilot)	41.65
15050 - Computer Based Training Specialist / Instructor	28.12
15060 - Educational Technologist	31.06
15070 - Flight Instructor (Pilot)	41.65
15080 - Graphic Artist	25.83
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.65
15086 - Maintenance Test Pilot Rotary Wing	41.65
15088 - Non-Maintenance Test/Co-Pilot	41.65
15090 - Technical Instructor	23.50
15095 - Technical Instructor/Course Developer	28.74
15110 - Test Proctor	18.97
15120 - Tutor	18.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.35
16030 - Counter Attendant	10.35
16040 - Dry Cleaner	12.92
16070 - Finisher Flatwork Machine	10.35
16090 - Presser Hand	10.35
16110 - Presser Machine Drycleaning	10.35
16130 - Presser Machine Shirts	10.35
16160 - Presser Machine Wearing Apparel Laundry	10.35
16190 - Sewing Machine Operator	13.75
16220 - Tailor	14.60
16250 - Washer Machine	11.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.35
19040 - Tool And Die Maker	22.78
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.33
21030 - Material Coordinator	23.89
21040 - Material Expediter	23.89
21050 - Material Handling Laborer	18.10
21071 - Order Filler	15.28
21080 - Production Line Worker (Food Processing)	20.33
21110 - Shipping Packer	17.09
21130 - Shipping/Receiving Clerk	17.09
21140 - Store Worker I	15.46
21150 - Stock Clerk	19.61
21210 - Tools And Parts Attendant	20.33
21410 - Warehouse Specialist	20.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.80
23019 - Aircraft Logs and Records Technician	31.86
23021 - Aircraft Mechanic I	36.30
23022 - Aircraft Mechanic II	37.80
23023 - Aircraft Mechanic III	39.61
23040 - Aircraft Mechanic Helper	28.70
23050 - Aircraft Painter	35.57
23060 - Aircraft Servicer	31.86
23070 - Aircraft Survival Flight Equipment Technician	35.57
23080 - Aircraft Worker	33.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.30
23110 - Appliance Mechanic	25.44
23120 - Bicycle Repairer	13.96
23125 - Cable Splicer	39.09
23130 - Carpenter Maintenance	29.80
23140 - Carpet Layer	21.70
23160 - Electrician Maintenance	32.52
23181 - Electronics Technician Maintenance I	26.67
23182 - Electronics Technician Maintenance II	28.14
23183 - Electronics Technician Maintenance III	29.46

23260 - Fabric Worker	24.96
23290 - Fire Alarm System Mechanic	23.12
23310 - Fire Extinguisher Repairer	23.38
23311 - Fuel Distribution System Mechanic	32.11
23312 - Fuel Distribution System Operator	25.72
23370 - General Maintenance Worker	18.77
23380 - Ground Support Equipment Mechanic	36.30
23381 - Ground Support Equipment Servicer	31.86
23382 - Ground Support Equipment Worker	33.67
23391 - Gunsmith I	23.38
23392 - Gunsmith II	26.43
23393 - Gunsmith III	29.19
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.53
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.41
23430 - Heavy Equipment Mechanic	26.18
23440 - Heavy Equipment Operator	26.43
23460 - Instrument Mechanic	28.68
23465 - Laboratory/Shelter Mechanic	27.89
23470 - Laborer	14.78
23510 - Locksmith	24.51
23530 - Machinery Maintenance Mechanic	24.85
23550 - Machinist Maintenance	21.41
23580 - Maintenance Trades Helper	16.43
23591 - Metrology Technician I	28.68
23592 - Metrology Technician II	29.71
23593 - Metrology Technician III	31.01
23640 - Millwright	27.32
23710 - Office Appliance Repairer	19.71
23760 - Painter Maintenance	22.89
23790 - Pipefitter Maintenance	29.62
23810 - Plumber Maintenance	28.02
23820 - Pneudraulic Systems Mechanic	29.19
23850 - Rigger	25.56
23870 - Scale Mechanic	26.43
23890 - Sheet-Metal Worker Maintenance	31.34
23910 - Small Engine Mechanic	17.11
23931 - Telecommunications Mechanic I	29.59
23932 - Telecommunications Mechanic II	30.64
23950 - Telephone Lineman	35.16
23960 - Welder Combination Maintenance	22.50
23965 - Well Driller	24.51
23970 - Woodcraft Worker	29.19
23980 - Woodworker	23.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.41
24570 - Child Care Attendant	11.02
24580 - Child Care Center Clerk	13.74
24610 - Chore Aide	11.63
24620 - Family Readiness And Support Services Coordinator	16.41
24630 - Homemaker	16.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.32
25040 - Sewage Plant Operator	27.64
25070 - Stationary Engineer	27.32
25190 - Ventilation Equipment Tender	20.45
25210 - Water Treatment Plant Operator	27.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.75
27007 - Baggage Inspector	12.73
27008 - Corrections Officer	29.29
27010 - Court Security Officer	28.84
27030 - Detection Dog Handler	14.84



27040 - Detention Officer	29.29
27070 - Firefighter	28.39
27101 - Guard I	12.73
27102 - Guard II	14.84
27131 - Police Officer I	28.79
27132 - Police Officer II	32.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Worker	9.28
28210 - Gate Attendant/Gate Tender	13.83
28310 - Lifeguard	10.94
28350 - Park Attendant (Aide)	15.47
28510 - Recreation Aide/Health Facility Attendant	11.29
28515 - Recreation Specialist	18.74
28630 - Sports Official	12.32
28690 - Swimming Pool Operator	18.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.40
29020 - Hatch Tender	23.40
29030 - Line Handler	23.40
29041 - Stevedore I	22.11
29042 - Stevedore II	24.66
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.08
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.32
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.19
30021 - Archeological Technician I	18.25
30022 - Archeological Technician II	20.41
30023 - Archeological Technician III	24.87
30030 - Cartographic Technician	25.30
30040 - Civil Engineering Technician	27.50
30051 - Cryogenic Technician I	26.59
30052 - Cryogenic Technician II	28.76
30061 - Drafter/CAD Operator I	18.25
30062 - Drafter/CAD Operator II	20.41
30063 - Drafter/CAD Operator III	22.77
30064 - Drafter/CAD Operator IV	28.00
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.06
30083 - Engineering Technician III	20.98
30084 - Engineering Technician IV	24.78
30085 - Engineering Technician V	30.31
30086 - Engineering Technician VI	36.67
30090 - Environmental Technician	23.52
30095 - Evidence Control Specialist	23.52
30210 - Laboratory Technician	21.77
30221 - Latent Fingerprint Technician I	25.94
30222 - Latent Fingerprint Technician II	28.66
30240 - Mathematical Technician	25.30
30361 - Paralegal/Legal Assistant I	19.93
30362 - Paralegal/Legal Assistant II	24.70
30363 - Paralegal/Legal Assistant III	30.21
30364 - Paralegal/Legal Assistant IV	33.89
30375 - Petroleum Supply Specialist	28.76
30390 - Photo-Optics Technician	26.70
30395 - Radiation Control Technician	28.66
30461 - Technical Writer I	23.84
30462 - Technical Writer II	29.16
30463 - Technical Writer III	35.28
30491 - Unexploded Ordnance (UXO) Technician I	26.10
30492 - Unexploded Ordnance (UXO) Technician II	31.58
30493 - Unexploded Ordnance (UXO) Technician III	37.85
30494 - Unexploded (UXO) Safety Escort	26.10
30495 - Unexploded (UXO) Sweep Personnel	26.10

30501 - Weather Forecaster I	26.60
30502 - Weather Forecaster II	31.68
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.77
30621 - Weather Observer Senior	(see 2) 25.30
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.58
31020 - Bus Aide	19.42
31030 - Bus Driver	24.49
31043 - Driver Courier	14.05
31260 - Parking and Lot Attendant	11.16
31290 - Shuttle Bus Driver	15.03
31310 - Taxi Driver	12.42
31361 - Truckdriver Light	15.03
31362 - Truckdriver Medium	17.07
31363 - Truckdriver Heavy	23.34
31364 - Truckdriver Tractor-Trailer	23.34
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.40
99030 - Cashier	9.89
99050 - Desk Clerk	11.21
99095 - Embalmer	27.76
99130 - Flight Follower	26.10
99251 - Laboratory Animal Caretaker I	14.83
99252 - Laboratory Animal Caretaker II	15.87
99260 - Marketing Analyst	29.87
99310 - Mortician	27.76
99410 - Pest Controller	17.92
99510 - Photofinishing Worker	15.95
99710 - Recycling Laborer	21.32
99711 - Recycling Specialist	24.55
99730 - Refuse Collector	19.71
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	13.07
99830 - Survey Party Chief	23.88
99831 - Surveying Aide	14.23
99832 - Surveying Technician	21.71
99840 - Vending Machine Attendant	14.01
99841 - Vending Machine Repairer	16.78
99842 - Vending Machine Repairer Helper	14.01

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Conformance Process:**

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

included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210  Wage Determination No.: 2015-5587 Revision No.: 11 Date Of Last Revision: 12/21/2020
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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Oregon

Area: Oregon County of Linn

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.24
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.13
01020 - Administrative Assistant		25.73
01035 - Court Reporter		19.36
01041 - Customer Service Representative I		12.98
01042 - Customer Service Representative II		14.59
01043 - Customer Service Representative III		15.92
01051 - Data Entry Operator I		14.13
01052 - Data Entry Operator II		15.41
01060 - Dispatcher Motor Vehicle		26.47
01070 - Document Preparation Clerk		15.41
01090 - Duplicating Machine Operator		15.41
01111 - General Clerk I		13.93
01112 - General Clerk II		15.20
01113 - General Clerk III		17.06
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.76
01191 - Order Clerk I		15.27
01192 - Order Clerk II		16.65
01261 - Personnel Assistant (Employment) I		17.80
01262 - Personnel Assistant (Employment) II		19.90
01263 - Personnel Assistant (Employment) III		22.19
01270 - Production Control Clerk		24.49
01290 - Rental Clerk		15.07
01300 - Scheduler Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.36
01313 - Secretary III		21.57

01320 - Service Order Dispatcher	23.67
01410 - Supply Technician	25.73
01420 - Survey Worker	17.01
01460 - Switchboard Operator/Receptionist	14.80
01531 - Travel Clerk I	14.15
01532 - Travel Clerk II	15.40
01533 - Travel Clerk III	16.62
01611 - Word Processor I	15.40
01612 - Word Processor II	17.30
01613 - Word Processor III	19.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.79
05010 - Automotive Electrician	19.03
05040 - Automotive Glass Installer	17.98
05070 - Automotive Worker	17.98
05110 - Mobile Equipment Servicer	15.86
05130 - Motor Equipment Metal Mechanic	20.08
05160 - Motor Equipment Metal Worker	17.98
05190 - Motor Vehicle Mechanic	20.08
05220 - Motor Vehicle Mechanic Helper	14.81
05250 - Motor Vehicle Upholstery Worker	16.89
05280 - Motor Vehicle Wrecker	17.98
05310 - Painter Automotive	19.03
05340 - Radiator Repair Specialist	17.98
05370 - Tire Repairer	16.13
05400 - Transmission Repair Specialist	20.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.62
07041 - Cook I	15.07
07042 - Cook II	17.10
07070 - Dishwasher	12.04
07130 - Food Service Worker	13.00
07210 - Meat Cutter	17.23
07260 - Waiter/Waitress	11.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.86
09040 - Furniture Handler	14.10
09080 - Furniture Refinisher	18.86
09090 - Furniture Refinisher Helper	14.83
09110 - Furniture Repairer Minor	16.74
09130 - Upholsterer	18.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.20
11060 - Elevator Operator	14.70
11090 - Gardener	18.55
11122 - Housekeeping Aide	14.70
11150 - Janitor	14.70
11210 - Laborer Grounds Maintenance	14.85
11240 - Maid or Houseman	12.14
11260 - Pruner	13.64
11270 - Tractor Operator	17.31
11330 - Trail Maintenance Worker	14.85
11360 - Window Cleaner	16.00
12000 - Health Occupations	
12010 - Ambulance Driver	20.00
12011 - Breath Alcohol Technician	24.35
12012 - Certified Occupational Therapist Assistant	33.67
12015 - Certified Physical Therapist Assistant	33.67
12020 - Dental Assistant	22.65
12025 - Dental Hygienist	42.58
12030 - EKG Technician	37.20
12035 - Electroneurodiagnostic Technologist	37.20
12040 - Emergency Medical Technician	20.00
12071 - Licensed Practical Nurse I	21.94
12072 - Licensed Practical Nurse II	24.99



12073 - Licensed Practical Nurse III	27.36
12100 - Medical Assistant	17.56
12130 - Medical Laboratory Technician	21.94
12160 - Medical Record Clerk	15.49
12190 - Medical Record Technician	30.61
12195 - Medical Transcriptionist	21.94
12210 - Nuclear Medicine Technologist	53.94
12221 - Nursing Assistant I	12.95
12222 - Nursing Assistant II	14.56
12223 - Nursing Assistant III	15.89
12224 - Nursing Assistant IV	17.83
12235 - Optical Dispenser	23.51
12236 - Optical Technician	21.94
12250 - Pharmacy Technician	21.46
12280 - Phlebotomist	19.83
12305 - Radiologic Technologist	39.36
12311 - Registered Nurse I	25.32
12312 - Registered Nurse II	30.97
12313 - Registered Nurse II Specialist	30.97
12314 - Registered Nurse III	37.47
12315 - Registered Nurse III Anesthetist	37.47
12316 - Registered Nurse IV	44.91
12317 - Scheduler (Drug and Alcohol Testing)	30.41
12320 - Substance Abuse Treatment Counselor	27.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.45
13012 - Exhibits Specialist II	24.11
13013 - Exhibits Specialist III	29.49
13041 - Illustrator I	19.45
13042 - Illustrator II	24.11
13043 - Illustrator III	29.49
13047 - Librarian	26.69
13050 - Library Aide/Clerk	15.83
13054 - Library Information Technology Systems Administrator	24.11
13058 - Library Technician	16.92
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.45
13063 - Media Specialist III	21.70
13071 - Photographer I	16.33
13072 - Photographer II	18.27
13073 - Photographer III	22.63
13074 - Photographer IV	27.05
13075 - Photographer V	32.74
13090 - Technical Order Library Clerk	17.97
13110 - Video Teleconference Technician	15.87
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.44
14042 - Computer Operator II	18.89
14043 - Computer Operator III	21.01
14044 - Computer Operator IV	23.33
14045 - Computer Operator V	25.92
14071 - Computer Programmer I	(see 1) 19.56
14072 - Computer Programmer II	(see 1) 24.77
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	17.44
14160 - Personal Computer Support Technician	27.67
14170 - System Support Specialist	23.91
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.47
15020 - Aircrew Training Devices Instructor (Rated)	35.66

15030 - Air Crew Training Devices Instructor (Pilot)	38.10
15050 - Computer Based Training Specialist / Instructor	29.47
15060 - Educational Technologist	39.19
15070 - Flight Instructor (Pilot)	38.10
15080 - Graphic Artist	24.26
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.74
15086 - Maintenance Test Pilot Rotary Wing	42.74
15088 - Non-Maintenance Test/Co-Pilot	42.74
15090 - Technical Instructor	18.54
15095 - Technical Instructor/Course Developer	24.26
15110 - Test Proctor	15.60
15120 - Tutor	15.60
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	14.76
16030 - Counter Attendant	14.76
16040 - Dry Cleaner	16.86
16070 - Finisher Flatwork Machine	14.76
16090 - Presser Hand	14.76
16110 - Presser Machine Drycleaning	14.76
16130 - Presser Machine Shirts	14.76
16160 - Presser Machine Wearing Apparel Laundry	14.76
16190 - Sewing Machine Operator	17.56
16220 - Tailor	18.26
16250 - Washer Machine	15.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	27.07
19040 - Tool And Die Maker	33.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.04
21030 - Material Coordinator	24.49
21040 - Material Expediter	24.49
21050 - Material Handling Laborer	17.05
21071 - Order Filler	14.29
21080 - Production Line Worker (Food Processing)	17.04
21110 - Shipping Packer	19.04
21130 - Shipping/Receiving Clerk	19.04
21140 - Store Worker I	14.07
21150 - Stock Clerk	18.22
21210 - Tools And Parts Attendant	17.04
21410 - Warehouse Specialist	17.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.10
23019 - Aircraft Logs and Records Technician	24.08
23021 - Aircraft Mechanic I	28.63
23022 - Aircraft Mechanic II	30.10
23023 - Aircraft Mechanic III	31.61
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft Painter	27.13
23060 - Aircraft Servicer	24.08
23070 - Aircraft Survival Flight Equipment Technician	27.13
23080 - Aircraft Worker	25.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.63
23110 - Appliance Mechanic	27.07
23120 - Bicycle Repairer	18.40
23125 - Cable Splicer	37.27
23130 - Carpenter Maintenance	22.43
23140 - Carpet Layer	25.64
23160 - Electrician Maintenance	35.66
23181 - Electronics Technician Maintenance I	32.27
23182 - Electronics Technician Maintenance II	34.15
23183 - Electronics Technician Maintenance III	36.03
23260 - Fabric Worker	24.08

23290 - Fire Alarm System Mechanic	31.49
23310 - Fire Extinguisher Repairer	22.61
23311 - Fuel Distribution System Mechanic	28.63
23312 - Fuel Distribution System Operator	22.61
23370 - General Maintenance Worker	18.85
23380 - Ground Support Equipment Mechanic	28.63
23381 - Ground Support Equipment Servicer	24.08
23382 - Ground Support Equipment Worker	25.64
23391 - Gunsmith I	22.61
23392 - Gunsmith II	25.64
23393 - Gunsmith III	28.63
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.04
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.32
23430 - Heavy Equipment Mechanic	25.15
23440 - Heavy Equipment Operator	26.13
23460 - Instrument Mechanic	28.63
23465 - Laboratory/Shelter Mechanic	27.13
23470 - Laborer	17.05
23510 - Locksmith	27.13
23530 - Machinery Maintenance Mechanic	31.24
23550 - Machinist Maintenance	26.16
23580 - Maintenance Trades Helper	14.78
23591 - Metrology Technician I	28.63
23592 - Metrology Technician II	30.10
23593 - Metrology Technician III	31.61
23640 - Millwright	25.91
23710 - Office Appliance Repairer	27.13
23760 - Painter Maintenance	18.47
23790 - Pipefitter Maintenance	39.10
23810 - Plumber Maintenance	37.05
23820 - Pneudraulic Systems Mechanic	28.63
23850 - Rigger	28.63
23870 - Scale Mechanic	25.64
23890 - Sheet-Metal Worker Maintenance	24.97
23910 - Small Engine Mechanic	25.64
23931 - Telecommunications Mechanic I	28.63
23932 - Telecommunications Mechanic II	30.10
23950 - Telephone Lineman	28.63
23960 - Welder Combination Maintenance	20.60
23965 - Well Driller	28.63
23970 - Woodcraft Worker	28.63
23980 - Woodworker	22.61
24000 - Personal Needs Occupations	
24550 - Case Manager	20.37
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	14.25
24620 - Family Readiness And Support Services Coordinator	20.37
24630 - Homemaker	20.37
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.56
25040 - Sewage Plant Operator	26.20
25070 - Stationary Engineer	28.56
25190 - Ventilation Equipment Tender	20.72
25210 - Water Treatment Plant Operator	26.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.26
27007 - Baggage Inspector	16.67
27008 - Corrections Officer	32.54
27010 - Court Security Officer	32.54
27030 - Detection Dog Handler	19.11
27040 - Detention Officer	32.54

27070 - Firefighter	32.54
27101 - Guard I	16.67
27102 - Guard II	19.11
27131 - Police Officer I	29.77
27132 - Police Officer II	33.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.30
28042 - Carnival Equipment Repairer	16.40
28043 - Carnival Worker	12.06
28210 - Gate Attendant/Gate Tender	15.21
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	17.02
28510 - Recreation Aide/Health Facility Attendant	12.42
28515 - Recreation Specialist	21.08
28630 - Sports Official	13.55
28690 - Swimming Pool Operator	18.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.20
29020 - Hatch Tender	28.20
29030 - Line Handler	28.20
29041 - Stevedore I	26.49
29042 - Stevedore II	29.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.57
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.35
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.32
30021 - Archeological Technician I	17.70
30022 - Archeological Technician II	19.80
30023 - Archeological Technician III	24.53
30030 - Cartographic Technician	24.53
30040 - Civil Engineering Technician	24.53
30051 - Cryogenic Technician I	25.89
30052 - Cryogenic Technician II	28.60
30061 - Drafter/CAD Operator I	17.70
30062 - Drafter/CAD Operator II	19.80
30063 - Drafter/CAD Operator III	22.07
30064 - Drafter/CAD Operator IV	27.16
30081 - Engineering Technician I	15.92
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	19.99
30084 - Engineering Technician IV	24.76
30085 - Engineering Technician V	30.29
30086 - Engineering Technician VI	36.65
30090 - Environmental Technician	24.53
30095 - Evidence Control Specialist	23.39
30210 - Laboratory Technician	22.07
30221 - Latent Fingerprint Technician I	25.89
30222 - Latent Fingerprint Technician II	28.60
30240 - Mathematical Technician	24.53
30361 - Paralegal/Legal Assistant I	20.46
30362 - Paralegal/Legal Assistant II	25.35
30363 - Paralegal/Legal Assistant III	31.00
30364 - Paralegal/Legal Assistant IV	37.51
30375 - Petroleum Supply Specialist	28.60
30390 - Photo-Optics Technician	24.53
30395 - Radiation Control Technician	28.60
30461 - Technical Writer I	23.39
30462 - Technical Writer II	28.60
30463 - Technical Writer III	34.61
30491 - Unexploded Ordnance (UXO) Technician I	27.05
30492 - Unexploded Ordnance (UXO) Technician II	32.73
30493 - Unexploded Ordnance (UXO) Technician III	39.23
30494 - Unexploded (UXO) Safety Escort	27.05
30495 - Unexploded (UXO) Sweep Personnel	27.05
30501 - Weather Forecaster I	25.89

30502 - Weather Forecaster II	31.49
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.07
30621 - Weather Observer Senior	(see 2) 24.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.73
31020 - Bus Aide	14.03
31030 - Bus Driver	18.62
31043 - Driver Courier	14.49
31260 - Parking and Lot Attendant	15.28
31290 - Shuttle Bus Driver	15.51
31310 - Taxi Driver	15.33
31361 - Truckdriver Light	15.51
31362 - Truckdriver Medium	18.51
31363 - Truckdriver Heavy	23.69
31364 - Truckdriver Tractor-Trailer	23.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.96
99030 - Cashier	12.17
99050 - Desk Clerk	12.10
99095 - Embalmer	27.05
99130 - Flight Follower	27.05
99251 - Laboratory Animal Caretaker I	13.85
99252 - Laboratory Animal Caretaker II	14.84
99260 - Marketing Analyst	23.64
99310 - Mortician	27.05
99410 - Pest Controller	22.44
99510 - Photofinishing Worker	14.22
99710 - Recycling Laborer	18.19
99711 - Recycling Specialist	21.21
99730 - Refuse Collector	17.73
99810 - Sales Clerk	13.05
99820 - School Crossing Guard	15.49
99830 - Survey Party Chief	23.75
99831 - Surveying Aide	14.92
99832 - Surveying Technician	20.31
99840 - Vending Machine Attendant	19.65
99841 - Vending Machine Repairer	23.89
99842 - Vending Machine Repairer Helper	19.65

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

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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))."