

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

Wage Determination No.: 2015-4009
Daniel W. Simms | Division of | Revision No.: 2
Director | Wage Determinations | Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

This wage determination is applicable to the following cities and towns in the following counties in MAINE:

ANDROSCOGGIN COUNTY: Livermore Falls, Livermore

CUMBERLAND COUNTY: Bridgton, Brunswick, Harpswell, Harrison

FRANKLIN COUNTY: Alder Stream, Avon, Beattie, Berlin, Bigelow, Carrabassett, Carthage, Chain of Ponds, Chesterville, Coburn Gore, Coplin, Dallas, Davis, Eustis, Farmington, Freeman, Gorham Gore, Industry, Jay, Jim Pond, Kibby, Kingfield, Lang, Lowelltown, Madrid, Massachusetts Gore, Merrills Strip, Mount Abram, New Sharon, New Vineyard, Perkins, Phillips, Rangeley plantation, Rangeley, Redington, Salem, Sandy River, Seven Ponds, Skinner, Stetsontown, Strong, Temple, Tim Pond, Township D, Township E, Washington, Weld, Wilton, Wyman

KENNEBEC COUNTY: Albion, Augusta, Belgrade, Benton, Chelsea, China, Clinton, Farmingdale, Fayette, Gardiner, Hallowell, Litchfield, Manchester, Mount Vernon, Oakland, Pittston, Randolph, Readfield, Rome, Sidney, Unity, Vassalboro, Vienna, Waterville, Wayne, West Gardiner, Windsor, Winslow, Winthrop

KNOX COUNTY: Appleton, Camden, Cushing, Friendship, Hope, Isle au Haut, Matinicus Isle, North Haven, Owls Head, Rockland, Rockport, South Thomaston, St. George, Thomaston, Union, Vinalhaven, Warren, Washington

LINCOLN COUNTY: Alna, Boothbay Harbor, Boothbay, Bremen, Bristol, Damariscotta, Dresden, Edgecomb, Hibberts Gore, Jefferson, Monhegan, Newcastle, Nobleboro, Somerville, South Bristol, Southport, Waldoboro, Westport, Whitefield, Wiscasset

OXFORD COUNTY: Adamstown, Albany, Andover N Surplus, Andover, Andover W Surplus, Batchelders Grant, Bethel, Bowmantown, Brownfield, Byron, C Surplus, Canton, Denmark, Dixfield, Fryeburg, Gilead, Grafton, Greenwood, Hanover, Hiram, Lincoln, Lovell, Lower Cupsuptic, Lynchtown, Magalloway, Mason, Mexico, Milton, Newry, Norway, Oxbow, Paris, Parkertown, Parmachenee, Peru, Porter, Richardsontown, Riley, Roxbury, Rumford, Stoneham, Stow, Sumner, Sweden, Township C, Upper Cupsuptic, Upton, Waterford, West Paris, Woodstock

SAGADAHOC COUNTY: Arrowsic, Bath, Bowdoin, Bowdoinham, Georgetown, Perkins, Phippsburg, Richmond, Topsham, West Bath, Woolwich

SOMERSET COUNTY: Alder Brook, Anson, Appleton, Athens, Attean, Bald Mountain, Big Six, Big Ten, Big W, Bingham, Blake Gore, Bowtown, Bradstreet, Brassua, Brighton, Cambridge, Canaan, Caratunk, Carrying Place, Chase Stream, Comstock, Concord, Cornville, Dead River, Dennistown, Detroit, Dole Brook, East Moxie, Elm Stream, Embden, Fairfield, Flagstaff, Forysth, Hammond, Harmony, Hartland, Highland, Hobbstown, Holeb, Indian Stream, Jackman, Johnson Mountain, King and Bartlett, Lexington, Little W, Long Pond, Lower Enchanted, Madison, Mayfield, Mercer, Misery Gore, Misery, Moose River, Moscow, Moxie Gore, New Portland, Norridgewock, Palmyra, Parlin Pond, Pierce Pond, Pittsfield, Pittston Academy, Pleasant Ridge, Plymouth, Prentiss, Ripley, Rockwood Strip, Russell Pond, Sandbar Tract, Sandwich Academy, Sandy Bay, Sapling, Seboomook Lake, Skowhegan, Smithfield, Solon, Somerset/Bald Mountain, Squaretown, St. John, St. Albans, Starks, Taunton and Raynham, The Forks, Thorndike, Tomhegan, Upper Enchanted, West Forks, West Middlesex

WALDO COUNTY: Belfast, Belmont, Brooks, Burnham, Frankfort, Freedom, Isleboro, Jackson, Knox, Liberty, Lincolnville, Monroe, Montville, Morrill, Northport, Palermo, Prospect, Searsmont, Searsport, Stockton Springs, Swanville, Thorndike, Troy, Unity, Waldo

YORK COUNTY: Acton, Alfred, Newfield, North Berwick, Ogunquit, Parsonfield,
Sanford, Shapleigh, Wells, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.39
01012 - Accounting Clerk II		15.03
01013 - Accounting Clerk III		16.82
01020 - Administrative Assistant		21.26
01035 - Court Reporter		18.63
01041 - Customer Service Representative I		12.74
01042 - Customer Service Representative II		14.32
01043 - Customer Service Representative III		15.63
01051 - Data Entry Operator I		13.33
01052 - Data Entry Operator II		14.54
01060 - Dispatcher, Motor Vehicle		16.97
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.24
01111 - General Clerk I		12.23
01112 - General Clerk II		13.35
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		17.98
01141 - Messenger Courier		12.47
01191 - Order Clerk I		11.99
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		14.41
01262 - Personnel Assistant (Employment) II		16.13
01263 - Personnel Assistant (Employment) III		17.97
01270 - Production Control Clerk		21.88
01290 - Rental Clerk		11.05
01300 - Scheduler, Maintenance		14.42
01311 - Secretary I		14.42
01312 - Secretary II		16.14
01313 - Secretary III		17.98
01320 - Service Order Dispatcher		13.48
01410 - Supply Technician		21.26
01420 - Survey Worker		13.27
01460 - Switchboard Operator/Receptionist		12.77
01531 - Travel Clerk I		13.04
01532 - Travel Clerk II		14.32
01533 - Travel Clerk III		15.75
01611 - Word Processor I		14.30
01612 - Word Processor II		16.15
01613 - Word Processor III		17.97
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.40
05010 - Automotive Electrician		16.33
05040 - Automotive Glass Installer		15.63
05070 - Automotive Worker		15.63
05110 - Mobile Equipment Servicer		14.28

05130 - Motor Equipment Metal Mechanic	17.00
05160 - Motor Equipment Metal Worker	15.63
05190 - Motor Vehicle Mechanic	17.00
05220 - Motor Vehicle Mechanic Helper	13.74
05250 - Motor Vehicle Upholstery Worker	14.93
05280 - Motor Vehicle Wrecker	15.63
05310 - Painter, Automotive	16.33
05340 - Radiator Repair Specialist	15.63
05370 - Tire Repairer	11.67
05400 - Transmission Repair Specialist	17.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	13.12
07042 - Cook II	14.36
07070 - Dishwasher	9.23
07130 - Food Service Worker	10.39
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.33
09040 - Furniture Handler	13.43
09080 - Furniture Refinisher	17.63
09090 - Furniture Refinisher Helper	15.03
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	17.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.92
11060 - Elevator Operator	11.92
11090 - Gardener	15.84
11122 - Housekeeping Aide	12.76
11150 - Janitor	12.76
11210 - Laborer, Grounds Maintenance	13.65
11240 - Maid or Houseman	10.25
11260 - Pruner	14.10
11270 - Tractor Operator	15.29
11330 - Trail Maintenance Worker	13.65
11360 - Window Cleaner	13.59
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	16.96
12012 - Certified Occupational Therapist Assistant	22.38
12015 - Certified Physical Therapist Assistant	22.15
12020 - Dental Assistant	16.26
12025 - Dental Hygienist	29.04
12030 - EKG Technician	27.91
12035 - Electroneurodiagnostic Technologist	27.91
12040 - Emergency Medical Technician	15.00
12071 - Licensed Practical Nurse I	15.31
12072 - Licensed Practical Nurse II	17.12
12073 - Licensed Practical Nurse III	19.10
12100 - Medical Assistant	15.21
12130 - Medical Laboratory Technician	18.89
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	16.65

12195 - Medical Transcriptionist		16.69
12210 - Nuclear Medicine Technologist		35.68
12221 - Nursing Assistant I		11.03
12222 - Nursing Assistant II		12.41
12223 - Nursing Assistant III		13.54
12224 - Nursing Assistant IV		15.19
12235 - Optical Dispenser		15.53
12236 - Optical Technician		14.48
12250 - Pharmacy Technician		14.02
12280 - Phlebotomist		13.86
12305 - Radiologic Technologist		26.94
12311 - Registered Nurse I		23.39
12312 - Registered Nurse II		28.61
12313 - Registered Nurse II, Specialist		28.61
12314 - Registered Nurse III		34.61
12315 - Registered Nurse III, Anesthetist		34.61
12316 - Registered Nurse IV		41.48
12317 - Scheduler (Drug and Alcohol Testing)		21.00
12320 - Substance Abuse Treatment Counselor		22.82
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.25
13012 - Exhibits Specialist II		20.11
13013 - Exhibits Specialist III		24.96
13041 - Illustrator I		16.25
13042 - Illustrator II		20.11
13043 - Illustrator III		24.62
13047 - Librarian		22.26
13050 - Library Aide/Clerk		10.82
13054 - Library Information Technology Systems Administrator		20.10
13058 - Library Technician		15.18
13061 - Media Specialist I		14.50
13062 - Media Specialist II		16.23
13063 - Media Specialist III		18.09
13071 - Photographer I		14.36
13072 - Photographer II		19.74
13073 - Photographer III		24.42
13074 - Photographer IV		29.89
13075 - Photographer V		36.16
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		17.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	18.41
14072 - Computer Programmer II	(see 1)	22.82
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	15.31	
14160 - Personal Computer Support Technician	25.11	
14170 - System Support Specialist	24.22	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.09	
15020 - Aircrew Training Devices Instructor (Rated)	33.68	
15030 - Air Crew Training Devices Instructor (Pilot)	39.29	
15050 - Computer Based Training Specialist / Instructor	27.09	
15060 - Educational Technologist	25.60	
15070 - Flight Instructor (Pilot)	39.29	
15080 - Graphic Artist	21.34	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	39.29	
15086 - Maintenance Test Pilot, Rotary Wing	39.29	
15088 - Non-Maintenance Test/Co-Pilot	39.29	
15090 - Technical Instructor	18.83	
15095 - Technical Instructor/Course Developer	23.03	
15110 - Test Proctor	15.21	
15120 - Tutor	15.21	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	11.05	
16030 - Counter Attendant	11.05	
16040 - Dry Cleaner	12.81	
16070 - Finisher, Flatwork, Machine	11.05	
16090 - Presser, Hand	11.05	
16110 - Presser, Machine, Drycleaning	11.05	
16130 - Presser, Machine, Shirts	11.05	
16160 - Presser, Machine, Wearing Apparel, Laundry	11.05	
16190 - Sewing Machine Operator	13.49	
16220 - Tailor	14.15	
16250 - Washer, Machine	11.58	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	22.34	
19040 - Tool And Die Maker	25.71	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	15.13	
21030 - Material Coordinator	21.88	
21040 - Material Expediter	21.88	
21050 - Material Handling Laborer	12.72	
21071 - Order Filler	10.72	
21080 - Production Line Worker (Food Processing)	15.13	
21110 - Shipping Packer	14.85	
21130 - Shipping/Receiving Clerk	14.85	
21140 - Store Worker I	13.97	
21150 - Stock Clerk	17.03	
21210 - Tools And Parts Attendant	15.13	
21410 - Warehouse Specialist	15.13	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.04	
23019 - Aircraft Logs and Records Technician	20.42	
23021 - Aircraft Mechanic I	23.25	
23022 - Aircraft Mechanic II	24.04	
23023 - Aircraft Mechanic III	24.81	
23040 - Aircraft Mechanic Helper	18.52	
23050 - Aircraft, Painter	22.34	

23060 - Aircraft Servicer	20.42	
23070 - Aircraft Survival Flight Equipment Technician		22.34
23080 - Aircraft Worker	21.37	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.25
23110 - Appliance Mechanic	17.57	
23120 - Bicycle Repairer	13.83	
23125 - Cable Splicer	26.47	
23130 - Carpenter, Maintenance	18.04	
23140 - Carpet Layer	17.42	
23160 - Electrician, Maintenance	21.84	
23181 - Electronics Technician Maintenance I	21.37	
23182 - Electronics Technician Maintenance II	23.73	
23183 - Electronics Technician Maintenance III	25.06	
23260 - Fabric Worker	19.48	
23290 - Fire Alarm System Mechanic	21.00	
23310 - Fire Extinguisher Repairer	18.46	
23311 - Fuel Distribution System Mechanic	23.73	
23312 - Fuel Distribution System Operator	19.85	
23370 - General Maintenance Worker	18.08	
23380 - Ground Support Equipment Mechanic	23.25	
23381 - Ground Support Equipment Servicer	20.42	
23382 - Ground Support Equipment Worker	21.37	
23391 - Gunsmith I	18.46	
23392 - Gunsmith II	20.45	
23393 - Gunsmith III	22.31	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		20.27
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		20.96
23430 - Heavy Equipment Mechanic	19.19	
23440 - Heavy Equipment Operator	16.37	
23460 - Instrument Mechanic	23.25	
23465 - Laboratory/Shelter Mechanic	21.41	
23470 - Laborer	12.72	
23510 - Locksmith	19.13	
23530 - Machinery Maintenance Mechanic	21.78	
23550 - Machinist, Maintenance	22.10	
23580 - Maintenance Trades Helper	14.01	
23591 - Metrology Technician I	23.25	
23592 - Metrology Technician II	24.04	
23593 - Metrology Technician III	24.81	
23640 - Millwright	23.72	
23710 - Office Appliance Repairer	20.80	
23760 - Painter, Maintenance	18.14	
23790 - Pipefitter, Maintenance	21.82	
23810 - Plumber, Maintenance	19.26	
23820 - Pneudraulic Systems Mechanic	22.31	
23850 - Rigger	22.03	
23870 - Scale Mechanic	20.45	
23890 - Sheet-Metal Worker, Maintenance	19.36	
23910 - Small Engine Mechanic	15.58	

23931 - Telecommunications Mechanic I	25.09	
23932 - Telecommunications Mechanic II	26.43	
23950 - Telephone Lineman	27.69	
23960 - Welder, Combination, Maintenance		20.24
23965 - Well Driller	20.63	
23970 - Woodcraft Worker	22.31	
23980 - Woodworker	16.17	
24000 - Personal Needs Occupations		
24550 - Case Manager	13.88	
24570 - Child Care Attendant	10.46	
24580 - Child Care Center Clerk	13.98	
24610 - Chore Aide	10.74	
24620 - Family Readiness And Support Services Coordinator		13.88
24630 - Homemaker	14.35	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.28	
25040 - Sewage Plant Operator	19.90	
25070 - Stationary Engineer	22.28	
25190 - Ventilation Equipment Tender	17.48	
25210 - Water Treatment Plant Operator	19.90	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.73	
27007 - Baggage Inspector	13.18	
27008 - Corrections Officer	19.46	
27010 - Court Security Officer	20.42	
27030 - Detection Dog Handler	18.98	
27040 - Detention Officer	19.46	
27070 - Firefighter	19.24	
27101 - Guard I	13.18	
27102 - Guard II	18.98	
27131 - Police Officer I	20.49	
27132 - Police Officer II	22.78	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	10.98	
28042 - Carnival Equipment Repairer	12.53	
28043 - Carnival Worker	9.65	
28210 - Gate Attendant/Gate Tender	14.87	
28310 - Lifeguard	11.01	
28350 - Park Attendant (Aide)	16.63	
28510 - Recreation Aide/Health Facility Attendant		12.14
28515 - Recreation Specialist	18.50	
28630 - Sports Official	13.25	
28690 - Swimming Pool Operator	18.70	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	22.00	
29020 - Hatch Tender	22.00	
29030 - Line Handler	21.78	
29041 - Stevedore I	19.36	
29042 - Stevedore II	23.07	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		28.04

30021 - Archeological Technician I	17.67	
30022 - Archeological Technician II	18.93	
30023 - Archeological Technician III	23.44	
30030 - Cartographic Technician	23.44	
30040 - Civil Engineering Technician	24.07	
30051 - Cryogenic Technician I	25.95	
30052 - Cryogenic Technician II	28.67	
30061 - Drafter/CAD Operator I	16.91	
30062 - Drafter/CAD Operator II	18.93	
30063 - Drafter/CAD Operator III	21.09	
30064 - Drafter/CAD Operator IV	25.95	
30081 - Engineering Technician I	15.49	
30082 - Engineering Technician II	17.38	
30083 - Engineering Technician III	19.45	
30084 - Engineering Technician IV	24.10	
30085 - Engineering Technician V	29.48	
30086 - Engineering Technician VI	35.66	
30090 - Environmental Technician	17.86	
30095 - Evidence Control Specialist	23.44	
30210 - Laboratory Technician	19.51	
30221 - Latent Fingerprint Technician I	25.95	
30222 - Latent Fingerprint Technician II	28.67	
30240 - Mathematical Technician	23.44	
30361 - Paralegal/Legal Assistant I	20.12	
30362 - Paralegal/Legal Assistant II	24.94	
30363 - Paralegal/Legal Assistant III	30.50	
30364 - Paralegal/Legal Assistant IV	36.90	
30375 - Petroleum Supply Specialist	28.67	
30390 - Photo-Optics Technician	22.49	
30395 - Radiation Control Technician	28.67	
30461 - Technical Writer I	23.44	
30462 - Technical Writer II	28.67	
30463 - Technical Writer III	34.69	
30491 - Unexploded Ordnance (UXO) Technician I		23.46
30492 - Unexploded Ordnance (UXO) Technician II		28.39
30493 - Unexploded Ordnance (UXO) Technician III		34.03
30494 - Unexploded (UXO) Safety Escort		23.46
30495 - Unexploded (UXO) Sweep Personnel		23.46
30501 - Weather Forecaster I	25.95	
30502 - Weather Forecaster II	31.57	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.09
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	28.39	
31020 - Bus Aide	12.54	
31030 - Bus Driver	15.55	
31043 - Driver Courier	14.03	
31260 - Parking and Lot Attendant	10.69	
31290 - Shuttle Bus Driver	14.80	
31310 - Taxi Driver	10.33	
31361 - Truckdriver, Light	14.80	
31362 - Truckdriver, Medium	15.62	
31363 - Truckdriver, Heavy	16.28	

31364 - Truckdriver, Tractor-Trailer	16.28
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	9.10
99050 - Desk Clerk	11.56
99095 - Embalmer	24.30
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	13.11
99252 - Laboratory Animal Caretaker II	13.82
99260 - Marketing Analyst	33.74
99310 - Mortician	24.30
99410 - Pest Controller	16.17
99510 - Photofinishing Worker	14.91
99710 - Recycling Laborer	13.57
99711 - Recycling Specialist	15.26
99730 - Refuse Collector	12.74
99810 - Sales Clerk	12.44
99820 - School Crossing Guard	10.32
99830 - Survey Party Chief	19.27
99831 - Surveying Aide	13.14
99832 - Surveying Technician	17.52
99840 - Vending Machine Attendant	11.32
99841 - Vending Machine Repairer	15.52
99842 - Vending Machine Repairer Helper	11.33

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-4019
Daniel W. Simms | Division of | Revision No.: 2
Director | Wage Determinations | Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

HILLSBOROUGH COUNTY: Bedford, Goffstown, Manchester, New Boston, Weare

MERRIMACK COUNTY: Allentown, Dunbarton, Hooksett, Pembroke

ROCKINGHAM COUNTY: Auburn, Candia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.53	
01012 - Accounting Clerk II	16.30	
01013 - Accounting Clerk III	18.24	
01020 - Administrative Assistant	21.69	
01035 - Court Reporter	16.02	
01041 - Customer Service Representative I	13.85	
01042 - Customer Service Representative II	15.57	
01043 - Customer Service Representative III	16.99	
01051 - Data Entry Operator I	12.93	

01052 - Data Entry Operator II	14.11
01060 - Dispatcher, Motor Vehicle	18.10
01070 - Document Preparation Clerk	14.12
01090 - Duplicating Machine Operator	14.12
01111 - General Clerk I	13.02
01112 - General Clerk II	14.21
01113 - General Clerk III	15.95
01120 - Housing Referral Assistant	17.87
01141 - Messenger Courier	11.87
01191 - Order Clerk I	13.64
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	14.02
01262 - Personnel Assistant (Employment) II	15.70
01263 - Personnel Assistant (Employment) III	17.49
01270 - Production Control Clerk	23.07
01290 - Rental Clerk	14.08
01300 - Scheduler, Maintenance	14.32
01311 - Secretary I	14.32
01312 - Secretary II	16.02
01313 - Secretary III	17.87
01320 - Service Order Dispatcher	18.47
01410 - Supply Technician	21.69
01420 - Survey Worker	15.37
01460 - Switchboard Operator/Receptionist	13.71
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	12.80
01612 - Word Processor II	14.37
01613 - Word Processor III	16.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.23
05010 - Automotive Electrician	20.22
05040 - Automotive Glass Installer	19.43
05070 - Automotive Worker	19.43
05110 - Mobile Equipment Servicer	17.37
05130 - Motor Equipment Metal Mechanic	21.11
05160 - Motor Equipment Metal Worker	19.43
05190 - Motor Vehicle Mechanic	21.11
05220 - Motor Vehicle Mechanic Helper	16.17
05250 - Motor Vehicle Upholstery Worker	18.40
05280 - Motor Vehicle Wrecker	19.43
05310 - Painter, Automotive	20.31
05340 - Radiator Repair Specialist	19.43
05370 - Tire Repairer	12.26
05400 - Transmission Repair Specialist	21.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	13.54
07042 - Cook II	15.72
07070 - Dishwasher	9.80
07130 - Food Service Worker	10.36
07210 - Meat Cutter	16.76
07260 - Waiter/Waitress	9.53

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.62
09040 - Furniture Handler	11.63
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.70
11060 - Elevator Operator	12.07
11090 - Gardener	17.20
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	14.12
11240 - Maid or Houseman	10.21
11260 - Pruner	13.00
11270 - Tractor Operator	16.26
11330 - Trail Maintenance Worker	14.12
11360 - Window Cleaner	12.91
12000 - Health Occupations	
12010 - Ambulance Driver	17.42
12011 - Breath Alcohol Technician	20.02
12012 - Certified Occupational Therapist Assistant	22.90
12015 - Certified Physical Therapist Assistant	23.02
12020 - Dental Assistant	21.35
12025 - Dental Hygienist	37.80
12030 - EKG Technician	27.51
12035 - Electroneurodiagnostic Technologist	27.51
12040 - Emergency Medical Technician	17.42
12071 - Licensed Practical Nurse I	18.52
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.11
12100 - Medical Assistant	15.71
12130 - Medical Laboratory Technician	20.94
12160 - Medical Record Clerk	14.82
12190 - Medical Record Technician	16.58
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.28
12221 - Nursing Assistant I	10.91
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.39
12224 - Nursing Assistant IV	15.03
12235 - Optical Dispenser	17.60
12236 - Optical Technician	15.46
12250 - Pharmacy Technician	14.57
12280 - Phlebotomist	16.53
12305 - Radiologic Technologist	29.46
12311 - Registered Nurse I	23.67
12312 - Registered Nurse II	28.95
12313 - Registered Nurse II, Specialist	28.95
12314 - Registered Nurse III	35.02
12315 - Registered Nurse III, Anesthetist	35.02
12316 - Registered Nurse IV	41.97
12317 - Scheduler (Drug and Alcohol Testing)	24.81

12320 - Substance Abuse Treatment Counselor		26.76
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	18.14	
13012 - Exhibits Specialist II	22.44	
13013 - Exhibits Specialist III	27.45	
13041 - Illustrator I	18.11	
13042 - Illustrator II	22.44	
13043 - Illustrator III	27.45	
13047 - Librarian	24.84	
13050 - Library Aide/Clerk	12.11	
13054 - Library Information Technology Systems Administrator		22.43
13058 - Library Technician	15.64	
13061 - Media Specialist I	16.18	
13062 - Media Specialist II	18.11	
13063 - Media Specialist III	20.20	
13071 - Photographer I	15.82	
13072 - Photographer II	17.69	
13073 - Photographer III	21.91	
13074 - Photographer IV	26.81	
13075 - Photographer V	32.44	
13090 - Technical Order Library Clerk		16.98
13110 - Video Teleconference Technician		18.23
14000 - Information Technology Occupations		
14041 - Computer Operator I	16.60	
14042 - Computer Operator II	18.57	
14043 - Computer Operator III	20.71	
14044 - Computer Operator IV	23.00	
14045 - Computer Operator V	25.48	
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		29.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist	30.82	
15070 - Flight Instructor (Pilot)	45.94	
15080 - Graphic Artist	21.11	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.62
15086 - Maintenance Test Pilot, Rotary Wing		39.62
15088 - Non-Maintenance Test/Co-Pilot		39.62
15090 - Technical Instructor	22.47	
15095 - Technical Instructor/Course Developer		27.49
15110 - Test Proctor	18.13	
15120 - Tutor	18.13	

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	11.08	
16030 - Counter Attendant	11.08	
16040 - Dry Cleaner	14.74	
16070 - Finisher, Flatwork, Machine	11.08	
16090 - Presser, Hand	11.08	
16110 - Presser, Machine, Drycleaning	11.08	
16130 - Presser, Machine, Shirts	11.08	
16160 - Presser, Machine, Wearing Apparel, Laundry		11.08
16190 - Sewing Machine Operator	15.63	
16220 - Tailor	16.32	
16250 - Washer, Machine	12.34	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.02
19040 - Tool And Die Maker	23.93	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.15	
21030 - Material Coordinator	23.07	
21040 - Material Expediter	23.07	
21050 - Material Handling Laborer	12.62	
21071 - Order Filler	12.73	
21080 - Production Line Worker (Food Processing)		16.15
21110 - Shipping Packer	14.65	
21130 - Shipping/Receiving Clerk	14.65	
21140 - Store Worker I	13.78	
21150 - Stock Clerk	16.77	
21210 - Tools And Parts Attendant	16.15	
21410 - Warehouse Specialist	16.15	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.94	
23019 - Aircraft Logs and Records Technician		20.30
23021 - Aircraft Mechanic I	23.78	
23022 - Aircraft Mechanic II	24.94	
23023 - Aircraft Mechanic III	26.06	
23040 - Aircraft Mechanic Helper	17.84	
23050 - Aircraft, Painter	22.31	
23060 - Aircraft Servicer	20.30	
23070 - Aircraft Survival Flight Equipment Technician		22.31
23080 - Aircraft Worker	21.44	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		21.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		23.78
23110 - Appliance Mechanic	22.25	
23120 - Bicycle Repairer	13.49	
23125 - Cable Splicer	28.05	
23130 - Carpenter, Maintenance	21.38	
23140 - Carpet Layer	19.92	
23160 - Electrician, Maintenance	24.67	
23181 - Electronics Technician Maintenance I		21.55
23182 - Electronics Technician Maintenance II		23.50
23183 - Electronics Technician Maintenance III		24.70
23260 - Fabric Worker	20.30	
23290 - Fire Alarm System Mechanic		23.24

23310 - Fire Extinguisher Repairer	19.17
23311 - Fuel Distribution System Mechanic	21.01
23312 - Fuel Distribution System Operator	18.70
23370 - General Maintenance Worker	19.28
23380 - Ground Support Equipment Mechanic	23.78
23381 - Ground Support Equipment Servicer	20.30
23382 - Ground Support Equipment Worker	21.44
23391 - Gunsmith I	19.17
23392 - Gunsmith II	21.44
23393 - Gunsmith III	23.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.27
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.40
23430 - Heavy Equipment Mechanic	22.45
23440 - Heavy Equipment Operator	20.40
23460 - Instrument Mechanic	23.29
23465 - Laboratory/Shelter Mechanic	22.31
23470 - Laborer	12.62
23510 - Locksmith	19.46
23530 - Machinery Maintenance Mechanic	23.04
23550 - Machinist, Maintenance	20.71
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	23.29
23592 - Metrology Technician II	24.15
23593 - Metrology Technician III	24.99
23640 - Millwright	27.57
23710 - Office Appliance Repairer	20.65
23760 - Painter, Maintenance	18.15
23790 - Pipefitter, Maintenance	25.34
23810 - Plumber, Maintenance	24.28
23820 - Pneudraulic Systems Mechanic	23.29
23850 - Rigger	23.29
23870 - Scale Mechanic	21.44
23890 - Sheet-Metal Worker, Maintenance	21.29
23910 - Small Engine Mechanic	16.37
23931 - Telecommunications Mechanic I	27.14
23932 - Telecommunications Mechanic II	29.81
23950 - Telephone Lineman	25.74
23960 - Welder, Combination, Maintenance	20.93
23965 - Well Driller	21.33
23970 - Woodcraft Worker	23.29
23980 - Woodworker	15.80
24000 - Personal Needs Occupations	
24550 - Case Manager	12.92
24570 - Child Care Attendant	10.64
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	10.86
24620 - Family Readiness And Support Services Coordinator	12.92
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.29
25040 - Sewage Plant Operator	21.73

25070 - Stationary Engineer	23.29	
25190 - Ventilation Equipment Tender	17.61	
25210 - Water Treatment Plant Operator	21.73	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.45	
27007 - Baggage Inspector	13.37	
27008 - Corrections Officer	21.41	
27010 - Court Security Officer	21.70	
27030 - Detection Dog Handler	16.60	
27040 - Detention Officer	21.41	
27070 - Firefighter	19.14	
27101 - Guard I	13.37	
27102 - Guard II	16.60	
27131 - Police Officer I	22.82	
27132 - Police Officer II	25.36	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	11.41	
28042 - Carnival Equipment Repairer	12.25	
28043 - Carnival Worker	9.45	
28210 - Gate Attendant/Gate Tender	14.77	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	16.52	
28510 - Recreation Aide/Health Facility Attendant	12.06	
28515 - Recreation Specialist	16.13	
28630 - Sports Official	13.16	
28690 - Swimming Pool Operator	17.64	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	21.44	
29020 - Hatch Tender	21.44	
29030 - Line Handler	21.44	
29041 - Stevedore I	20.30	
29042 - Stevedore II	22.63	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04	
30021 - Archeological Technician I	17.71	
30022 - Archeological Technician II	19.81	
30023 - Archeological Technician III	24.55	
30030 - Cartographic Technician	24.55	
30040 - Civil Engineering Technician	25.22	
30051 - Cryogenic Technician I	24.74	
30052 - Cryogenic Technician II	27.33	
30061 - Drafter/CAD Operator I	17.71	
30062 - Drafter/CAD Operator II	19.81	
30063 - Drafter/CAD Operator III	22.09	
30064 - Drafter/CAD Operator IV	27.17	
30081 - Engineering Technician I	15.12	
30082 - Engineering Technician II	16.97	
30083 - Engineering Technician III	21.45	
30084 - Engineering Technician IV	23.52	
30085 - Engineering Technician V	28.77	
30086 - Engineering Technician VI	34.81	
30090 - Environmental Technician	20.22	

30095 - Evidence Control Specialist	22.34	
30210 - Laboratory Technician	20.17	
30221 - Latent Fingerprint Technician I	24.74	
30222 - Latent Fingerprint Technician II	27.33	
30240 - Mathematical Technician	24.55	
30361 - Paralegal/Legal Assistant I	17.37	
30362 - Paralegal/Legal Assistant II	21.53	
30363 - Paralegal/Legal Assistant III	26.34	
30364 - Paralegal/Legal Assistant IV	31.86	
30375 - Petroleum Supply Specialist	27.33	
30390 - Photo-Optics Technician	24.55	
30395 - Radiation Control Technician	27.33	
30461 - Technical Writer I	23.62	
30462 - Technical Writer II	28.90	
30463 - Technical Writer III	34.96	
30491 - Unexploded Ordnance (UXO) Technician I		23.46
30492 - Unexploded Ordnance (UXO) Technician II		28.39
30493 - Unexploded Ordnance (UXO) Technician III		34.03
30494 - Unexploded (UXO) Safety Escort		23.46
30495 - Unexploded (UXO) Sweep Personnel		23.46
30501 - Weather Forecaster I	24.74	
30502 - Weather Forecaster II	30.10	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	28.39	
31020 - Bus Aide	12.73	
31030 - Bus Driver	16.82	
31043 - Driver Courier	14.03	
31260 - Parking and Lot Attendant	11.28	
31290 - Shuttle Bus Driver	14.57	
31310 - Taxi Driver	11.62	
31361 - Truckdriver, Light	14.57	
31362 - Truckdriver, Medium	15.55	
31363 - Truckdriver, Heavy	18.91	
31364 - Truckdriver, Tractor-Trailer	18.91	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	13.84	
99030 - Cashier	9.22	
99050 - Desk Clerk	10.79	
99095 - Embalmer	28.59	
99130 - Flight Follower	23.46	
99251 - Laboratory Animal Caretaker I		11.19
99252 - Laboratory Animal Caretaker II		11.89
99260 - Marketing Analyst	28.90	
99310 - Mortician	28.59	
99410 - Pest Controller	19.47	
99510 - Photofinishing Worker	15.03	
99710 - Recycling Laborer	16.10	
99711 - Recycling Specialist	18.35	
99730 - Refuse Collector	14.88	
99810 - Sales Clerk	12.38	
99820 - School Crossing Guard	12.58	

99830 - Survey Party Chief	17.19
99831 - Surveying Aide	10.46
99832 - Surveying Technician	15.64
99840 - Vending Machine Attendant	15.24
99841 - Vending Machine Repairer	18.14
99842 - Vending Machine Repairer Helper	15.24

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties

requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

Wage Determination No.: 2015-4047
Daniel W. Simms Division of | Revision No.: 2
Director Wage Determinations | Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

This wage determination is applicable in the following towns and cities in the state of Massachusetts:

BRISTOL COUNTY - Mansfield

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading, Sherborn, Somerville, Stoneham, Stow, Wakefield, Waltham, Watertown, Wayland, Weston, Wilmington, Winchester, Woburn

NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

WORCESTER COUNTY - Berlin, Bolton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.75	
01012 - Accounting Clerk II	18.81	
01013 - Accounting Clerk III	21.05	
01020 - Administrative Assistant	27.96	
01035 - Court Reporter	20.86	
01041 - Customer Service Representative I	16.13	
01042 - Customer Service Representative II	18.14	
01043 - Customer Service Representative III	19.80	
01051 - Data Entry Operator I	16.51	
01052 - Data Entry Operator II	18.02	
01060 - Dispatcher, Motor Vehicle	21.20	
01070 - Document Preparation Clerk	15.38	
01090 - Duplicating Machine Operator	15.38	
01111 - General Clerk I	14.66	
01112 - General Clerk II	16.00	
01113 - General Clerk III	18.17	
01120 - Housing Referral Assistant	23.44	
01141 - Messenger Courier	14.28	
01191 - Order Clerk I	15.91	
01192 - Order Clerk II	17.36	
01261 - Personnel Assistant (Employment) I	17.49	
01262 - Personnel Assistant (Employment) II	19.57	
01263 - Personnel Assistant (Employment) III	21.82	
01270 - Production Control Clerk	24.57	
01290 - Rental Clerk	17.19	
01300 - Scheduler, Maintenance	18.80	
01311 - Secretary I	18.80	
01312 - Secretary II	21.03	
01313 - Secretary III	23.44	
01320 - Service Order Dispatcher	18.95	
01410 - Supply Technician	27.96	
01420 - Survey Worker	17.35	
01460 - Switchboard Operator/Receptionist	15.74	
01531 - Travel Clerk I	13.79	
01532 - Travel Clerk II	14.92	
01533 - Travel Clerk III	16.08	
01611 - Word Processor I	17.48	
01612 - Word Processor II	19.62	
01613 - Word Processor III	21.95	

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	22.60
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	21.60
05110 - Mobile Equipment Servicer	19.58
05130 - Motor Equipment Metal Mechanic	23.59
05160 - Motor Equipment Metal Worker	21.60
05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic Helper	18.40
05250 - Motor Vehicle Upholstery Worker	20.59
05280 - Motor Vehicle Wrecker	21.60
05310 - Painter, Automotive	22.60
05340 - Radiator Repair Specialist	21.60
05370 - Tire Repairer	14.22
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.81
07042 - Cook II	15.24
07070 - Dishwasher	10.56
07130 - Food Service Worker	12.17
07210 - Meat Cutter	21.77
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.19
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	18.98
09090 - Furniture Refinisher Helper	15.33
09110 - Furniture Repairer, Minor	17.25
09130 - Upholsterer	17.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	12.83
11090 - Gardener	19.98
11122 - Housekeeping Aide	15.71
11150 - Janitor	15.71
11210 - Laborer, Grounds Maintenance	16.18
11240 - Maid or Houseman	12.98
11260 - Pruner	14.89
11270 - Tractor Operator	18.78
11330 - Trail Maintenance Worker	16.18
11360 - Window Cleaner	17.33
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	24.53
12015 - Certified Physical Therapist Assistant	24.86
12020 - Dental Assistant	20.36
12025 - Dental Hygienist	41.12
12030 - EKG Technician	30.99
12035 - Electroneurodiagnostic Technologist	30.99
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	20.71

12072 - Licensed Practical Nurse II	23.17	
12073 - Licensed Practical Nurse III	25.83	
12100 - Medical Assistant	17.99	
12130 - Medical Laboratory Technician		19.41
12160 - Medical Record Clerk	17.53	
12190 - Medical Record Technician		19.61
12195 - Medical Transcriptionist	19.93	
12210 - Nuclear Medicine Technologist		37.67
12221 - Nursing Assistant I	11.58	
12222 - Nursing Assistant II	13.02	
12223 - Nursing Assistant III	14.21	
12224 - Nursing Assistant IV	15.95	
12235 - Optical Dispenser	24.81	
12236 - Optical Technician	19.18	
12250 - Pharmacy Technician		20.80
12280 - Phlebotomist	17.49	
12305 - Radiologic Technologist		35.33
12311 - Registered Nurse I	31.18	
12312 - Registered Nurse II	40.19	
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III	48.63	
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV	58.29	
12317 - Scheduler (Drug and Alcohol Testing)		21.41
12320 - Substance Abuse Treatment Counselor		18.64
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	22.17	
13012 - Exhibits Specialist II	27.46	
13013 - Exhibits Specialist III	33.59	
13041 - Illustrator I	21.90	
13042 - Illustrator II	27.12	
13043 - Illustrator III	33.18	
13047 - Librarian	34.75	
13050 - Library Aide/Clerk	15.76	
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician	20.56	
13061 - Media Specialist I	18.80	
13062 - Media Specialist II	19.94	
13063 - Media Specialist III	22.24	
13071 - Photographer I	17.70	
13072 - Photographer II	19.81	
13073 - Photographer III	24.54	
13074 - Photographer IV	30.00	
13075 - Photographer V	36.32	
13090 - Technical Order Library Clerk		19.79
13110 - Video Teleconference Technician		21.20
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.71	
14042 - Computer Operator II	22.05	
14043 - Computer Operator III	24.58	
14044 - Computer Operator IV	27.32	
14045 - Computer Operator V	30.25	
14071 - Computer Programmer I	(see 1)	25.98

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		38.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		32.16
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.79
15086 - Maintenance Test Pilot, Rotary Wing		42.79
15088 - Non-Maintenance Test/Co-Pilot		42.79
15090 - Technical Instructor		27.91
15095 - Technical Instructor/Course Developer		34.12
15110 - Test Proctor		22.52
15120 - Tutor		22.52
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.08
16030 - Counter Attendant		11.08
16040 - Dry Cleaner		14.74
16070 - Finisher, Flatwork, Machine		11.08
16090 - Presser, Hand		11.08
16110 - Presser, Machine, Drycleaning		11.08
16130 - Presser, Machine, Shirts		11.08
16160 - Presser, Machine, Wearing Apparel, Laundry		11.08
16190 - Sewing Machine Operator		15.63
16220 - Tailor		16.32
16250 - Washer, Machine		12.34
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.95
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.23
21030 - Material Coordinator		24.57
21040 - Material Expediter		24.57
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.51
21080 - Production Line Worker (Food Processing)		18.23
21110 - Shipping Packer		18.63
21130 - Shipping/Receiving Clerk		18.63
21140 - Store Worker I		13.34
21150 - Stock Clerk		17.16
21210 - Tools And Parts Attendant		18.23
21410 - Warehouse Specialist		18.23
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.32

23019 - Aircraft Logs and Records Technician	23.76
23021 - Aircraft Mechanic I	28.22
23022 - Aircraft Mechanic II	30.32
23023 - Aircraft Mechanic III	30.61
23040 - Aircraft Mechanic Helper	21.24
23050 - Aircraft, Painter	26.08
23060 - Aircraft Servicer	23.76
23070 - Aircraft Survival Flight Equipment Technician	26.08
23080 - Aircraft Worker	24.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.22
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	15.64
23125 - Cable Splicer	33.85
23130 - Carpenter, Maintenance	30.65
23140 - Carpet Layer	26.51
23160 - Electrician, Maintenance	33.56
23181 - Electronics Technician Maintenance I	26.39
23182 - Electronics Technician Maintenance II	27.59
23183 - Electronics Technician Maintenance III	28.80
23260 - Fabric Worker	24.23
23290 - Fire Alarm System Mechanic	27.09
23310 - Fire Extinguisher Repairer	23.11
23311 - Fuel Distribution System Mechanic	28.28
23312 - Fuel Distribution System Operator	22.41
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	23.76
23382 - Ground Support Equipment Worker	24.93
23391 - Gunsmith I	23.11
23392 - Gunsmith II	25.50
23393 - Gunsmith III	27.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.13
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.62
23430 - Heavy Equipment Mechanic	27.09
23440 - Heavy Equipment Operator	31.78
23460 - Instrument Mechanic	26.48
23465 - Laboratory/Shelter Mechanic	26.66
23470 - Laborer	15.05
23510 - Locksmith	25.63
23530 - Machinery Maintenance Mechanic	27.83
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	26.48
23592 - Metrology Technician II	27.55
23593 - Metrology Technician III	28.64
23640 - Millwright	28.01
23710 - Office Appliance Repairer	25.51
23760 - Painter, Maintenance	26.66
23790 - Pipefitter, Maintenance	30.83

23810 - Plumber, Maintenance	29.55
23820 - Pneudraulic Systems Mechanic	27.83
23850 - Rigger	25.30
23870 - Scale Mechanic	25.50
23890 - Sheet-Metal Worker, Maintenance	28.12
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	30.57
23932 - Telecommunications Mechanic II	32.67
23950 - Telephone Lineman	31.61
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	27.83
23970 - Woodcraft Worker	27.83
23980 - Woodworker	23.11
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	12.98
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.26
25040 - Sewage Plant Operator	24.40
25070 - Stationary Engineer	27.26
25190 - Ventilation Equipment Tender	21.10
25210 - Water Treatment Plant Operator	24.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.24
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	29.56
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	29.56
27070 - Firefighter	26.32
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	29.42
27132 - Police Officer II	32.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.69
28042 - Carnival Equipment Repairer	14.57
28043 - Carnival Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54

29041 - Stevedore I	26.29	
29042 - Stevedore II	29.25	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		40.41
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		27.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		30.69
30021 - Archeological Technician I	21.07	
30022 - Archeological Technician II	23.57	
30023 - Archeological Technician III	29.20	
30030 - Cartographic Technician	29.20	
30040 - Civil Engineering Technician	26.54	
30051 - Cryogenic Technician I	27.65	
30052 - Cryogenic Technician II	30.54	
30061 - Drafter/CAD Operator I	21.07	
30062 - Drafter/CAD Operator II	23.57	
30063 - Drafter/CAD Operator III	26.27	
30064 - Drafter/CAD Operator IV	32.34	
30081 - Engineering Technician I	17.29	
30082 - Engineering Technician II	19.42	
30083 - Engineering Technician III	21.74	
30084 - Engineering Technician IV	26.93	
30085 - Engineering Technician V	32.93	
30086 - Engineering Technician VI	38.49	
30090 - Environmental Technician	28.49	
30095 - Evidence Control Specialist	24.96	
30210 - Laboratory Technician	25.74	
30221 - Latent Fingerprint Technician I	27.65	
30222 - Latent Fingerprint Technician II	30.54	
30240 - Mathematical Technician	29.20	
30361 - Paralegal/Legal Assistant I	20.44	
30362 - Paralegal/Legal Assistant II	25.32	
30363 - Paralegal/Legal Assistant III	30.97	
30364 - Paralegal/Legal Assistant IV	37.46	
30375 - Petroleum Supply Specialist	30.54	
30390 - Photo-Optics Technician	29.20	
30395 - Radiation Control Technician	30.54	
30461 - Technical Writer I	26.44	
30462 - Technical Writer II	32.34	
30463 - Technical Writer III	39.13	
30491 - Unexploded Ordnance (UXO) Technician I		25.69
30492 - Unexploded Ordnance (UXO) Technician II		31.08
30493 - Unexploded Ordnance (UXO) Technician III		37.25
30494 - Unexploded (UXO) Safety Escort		25.69
30495 - Unexploded (UXO) Sweep Personnel		25.69
30501 - Weather Forecaster I	32.34	
30502 - Weather Forecaster II	39.33	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	31.08	
31020 - Bus Aide	14.52	
31030 - Bus Driver	19.27	
31043 - Driver Courier	15.79	

31260 - Parking and Lot Attendant	11.76
31290 - Shuttle Bus Driver	16.93
31310 - Taxi Driver	12.95
31361 - Truckdriver, Light	16.93
31362 - Truckdriver, Medium	18.70
31363 - Truckdriver, Heavy	22.75
31364 - Truckdriver, Tractor-Trailer	22.75
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.15
99030 - Cashier	11.25
99050 - Desk Clerk	13.70
99095 - Embalmer	29.03
99130 - Flight Follower	25.69
99251 - Laboratory Animal Caretaker I	16.06
99252 - Laboratory Animal Caretaker II	17.23
99260 - Marketing Analyst	33.00
99310 - Mortician	36.23
99410 - Pest Controller	18.56
99510 - Photofinishing Worker	14.38
99710 - Recycling Laborer	19.92
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	18.33
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	13.77
99830 - Survey Party Chief	26.71
99831 - Surveying Aide	17.67
99832 - Surveying Technician	24.29
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.89

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

Wage Determination No.: 2015-4053
Daniel W. Simms | Division of | Revision No.: 2
Director | Wage Determinations | Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

This wage determination is applicable to the following cities and towns in the following counties:

BRISTOL COUNTY: Easton

NORFOLK COUNTY: Avon

PLYMOUTH COUNTY: Bridgewater, Brockton, East Bridgewater, West Bridgewater, Whitman

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	16.02	
01012 - Accounting Clerk II	17.98	
01013 - Accounting Clerk III	20.12	
01020 - Administrative Assistant	27.13	
01035 - Court Reporter	20.86	
01041 - Customer Service Representative I		14.08
01042 - Customer Service Representative II		15.83
01043 - Customer Service Representative III		17.28

01051 - Data Entry Operator I	15.64
01052 - Data Entry Operator II	16.97
01060 - Dispatcher, Motor Vehicle	19.79
01070 - Document Preparation Clerk	14.87
01090 - Duplicating Machine Operator	14.87
01111 - General Clerk I	14.66
01112 - General Clerk II	16.00
01113 - General Clerk III	18.17
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	12.98
01191 - Order Clerk I	17.32
01192 - Order Clerk II	18.90
01261 - Personnel Assistant (Employment) I	17.41
01262 - Personnel Assistant (Employment) II	19.48
01263 - Personnel Assistant (Employment) III	21.71
01270 - Production Control Clerk	22.65
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	27.13
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	14.31
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	21.02
05070 - Automotive Worker	21.02
05110 - Mobile Equipment Servicer	19.02
05130 - Motor Equipment Metal Mechanic	22.95
05160 - Motor Equipment Metal Worker	21.02
05190 - Motor Vehicle Mechanic	22.95
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.98
05280 - Motor Vehicle Wrecker	21.02
05310 - Painter, Automotive	21.99
05340 - Radiator Repair Specialist	21.02
05370 - Tire Repairer	13.39
05400 - Transmission Repair Specialist	22.95
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.00
07041 - Cook I	13.81
07042 - Cook II	15.24
07070 - Dishwasher	10.26
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00

07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.96
09040 - Furniture Handler	12.99
09080 - Furniture Refinisher	18.98
09090 - Furniture Refinisher Helper	15.33
09110 - Furniture Repairer, Minor	17.25
09130 - Upholsterer	19.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	12.83
11090 - Gardener	20.28
11122 - Housekeeping Aide	14.28
11150 - Janitor	14.28
11210 - Laborer, Grounds Maintenance	16.46
11240 - Maid or Houseman	11.58
11260 - Pruner	14.94
11270 - Tractor Operator	19.04
11330 - Trail Maintenance Worker	16.46
11360 - Window Cleaner	15.75
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.41
12012 - Certified Occupational Therapist Assistant	24.53
12015 - Certified Physical Therapist Assistant	24.86
12020 - Dental Assistant	18.96
12025 - Dental Hygienist	41.21
12030 - EKG Technician	30.99
12035 - Electroneurodiagnostic Technologist	30.99
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	20.71
12072 - Licensed Practical Nurse II	23.17
12073 - Licensed Practical Nurse III	25.83
12100 - Medical Assistant	17.65
12130 - Medical Laboratory Technician	21.35
12160 - Medical Record Clerk	16.18
12190 - Medical Record Technician	18.10
12195 - Medical Transcriptionist	19.93
12210 - Nuclear Medicine Technologist	38.68
12221 - Nursing Assistant I	11.67
12222 - Nursing Assistant II	13.12
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.07
12235 - Optical Dispenser	23.90
12236 - Optical Technician	21.10
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	15.92
12305 - Radiologic Technologist	36.21
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29

12317 - Scheduler (Drug and Alcohol Testing)		22.68
12320 - Substance Abuse Treatment Counselor		12.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	23.88	
13012 - Exhibits Specialist II	29.59	
13013 - Exhibits Specialist III	36.19	
13041 - Illustrator I	23.88	
13042 - Illustrator II	29.59	
13043 - Illustrator III	36.19	
13047 - Librarian	34.75	
13050 - Library Aide/Clerk	17.29	
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician	20.56	
13061 - Media Specialist I	18.26	
13062 - Media Specialist II	19.94	
13063 - Media Specialist III	22.24	
13071 - Photographer I	19.47	
13072 - Photographer II	21.78	
13073 - Photographer III	26.98	
13074 - Photographer IV	33.00	
13075 - Photographer V	39.93	
13090 - Technical Order Library Clerk	16.95	
13110 - Video Teleconference Technician	19.27	
14000 - Information Technology Occupations		
14041 - Computer Operator I	19.71	
14042 - Computer Operator II	22.05	
14043 - Computer Operator III	24.58	
14044 - Computer Operator IV	27.32	
14045 - Computer Operator V	30.25	
14071 - Computer Programmer I	(see 1)	24.68
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	19.71	
14160 - Personal Computer Support Technician	27.32	
14170 - System Support Specialist	32.90	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		48.81
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist	34.15	
15070 - Flight Instructor (Pilot)	48.81	
15080 - Graphic Artist	31.54	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.66
15086 - Maintenance Test Pilot, Rotary Wing		38.66
15088 - Non-Maintenance Test/Co-Pilot		38.66
15090 - Technical Instructor	27.91	
15095 - Technical Instructor/Course Developer		34.12
15110 - Test Proctor	22.52	

15120 - Tutor	22.52	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	11.08	
16030 - Counter Attendant	11.08	
16040 - Dry Cleaner	14.74	
16070 - Finisher, Flatwork, Machine	11.08	
16090 - Presser, Hand	11.08	
16110 - Presser, Machine, Drycleaning	11.08	
16130 - Presser, Machine, Shirts	11.08	
16160 - Presser, Machine, Wearing Apparel, Laundry		11.08
16190 - Sewing Machine Operator	15.63	
16220 - Tailor	16.32	
16250 - Washer, Machine	12.34	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.99
19040 - Tool And Die Maker	29.50	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.64	
21030 - Material Coordinator	22.65	
21040 - Material Expediter	22.65	
21050 - Material Handling Laborer	14.26	
21071 - Order Filler	15.03	
21080 - Production Line Worker (Food Processing)		17.64
21110 - Shipping Packer	18.63	
21130 - Shipping/Receiving Clerk	18.63	
21140 - Store Worker I	13.10	
21150 - Stock Clerk	17.71	
21210 - Tools And Parts Attendant	17.64	
21410 - Warehouse Specialist	17.64	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	30.32	
23019 - Aircraft Logs and Records Technician	24.21	
23021 - Aircraft Mechanic I	28.22	
23022 - Aircraft Mechanic II	30.32	
23023 - Aircraft Mechanic III	30.61	
23040 - Aircraft Mechanic Helper	21.51	
23050 - Aircraft, Painter	26.64	
23060 - Aircraft Servicer	24.21	
23070 - Aircraft Survival Flight Equipment Technician		26.64
23080 - Aircraft Worker	25.47	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.22
23110 - Appliance Mechanic	26.64	
23120 - Bicycle Repairer	15.53	
23125 - Cable Splicer	30.77	
23130 - Carpenter, Maintenance	28.56	
23140 - Carpet Layer	26.29	
23160 - Electrician, Maintenance	32.18	
23181 - Electronics Technician Maintenance I		29.03
23182 - Electronics Technician Maintenance II		30.35
23183 - Electronics Technician Maintenance III		31.68
23260 - Fabric Worker	24.21	

23290 - Fire Alarm System Mechanic	27.09
23310 - Fire Extinguisher Repairer	23.07
23311 - Fuel Distribution System Mechanic	27.79
23312 - Fuel Distribution System Operator	22.41
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	28.22
23381 - Ground Support Equipment Servicer	24.21
23382 - Ground Support Equipment Worker	25.47
23391 - Gunsmith I	23.07
23392 - Gunsmith II	25.47
23393 - Gunsmith III	27.79
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.46
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	27.45
23430 - Heavy Equipment Mechanic	24.63
23440 - Heavy Equipment Operator	31.78
23460 - Instrument Mechanic	26.90
23465 - Laboratory/Shelter Mechanic	26.64
23470 - Laborer	15.05
23510 - Locksmith	26.64
23530 - Machinery Maintenance Mechanic	25.98
23550 - Machinist, Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	26.90
23592 - Metrology Technician II	28.84
23593 - Metrology Technician III	30.03
23640 - Millwright	27.79
23710 - Office Appliance Repairer	26.64
23760 - Painter, Maintenance	24.24
23790 - Pipefitter, Maintenance	28.54
23810 - Plumber, Maintenance	27.35
23820 - Pneudraulic Systems Mechanic	27.79
23850 - Rigger	27.79
23870 - Scale Mechanic	25.47
23890 - Sheet-Metal Worker, Maintenance	25.56
23910 - Small Engine Mechanic	25.47
23931 - Telecommunications Mechanic I	27.79
23932 - Telecommunications Mechanic II	29.70
23950 - Telephone Lineman	31.61
23960 - Welder, Combination, Maintenance	25.30
23965 - Well Driller	27.79
23970 - Woodcraft Worker	27.79
23980 - Woodworker	23.07
24000 - Personal Needs Occupations	
24550 - Case Manager	16.23
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	12.95
24620 - Family Readiness And Support Services Coordinator	16.23
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.26

25040 - Sewage Plant Operator	24.40	
25070 - Stationary Engineer	27.26	
25190 - Ventilation Equipment Tender	21.10	
25210 - Water Treatment Plant Operator	24.40	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	21.16	
27007 - Baggage Inspector	15.97	
27008 - Corrections Officer	29.56	
27010 - Court Security Officer	28.50	
27030 - Detection Dog Handler	18.95	
27040 - Detention Officer	29.56	
27070 - Firefighter	23.93	
27101 - Guard I	15.97	
27102 - Guard II	18.95	
27131 - Police Officer I	29.47	
27132 - Police Officer II	32.71	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.27	
28042 - Carnival Equipment Repairer	14.24	
28043 - Carnival Worker	10.92	
28210 - Gate Attendant/Gate Tender	16.24	
28310 - Lifeguard	13.01	
28350 - Park Attendant (Aide)	17.74	
28510 - Recreation Aide/Health Facility Attendant	13.58	
28515 - Recreation Specialist	22.62	
28630 - Sports Official	14.47	
28690 - Swimming Pool Operator	19.44	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	25.25	
29020 - Hatch Tender	25.25	
29030 - Line Handler	25.25	
29041 - Stevedore I	24.00	
29042 - Stevedore II	26.41	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.41	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.87	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.69	
30021 - Archeological Technician I	21.07	
30022 - Archeological Technician II	23.57	
30023 - Archeological Technician III	29.20	
30030 - Cartographic Technician	29.20	
30040 - Civil Engineering Technician	26.54	
30051 - Cryogenic Technician I	24.95	
30052 - Cryogenic Technician II	27.56	
30061 - Drafter/CAD Operator I	21.07	
30062 - Drafter/CAD Operator II	23.57	
30063 - Drafter/CAD Operator III	26.27	
30064 - Drafter/CAD Operator IV	32.34	
30081 - Engineering Technician I	17.29	
30082 - Engineering Technician II	19.42	
30083 - Engineering Technician III	21.74	
30084 - Engineering Technician IV	26.93	
30085 - Engineering Technician V	32.93	
30086 - Engineering Technician VI	39.07	

30090 - Environmental Technician	26.74	
30095 - Evidence Control Specialist	22.53	
30210 - Laboratory Technician	23.40	
30221 - Latent Fingerprint Technician I	24.95	
30222 - Latent Fingerprint Technician II	27.56	
30240 - Mathematical Technician	29.20	
30361 - Paralegal/Legal Assistant I	20.13	
30362 - Paralegal/Legal Assistant II	25.32	
30363 - Paralegal/Legal Assistant III	30.97	
30364 - Paralegal/Legal Assistant IV	37.46	
30375 - Petroleum Supply Specialist	27.56	
30390 - Photo-Optics Technician	29.20	
30395 - Radiation Control Technician	27.56	
30461 - Technical Writer I	26.44	
30462 - Technical Writer II	32.34	
30463 - Technical Writer III	39.13	
30491 - Unexploded Ordnance (UXO) Technician I		25.69
30492 - Unexploded Ordnance (UXO) Technician II		31.08
30493 - Unexploded Ordnance (UXO) Technician III		37.25
30494 - Unexploded (UXO) Safety Escort		25.69
30495 - Unexploded (UXO) Sweep Personnel		25.69
30501 - Weather Forecaster I	32.34	
30502 - Weather Forecaster II	39.33	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	26.27
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	31.08	
31020 - Bus Aide	14.52	
31030 - Bus Driver	19.27	
31043 - Driver Courier	15.79	
31260 - Parking and Lot Attendant	11.92	
31290 - Shuttle Bus Driver	16.93	
31310 - Taxi Driver	12.95	
31361 - Truckdriver, Light	16.93	
31362 - Truckdriver, Medium	18.70	
31363 - Truckdriver, Heavy	20.76	
31364 - Truckdriver, Tractor-Trailer	20.76	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.15	
99030 - Cashier	9.84	
99050 - Desk Clerk	13.82	
99095 - Embalmer	29.03	
99130 - Flight Follower	25.69	
99251 - Laboratory Animal Caretaker I	14.60	
99252 - Laboratory Animal Caretaker II	15.66	
99260 - Marketing Analyst	31.00	
99310 - Mortician	36.23	
99410 - Pest Controller	17.79	
99510 - Photofinishing Worker	14.38	
99710 - Recycling Laborer	19.74	
99711 - Recycling Specialist	23.30	
99730 - Refuse Collector	17.90	
99810 - Sales Clerk	13.61	

99820 - School Crossing Guard	14.73
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	17.27
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	17.15
99841 - Vending Machine Repairer	20.55
99842 - Vending Machine Repairer Helper	17.37

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

When preparing a conformance request, the "Service Contract Act Directory of

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

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

Wage Determination No.: 2015-4083
Daniel W. Simms | Division of | Revision No.: 2
Director | Wage Determinations | Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

This wage determination is applicable in the following cities and towns in MASSACHUSETTS and RHODE ISLAND:

Massachusetts:

BRISTOL COUNTY: Attleboro, North Attleborough, Rehoboth, Seekonk

NORFOLK COUNTY: Plainville

WORCESTER COUNTY: Blackstone, Millville

Rhode Island:

PROVIDENCE COUNTY: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Providence, Smithfield, Woonsocket

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	14.92
01012 - Accounting Clerk II	16.74
01013 - Accounting Clerk III	18.73
01020 - Administrative Assistant	25.96
01035 - Court Reporter	18.75
01041 - Customer Service Representative I	13.49
01042 - Customer Service Representative II	15.16
01043 - Customer Service Representative III	16.55
01051 - Data Entry Operator I	14.32
01052 - Data Entry Operator II	15.63
01060 - Dispatcher, Motor Vehicle	18.07
01070 - Document Preparation Clerk	14.93
01090 - Duplicating Machine Operator	14.93
01111 - General Clerk I	13.00
01112 - General Clerk II	14.19
01113 - General Clerk III	16.35
01120 - Housing Referral Assistant	20.91
01141 - Messenger Courier	14.99
01191 - Order Clerk I	14.78
01192 - Order Clerk II	16.14
01261 - Personnel Assistant (Employment) I	15.90
01262 - Personnel Assistant (Employment) II	17.79
01263 - Personnel Assistant (Employment) III	21.91
01270 - Production Control Clerk	21.89
01290 - Rental Clerk	15.65
01300 - Scheduler, Maintenance	16.76
01311 - Secretary I	16.76
01312 - Secretary II	18.75
01313 - Secretary III	20.91
01320 - Service Order Dispatcher	17.26
01410 - Supply Technician	25.96
01420 - Survey Worker	18.88
01460 - Switchboard Operator/Receptionist	14.29
01531 - Travel Clerk I	12.91
01532 - Travel Clerk II	13.70
01533 - Travel Clerk III	14.36
01611 - Word Processor I	14.93
01612 - Word Processor II	16.76
01613 - Word Processor III	18.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.76
05010 - Automotive Electrician	18.34
05040 - Automotive Glass Installer	17.60
05070 - Automotive Worker	17.60
05110 - Mobile Equipment Servicer	16.15
05130 - Motor Equipment Metal Mechanic	19.09
05160 - Motor Equipment Metal Worker	17.60
05190 - Motor Vehicle Mechanic	19.09
05220 - Motor Vehicle Mechanic Helper	15.38
05250 - Motor Vehicle Upholstery Worker	17.49
05280 - Motor Vehicle Wrecker	17.60
05310 - Painter, Automotive	18.34
05340 - Radiator Repair Specialist	17.60
05370 - Tire Repairer	13.33

05400 - Transmission Repair Specialist	19.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.77
07041 - Cook I	15.80
07042 - Cook II	17.22
07070 - Dishwasher	10.29
07130 - Food Service Worker	9.98
07210 - Meat Cutter	17.38
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.34
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	15.97
09090 - Furniture Refinisher Helper	13.39
09110 - Furniture Repairer, Minor	14.66
09130 - Upholsterer	15.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.32
11060 - Elevator Operator	13.74
11090 - Gardener	16.60
11122 - Housekeeping Aide	14.04
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	13.72
11240 - Maid or Houseman	11.96
11260 - Pruner	12.56
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	13.72
11360 - Window Cleaner	14.04
12000 - Health Occupations	
12010 - Ambulance Driver	17.01
12011 - Breath Alcohol Technician	22.72
12012 - Certified Occupational Therapist Assistant	24.31
12015 - Certified Physical Therapist Assistant	26.08
12020 - Dental Assistant	18.37
12025 - Dental Hygienist	35.22
12030 - EKG Technician	27.48
12035 - Electroneurodiagnostic Technologist	27.48
12040 - Emergency Medical Technician	17.01
12071 - Licensed Practical Nurse I	20.73
12072 - Licensed Practical Nurse II	23.19
12073 - Licensed Practical Nurse III	25.86
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	24.65
12160 - Medical Record Clerk	16.52
12190 - Medical Record Technician	18.48
12195 - Medical Transcriptionist	19.00
12210 - Nuclear Medicine Technologist	40.13
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.64
12223 - Nursing Assistant III	13.79
12224 - Nursing Assistant IV	15.47
12235 - Optical Dispenser	21.90
12236 - Optical Technician	14.66
12250 - Pharmacy Technician	14.53

12280 - Phlebotomist		17.02
12305 - Radiologic Technologist		32.46
12311 - Registered Nurse I		29.78
12312 - Registered Nurse II		34.81
12313 - Registered Nurse II, Specialist		34.81
12314 - Registered Nurse III		40.02
12315 - Registered Nurse III, Anesthetist		40.02
12316 - Registered Nurse IV		47.94
12317 - Scheduler (Drug and Alcohol Testing)		27.10
12320 - Substance Abuse Treatment Counselor		16.60
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.71
13012 - Exhibits Specialist II		26.90
13013 - Exhibits Specialist III		32.90
13041 - Illustrator I		21.71
13042 - Illustrator II		26.90
13043 - Illustrator III		32.90
13047 - Librarian		29.79
13050 - Library Aide/Clerk		11.84
13054 - Library Information Technology Systems Administrator		26.90
13058 - Library Technician		17.42
13061 - Media Specialist I		19.40
13062 - Media Specialist II		21.71
13063 - Media Specialist III		24.21
13071 - Photographer I		16.99
13072 - Photographer II		19.00
13073 - Photographer III		23.78
13074 - Photographer IV		28.78
13075 - Photographer V		33.72
13090 - Technical Order Library Clerk		16.95
13110 - Video Teleconference Technician		19.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.38
14042 - Computer Operator II		18.33
14043 - Computer Operator III		20.44
14044 - Computer Operator IV		23.18
14045 - Computer Operator V		25.70
14071 - Computer Programmer I	(see 1)	21.65
14072 - Computer Programmer II	(see 1)	25.70
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.38
14160 - Personal Computer Support Technician		25.50
14170 - System Support Specialist		22.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.37
15020 - Aircrew Training Devices Instructor (Rated)		35.01
15030 - Air Crew Training Devices Instructor (Pilot)		41.96
15050 - Computer Based Training Specialist / Instructor		29.37
15060 - Educational Technologist		28.32

15070 - Flight Instructor (Pilot)	41.96	
15080 - Graphic Artist	25.46	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.85
15086 - Maintenance Test Pilot, Rotary Wing		39.85
15088 - Non-Maintenance Test/Co-Pilot		39.85
15090 - Technical Instructor	24.75	
15095 - Technical Instructor/Course Developer		30.27
15110 - Test Proctor	19.97	
15120 - Tutor	19.97	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.94	
16030 - Counter Attendant	10.94	
16040 - Dry Cleaner	13.18	
16070 - Finisher, Flatwork, Machine	10.94	
16090 - Presser, Hand	10.94	
16110 - Presser, Machine, Drycleaning	10.94	
16130 - Presser, Machine, Shirts	10.94	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.94
16190 - Sewing Machine Operator	13.88	
16220 - Tailor	14.45	
16250 - Washer, Machine	11.46	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.70
19040 - Tool And Die Maker	22.94	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.57	
21030 - Material Coordinator	21.89	
21040 - Material Expediter	21.89	
21050 - Material Handling Laborer	13.55	
21071 - Order Filler	12.87	
21080 - Production Line Worker (Food Processing)		17.57
21110 - Shipping Packer	15.20	
21130 - Shipping/Receiving Clerk	15.20	
21140 - Store Worker I	12.60	
21150 - Stock Clerk	16.43	
21210 - Tools And Parts Attendant	17.57	
21410 - Warehouse Specialist	17.57	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	26.54	
23019 - Aircraft Logs and Records Technician		22.31
23021 - Aircraft Mechanic I	25.28	
23022 - Aircraft Mechanic II	26.54	
23023 - Aircraft Mechanic III	27.86	
23040 - Aircraft Mechanic Helper	20.35	
23050 - Aircraft, Painter	23.83	
23060 - Aircraft Servicer	22.31	
23070 - Aircraft Survival Flight Equipment Technician		23.83
23080 - Aircraft Worker	23.31	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		25.28
23110 - Appliance Mechanic	20.86	
23120 - Bicycle Repairer	13.33	

23125 - Cable Splicer	30.05
23130 - Carpenter, Maintenance	22.85
23140 - Carpet Layer	22.60
23160 - Electrician, Maintenance	25.28
23181 - Electronics Technician Maintenance I	24.89
23182 - Electronics Technician Maintenance II	25.93
23183 - Electronics Technician Maintenance III	27.00
23260 - Fabric Worker	17.45
23290 - Fire Alarm System Mechanic	22.58
23310 - Fire Extinguisher Repairer	20.93
23311 - Fuel Distribution System Mechanic	25.50
23312 - Fuel Distribution System Operator	21.57
23370 - General Maintenance Worker	19.56
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	22.31
23382 - Ground Support Equipment Worker	23.31
23391 - Gunsmith I	20.93
23392 - Gunsmith II	22.80
23393 - Gunsmith III	24.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.44
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.40
23430 - Heavy Equipment Mechanic	23.90
23440 - Heavy Equipment Operator	28.39
23460 - Instrument Mechanic	23.07
23465 - Laboratory/Shelter Mechanic	23.76
23470 - Laborer	13.76
23510 - Locksmith	21.66
23530 - Machinery Maintenance Mechanic	22.25
23550 - Machinist, Maintenance	20.68
23580 - Maintenance Trades Helper	12.41
23591 - Metrology Technician I	23.07
23592 - Metrology Technician II	23.94
23593 - Metrology Technician III	24.86
23640 - Millwright	26.61
23710 - Office Appliance Repairer	20.94
23760 - Painter, Maintenance	18.42
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	25.33
23820 - Pneudraulic Systems Mechanic	24.74
23850 - Rigger	20.55
23870 - Scale Mechanic	22.80
23890 - Sheet-Metal Worker, Maintenance	21.63
23910 - Small Engine Mechanic	18.65
23931 - Telecommunications Mechanic I	28.72
23932 - Telecommunications Mechanic II	29.80
23950 - Telephone Lineman	29.90
23960 - Welder, Combination, Maintenance	19.27
23965 - Well Driller	24.74
23970 - Woodcraft Worker	24.74
23980 - Woodworker	19.35
24000 - Personal Needs Occupations	
24550 - Case Manager	14.31

24570 - Child Care Attendant	11.34	
24580 - Child Care Center Clerk	12.74	
24610 - Chore Aide	11.06	
24620 - Family Readiness And Support Services Coordinator		14.31
24630 - Homemaker	16.61	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	25.13	
25040 - Sewage Plant Operator	22.40	
25070 - Stationary Engineer	25.13	
25190 - Ventilation Equipment Tender	20.17	
25210 - Water Treatment Plant Operator	22.40	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	19.57	
27007 - Baggage Inspector	12.82	
27008 - Corrections Officer	25.16	
27010 - Court Security Officer	25.37	
27030 - Detection Dog Handler	15.92	
27040 - Detention Officer	25.16	
27070 - Firefighter	25.56	
27101 - Guard I	12.82	
27102 - Guard II	15.92	
27131 - Police Officer I	24.46	
27132 - Police Officer II	27.18	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.71	
28042 - Carnival Equipment Repairer	13.35	
28043 - Carnival Worker	10.31	
28210 - Gate Attendant/Gate Tender	13.93	
28310 - Lifeguard	12.11	
28350 - Park Attendant (Aide)	15.58	
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist	13.42	
28630 - Sports Official	12.41	
28690 - Swimming Pool Operator	15.97	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	25.19	
29020 - Hatch Tender	25.19	
29030 - Line Handler	25.19	
29041 - Stevedore I	24.11	
29042 - Stevedore II	26.25	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		39.35
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		27.13
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		29.88
30021 - Archeological Technician I	18.09	
30022 - Archeological Technician II	20.24	
30023 - Archeological Technician III	25.08	
30030 - Cartographic Technician	25.08	
30040 - Civil Engineering Technician	24.92	
30051 - Cryogenic Technician I	25.93	
30052 - Cryogenic Technician II	28.64	
30061 - Drafter/CAD Operator I	18.09	
30062 - Drafter/CAD Operator II	20.24	

30063 - Drafter/CAD Operator III	23.42	
30064 - Drafter/CAD Operator IV	27.76	
30081 - Engineering Technician I	16.82	
30082 - Engineering Technician II	18.87	
30083 - Engineering Technician III	21.12	
30084 - Engineering Technician IV	25.39	
30085 - Engineering Technician V	31.06	
30086 - Engineering Technician VI	38.73	
30090 - Environmental Technician	22.50	
30095 - Evidence Control Specialist	23.41	
30210 - Laboratory Technician	20.10	
30221 - Latent Fingerprint Technician I	25.93	
30222 - Latent Fingerprint Technician II	28.64	
30240 - Mathematical Technician	25.14	
30361 - Paralegal/Legal Assistant I	19.90	
30362 - Paralegal/Legal Assistant II	24.67	
30363 - Paralegal/Legal Assistant III	30.18	
30364 - Paralegal/Legal Assistant IV	36.51	
30375 - Petroleum Supply Specialist	28.64	
30390 - Photo-Optics Technician	25.14	
30395 - Radiation Control Technician	28.64	
30461 - Technical Writer I	23.77	
30462 - Technical Writer II	29.08	
30463 - Technical Writer III	37.68	
30491 - Unexploded Ordnance (UXO) Technician I		24.99
30492 - Unexploded Ordnance (UXO) Technician II		30.26
30493 - Unexploded Ordnance (UXO) Technician III		36.27
30494 - Unexploded (UXO) Safety Escort	25.01	
30495 - Unexploded (UXO) Sweep Personnel	25.01	
30501 - Weather Forecaster I	25.93	
30502 - Weather Forecaster II	31.54	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.04
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.14
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	31.08	
31020 - Bus Aide	14.15	
31030 - Bus Driver	18.12	
31043 - Driver Courier	15.20	
31260 - Parking and Lot Attendant	10.92	
31290 - Shuttle Bus Driver	16.12	
31310 - Taxi Driver	12.72	
31361 - Truckdriver, Light	16.12	
31362 - Truckdriver, Medium	18.40	
31363 - Truckdriver, Heavy	20.47	
31364 - Truckdriver, Tractor-Trailer	23.16	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.15	
99030 - Cashier	9.74	
99050 - Desk Clerk	10.90	
99095 - Embalmer	25.76	
99130 - Flight Follower	25.69	
99251 - Laboratory Animal Caretaker I	11.99	
99252 - Laboratory Animal Caretaker II	12.60	

99260 - Marketing Analyst	28.65
99310 - Mortician	38.43
99410 - Pest Controller	15.17
99510 - Photofinishing Worker	12.61
99710 - Recycling Laborer	19.99
99711 - Recycling Specialist	20.79
99730 - Refuse Collector	18.56
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	14.35
99830 - Survey Party Chief	19.87
99831 - Surveying Aide	14.23
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	17.45
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	17.45

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees

(See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

29 CFR 4.6(b)(2)(iii)).

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

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

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

Wage Determination No.: 2015-4095
Daniel W. Simms | Division of | Revision No.: 3
Director | Wage Determinations | Date Of Last Revision: 01/31/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

Applicable in the state of Massachusetts as follows:

FRANKLIN COUNTY - Ashfield town, Conway town, Deerfield town, Leverett town, Shutesbury town, Sunderland town, Wendell town, Whately town

HAMPDEN COUNTY - Agawam city, Blandford town, Chester town, Chicopee city, East Longmeadow town, Granville town, Hampden town, Holyoke city, Longmeadow town, Ludlow town, Monson town, Montgomery town, Palmer town, Russell town, Southwich town, Springfield city, Tolland town, Wales town, West Springfield town, Westfield city, Wilbraham town

HAMPSHIRE COUNTY - Amherst town, Belchertown town, Chesterfield town, Cummington town, Easthampton town, Goshen town, Granby town, Hadley town, Hatfield town, Huntington town, Northampton city, Pelham town, South Hadley town, Southampton town, Ware town, Westhampton town, Williamsburg town, Worthington town

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.32	

01012 - Accounting Clerk II	17.19
01013 - Accounting Clerk III	19.23
01020 - Administrative Assistant	24.93
01035 - Court Reporter	19.14
01041 - Customer Service Representative I	13.25
01042 - Customer Service Representative II	14.90
01043 - Customer Service Representative III	16.26
01051 - Data Entry Operator I	15.16
01052 - Data Entry Operator II	16.29
01060 - Dispatcher, Motor Vehicle	19.41
01070 - Document Preparation Clerk	16.47
01090 - Duplicating Machine Operator	16.47
01111 - General Clerk I	14.46
01112 - General Clerk II	15.90
01113 - General Clerk III	17.86
01120 - Housing Referral Assistant	21.57
01141 - Messenger Courier	13.77
01191 - Order Clerk I	15.42
01192 - Order Clerk II	16.89
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.96
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	22.50
01290 - Rental Clerk	16.25
01300 - Scheduler, Maintenance	17.30
01311 - Secretary I	17.30
01312 - Secretary II	19.35
01313 - Secretary III	21.57
01320 - Service Order Dispatcher	17.79
01410 - Supply Technician	24.93
01420 - Survey Worker	18.55
01460 - Switchboard Operator/Receptionist	15.36
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	15.67
01612 - Word Processor II	17.60
01613 - Word Processor III	19.68
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.65
05010 - Automotive Electrician	18.04
05040 - Automotive Glass Installer	17.30
05070 - Automotive Worker	17.30
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	18.77
05160 - Motor Equipment Metal Worker	17.30
05190 - Motor Vehicle Mechanic	18.77
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	16.64
05280 - Motor Vehicle Wrecker	17.30
05310 - Painter, Automotive	18.04
05340 - Radiator Repair Specialist	17.30
05370 - Tire Repairer	13.23
05400 - Transmission Repair Specialist	18.77

07000 - Food Preparation And Service Occupations	
07010 - Baker	13.15
07041 - Cook I	14.67
07042 - Cook II	16.10
07070 - Dishwasher	10.37
07130 - Food Service Worker	10.58
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.24
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	16.97
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.70
09130 - Upholsterer	16.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.64
11060 - Elevator Operator	13.12
11090 - Gardener	17.95
11122 - Housekeeping Aide	13.56
11150 - Janitor	13.56
11210 - Laborer, Grounds Maintenance	14.82
11240 - Maid or Houseman	10.35
11260 - Pruner	13.50
11270 - Tractor Operator	16.95
11330 - Trail Maintenance Worker	14.82
11360 - Window Cleaner	14.70
12000 - Health Occupations	
12010 - Ambulance Driver	19.25
12011 - Breath Alcohol Technician	20.78
12012 - Certified Occupational Therapist Assistant	24.35
12015 - Certified Physical Therapist Assistant	26.22
12020 - Dental Assistant	17.70
12025 - Dental Hygienist	34.50
12030 - EKG Technician	27.63
12035 - Electroneurodiagnostic Technologist	27.93
12040 - Emergency Medical Technician	19.25
12071 - Licensed Practical Nurse I	19.01
12072 - Licensed Practical Nurse II	21.26
12073 - Licensed Practical Nurse III	23.70
12100 - Medical Assistant	16.65
12130 - Medical Laboratory Technician	19.70
12160 - Medical Record Clerk	17.23
12190 - Medical Record Technician	19.27
12195 - Medical Transcriptionist	18.10
12210 - Nuclear Medicine Technologist	36.65
12221 - Nursing Assistant I	11.14
12222 - Nursing Assistant II	12.54
12223 - Nursing Assistant III	13.67
12224 - Nursing Assistant IV	15.35
12235 - Optical Dispenser	20.29
12236 - Optical Technician	16.83
12250 - Pharmacy Technician	14.16
12280 - Phlebotomist	15.35

12305 - Radiologic Technologist		27.73
12311 - Registered Nurse I		29.56
12312 - Registered Nurse II		36.16
12313 - Registered Nurse II, Specialist		36.16
12314 - Registered Nurse III		45.75
12315 - Registered Nurse III, Anesthetist		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		25.18
12320 - Substance Abuse Treatment Counselor		24.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.61
13012 - Exhibits Specialist II		24.22
13013 - Exhibits Specialist III		29.65
13041 - Illustrator I		19.57
13042 - Illustrator II		24.22
13043 - Illustrator III		29.65
13047 - Librarian		26.84
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems Administrator		24.22
13058 - Library Technician		16.93
13061 - Media Specialist I		16.79
13062 - Media Specialist II		18.65
13063 - Media Specialist III		20.78
13071 - Photographer I		15.35
13072 - Photographer II		20.21
13073 - Photographer III		23.37
13074 - Photographer IV		28.59
13075 - Photographer V		35.87
13090 - Technical Order Library Clerk		17.64
13110 - Video Teleconference Technician		20.42
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.13
14042 - Computer Operator II		18.66
14043 - Computer Operator III		20.45
14044 - Computer Operator IV		23.38
14045 - Computer Operator V		25.89
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
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		16.13
14160 - Personal Computer Support Technician		23.38
14170 - System Support Specialist		32.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73

15080 - Graphic Artist	25.12	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		41.93
15086 - Maintenance Test Pilot, Rotary Wing		41.93
15088 - Non-Maintenance Test/Co-Pilot		41.93
15090 - Technical Instructor	22.81	
15095 - Technical Instructor/Course Developer		27.93
15110 - Test Proctor	18.44	
15120 - Tutor	18.44	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.94	
16030 - Counter Attendant	10.94	
16040 - Dry Cleaner	13.60	
16070 - Finisher, Flatwork, Machine		10.94
16090 - Presser, Hand	10.94	
16110 - Presser, Machine, Drycleaning		10.94
16130 - Presser, Machine, Shirts	10.94	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.94
16190 - Sewing Machine Operator		14.84
16220 - Tailor	16.01	
16250 - Washer, Machine	11.60	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.89
19040 - Tool And Die Maker	23.03	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	18.98	
21030 - Material Coordinator	23.14	
21040 - Material Expediter	23.14	
21050 - Material Handling Laborer		14.54
21071 - Order Filler	12.84	
21080 - Production Line Worker (Food Processing)		18.98
21110 - Shipping Packer	15.85	
21130 - Shipping/Receiving Clerk		15.85
21140 - Store Worker I	13.07	
21150 - Stock Clerk	16.61	
21210 - Tools And Parts Attendant		18.98
21410 - Warehouse Specialist		18.98
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	27.29	
23019 - Aircraft Logs and Records Technician		23.32
23021 - Aircraft Mechanic I	26.35	
23022 - Aircraft Mechanic II	27.29	
23023 - Aircraft Mechanic III	28.27	
23040 - Aircraft Mechanic Helper	22.39	
23050 - Aircraft, Painter	25.44	
23060 - Aircraft Servicer	23.32	
23070 - Aircraft Survival Flight Equipment Technician		25.44
23080 - Aircraft Worker	24.31	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.31
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.35
23110 - Appliance Mechanic	18.38	
23120 - Bicycle Repairer	14.55	
23125 - Cable Splicer	29.71	

23130 - Carpenter, Maintenance	22.88
23140 - Carpet Layer	21.42
23160 - Electrician, Maintenance	25.25
23181 - Electronics Technician Maintenance I	22.21
23182 - Electronics Technician Maintenance II	23.11
23183 - Electronics Technician Maintenance III	24.35
23260 - Fabric Worker	21.32
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	20.12
23311 - Fuel Distribution System Mechanic	23.61
23312 - Fuel Distribution System Operator	20.05
23370 - General Maintenance Worker	18.44
23380 - Ground Support Equipment Mechanic	26.35
23381 - Ground Support Equipment Servicer	23.32
23382 - Ground Support Equipment Worker	24.31
23391 - Gunsmith I	20.12
23392 - Gunsmith II	22.39
23393 - Gunsmith III	24.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.71
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.63
23430 - Heavy Equipment Mechanic	23.01
23440 - Heavy Equipment Operator	27.01
23460 - Instrument Mechanic	26.64
23465 - Laboratory/Shelter Mechanic	23.31
23470 - Laborer	14.54
23510 - Locksmith	22.94
23530 - Machinery Maintenance Mechanic	20.96
23550 - Machinist, Maintenance	21.10
23580 - Maintenance Trades Helper	14.62
23591 - Metrology Technician I	26.64
23592 - Metrology Technician II	27.57
23593 - Metrology Technician III	28.59
23640 - Millwright	22.09
23710 - Office Appliance Repairer	20.59
23760 - Painter, Maintenance	18.40
23790 - Pipefitter, Maintenance	25.95
23810 - Plumber, Maintenance	23.25
23820 - Pneudraulic Systems Mechanic	24.33
23850 - Rigger	24.33
23870 - Scale Mechanic	22.39
23890 - Sheet-Metal Worker, Maintenance	23.12
23910 - Small Engine Mechanic	19.44
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.01
23960 - Welder, Combination, Maintenance	22.31
23965 - Well Driller	23.60
23970 - Woodcraft Worker	24.33
23980 - Woodworker	18.22
24000 - Personal Needs Occupations	
24550 - Case Manager	14.79
24570 - Child Care Attendant	12.31

24580 - Child Care Center Clerk	15.37	
24610 - Chore Aide	12.30	
24620 - Family Readiness And Support Services Coordinator		14.79
24630 - Homemaker	18.54	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	23.66	
25040 - Sewage Plant Operator	23.06	
25070 - Stationary Engineer	23.66	
25190 - Ventilation Equipment Tender	18.05	
25210 - Water Treatment Plant Operator	23.06	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.75	
27007 - Baggage Inspector	13.41	
27008 - Corrections Officer	24.16	
27010 - Court Security Officer	23.99	
27030 - Detection Dog Handler	18.61	
27040 - Detention Officer	24.16	
27070 - Firefighter	22.98	
27101 - Guard I	13.41	
27102 - Guard II	18.61	
27131 - Police Officer I	23.99	
27132 - Police Officer II	26.15	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.07	
28042 - Carnival Equipment Repairer	11.53	
28043 - Carnival Worker	10.34	
28210 - Gate Attendant/Gate Tender	13.79	
28310 - Lifeguard	11.53	
28350 - Park Attendant (Aide)	15.44	
28510 - Recreation Aide/Health Facility Attendant		11.27
28515 - Recreation Specialist	16.31	
28630 - Sports Official	12.28	
28690 - Swimming Pool Operator	15.21	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.12	
29020 - Hatch Tender	23.12	
29030 - Line Handler	23.12	
29041 - Stevedore I	22.02	
29042 - Stevedore II	24.09	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		40.74
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		28.10
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		30.94
30021 - Archeological Technician I	17.26	
30022 - Archeological Technician II	19.31	
30023 - Archeological Technician III	23.91	
30030 - Cartographic Technician	23.91	
30040 - Civil Engineering Technician	24.88	
30051 - Cryogenic Technician I	26.48	
30052 - Cryogenic Technician II	29.26	
30061 - Drafter/CAD Operator I	17.26	
30062 - Drafter/CAD Operator II	19.31	
30063 - Drafter/CAD Operator III	21.52	

30064 - Drafter/CAD Operator IV	26.48	
30081 - Engineering Technician I	14.62	
30082 - Engineering Technician II	16.92	
30083 - Engineering Technician III	18.98	
30084 - Engineering Technician IV	23.51	
30085 - Engineering Technician V	28.77	
30086 - Engineering Technician VI	34.25	
30090 - Environmental Technician	23.79	
30095 - Evidence Control Specialist	23.91	
30210 - Laboratory Technician	24.42	
30221 - Latent Fingerprint Technician I	26.48	
30222 - Latent Fingerprint Technician II	29.26	
30240 - Mathematical Technician	23.91	
30361 - Paralegal/Legal Assistant I	18.47	
30362 - Paralegal/Legal Assistant II	22.88	
30363 - Paralegal/Legal Assistant III	27.99	
30364 - Paralegal/Legal Assistant IV	33.86	
30375 - Petroleum Supply Specialist	29.26	
30390 - Photo-Optics Technician	23.06	
30395 - Radiation Control Technician	29.26	
30461 - Technical Writer I	23.44	
30462 - Technical Writer II	28.68	
30463 - Technical Writer III	34.69	
30491 - Unexploded Ordnance (UXO) Technician I		25.90
30492 - Unexploded Ordnance (UXO) Technician II		31.33
30493 - Unexploded Ordnance (UXO) Technician III		37.55
30494 - Unexploded (UXO) Safety Escort		25.90
30495 - Unexploded (UXO) Sweep Personnel		25.90
30501 - Weather Forecaster I	26.48	
30502 - Weather Forecaster II	32.22	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.52
30621 - Weather Observer, Senior	(see 2)	23.91
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	31.33	
31020 - Bus Aide	12.29	
31030 - Bus Driver	17.59	
31043 - Driver Courier	15.73	
31260 - Parking and Lot Attendant	11.09	
31290 - Shuttle Bus Driver	16.81	
31310 - Taxi Driver	11.59	
31361 - Truckdriver, Light	16.81	
31362 - Truckdriver, Medium	17.90	
31363 - Truckdriver, Heavy	21.00	
31364 - Truckdriver, Tractor-Trailer	21.00	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.28	
99030 - Cashier	11.31	
99050 - Desk Clerk	12.20	
99095 - Embalmer	28.66	
99130 - Flight Follower	25.90	
99251 - Laboratory Animal Caretaker I		13.75
99252 - Laboratory Animal Caretaker II		14.19
99260 - Marketing Analyst	29.18	

99310 - Mortician	29.67
99410 - Pest Controller	17.81
99510 - Photofinishing Worker	12.67
99710 - Recycling Laborer	17.36
99711 - Recycling Specialist	20.02
99730 - Refuse Collector	16.02
99810 - Sales Clerk	11.83
99820 - School Crossing Guard	12.87
99830 - Survey Party Chief	19.16
99831 - Surveying Aide	12.55
99832 - Surveying Technician	17.19
99840 - Vending Machine Attendant	18.43
99841 - Vending Machine Repairer	21.80
99842 - Vending Machine Repairer Helper	18.43

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract

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

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-4119
Daniel W. Simms | Division of | Revision No.: 2
Director | Wage Determinations | Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

This wage determination is applicable to the following cities and towns in CONNECTICUT:

HARTFORD COUNTY: Avon, Bloomfield, Canton, East Granby, East Hartford, Farmington, Glastonbury, Granby, Hartford, Manchester, Marlborough, Newington, Rocky Hill, Simsbury, South Windsor, West Hartford, Wethersfield, Windsor

LITCHFIELD COUNTY: New Hartford

MIDDLESEX COUNTY: Cromwell, East Hampton, Portland

NEW LONDON COUNTY: Colchester

TOLLAND COUNTY: Andover, Bolton, Columbia, Coventry, Ellington, Hebron, Stafford, Tolland, Vernon, Willington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	16.48
01012 - Accounting Clerk II	18.48
01013 - Accounting Clerk III	20.70
01020 - Administrative Assistant	31.31
01035 - Court Reporter	20.25
01041 - Customer Service Representative I	15.48
01042 - Customer Service Representative II	17.40
01043 - Customer Service Representative III	18.99
01051 - Data Entry Operator I	15.62
01052 - Data Entry Operator II	17.16
01060 - Dispatcher, Motor Vehicle	18.88
01070 - Document Preparation Clerk	15.85
01090 - Duplicating Machine Operator	15.85
01111 - General Clerk I	16.86
01112 - General Clerk II	18.39
01113 - General Clerk III	20.64
01120 - Housing Referral Assistant	24.22
01141 - Messenger Courier	15.37
01191 - Order Clerk I	16.96
01192 - Order Clerk II	18.51
01261 - Personnel Assistant (Employment) I	17.77
01262 - Personnel Assistant (Employment) II	19.88
01263 - Personnel Assistant (Employment) III	24.37
01270 - Production Control Clerk	24.62
01290 - Rental Clerk	16.43
01300 - Scheduler, Maintenance	19.42
01311 - Secretary I	19.42
01312 - Secretary II	21.73
01313 - Secretary III	24.22
01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	31.31
01420 - Survey Worker	19.11
01460 - Switchboard Operator/Receptionist	15.71
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	15.62
01612 - Word Processor II	17.53
01613 - Word Processor III	19.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	17.69
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter, Automotive	21.15

05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	15.07
07042 - Cook II	16.32
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.14
07210 - Meat Cutter	19.53
07260 - Waiter/Waitress	11.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	15.01
09080 - Furniture Refinisher	20.27
09090 - Furniture Refinisher Helper	16.82
09110 - Furniture Repairer, Minor	18.36
09130 - Upholsterer	19.81
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.99
11060 - Elevator Operator	13.33
11090 - Gardener	17.12
11122 - Housekeeping Aide	14.48
11150 - Janitor	14.48
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	12.28
11260 - Pruner	12.98
11270 - Tractor Operator	16.33
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	15.22
12000 - Health Occupations	
12010 - Ambulance Driver	20.85
12011 - Breath Alcohol Technician	21.91
12012 - Certified Occupational Therapist Assistant	25.99
12015 - Certified Physical Therapist Assistant	26.28
12020 - Dental Assistant	20.61
12025 - Dental Hygienist	37.25
12030 - EKG Technician	25.28
12035 - Electroneurodiagnostic Technologist	25.28
12040 - Emergency Medical Technician	20.85
12071 - Licensed Practical Nurse I	21.68
12072 - Licensed Practical Nurse II	24.27
12073 - Licensed Practical Nurse III	27.04
12100 - Medical Assistant	16.88
12130 - Medical Laboratory Technician	22.65
12160 - Medical Record Clerk	17.44
12190 - Medical Record Technician	19.49
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine Technologist	38.43
12221 - Nursing Assistant I	12.00
12222 - Nursing Assistant II	13.50
12223 - Nursing Assistant III	14.73
12224 - Nursing Assistant IV	16.53
12235 - Optical Dispenser	23.64

12236 - Optical Technician		19.60
12250 - Pharmacy Technician		15.93
12280 - Phlebotomist		17.13
12305 - Radiologic Technologist		31.29
12311 - Registered Nurse I		27.82
12312 - Registered Nurse II		34.04
12313 - Registered Nurse II, Specialist		34.04
12314 - Registered Nurse III		41.18
12315 - Registered Nurse III, Anesthetist		41.18
12316 - Registered Nurse IV		49.36
12317 - Scheduler (Drug and Alcohol Testing)		25.82
12320 - Substance Abuse Treatment Counselor		22.49
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		25.48
13013 - Exhibits Specialist III		31.18
13041 - Illustrator I		23.78
13042 - Illustrator II		29.45
13043 - Illustrator III		36.02
13047 - Librarian		31.66
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		28.58
13058 - Library Technician		19.23
13061 - Media Specialist I		20.63
13062 - Media Specialist II		23.08
13063 - Media Specialist III		25.72
13071 - Photographer I		19.17
13072 - Photographer II		22.01
13073 - Photographer III		26.63
13074 - Photographer IV		32.48
13075 - Photographer V		39.41
13090 - Technical Order Library Clerk		19.50
13110 - Video Teleconference Technician		20.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.10
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.65
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.10
14160 - Personal Computer Support Technician		25.31
14170 - System Support Specialist		35.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16
15030 - Air Crew Training Devices Instructor (Pilot)		48.13

15050 - Computer Based Training Specialist / Instructor		33.19
15060 - Educational Technologist	35.74	
15070 - Flight Instructor (Pilot)	48.13	
15080 - Graphic Artist	23.64	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.83
15086 - Maintenance Test Pilot, Rotary Wing		43.83
15088 - Non-Maintenance Test/Co-Pilot		43.83
15090 - Technical Instructor	25.55	
15095 - Technical Instructor/Course Developer		31.27
15110 - Test Proctor	21.48	
15120 - Tutor	21.48	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.64	
16030 - Counter Attendant	10.64	
16040 - Dry Cleaner	13.14	
16070 - Finisher, Flatwork, Machine		10.64
16090 - Presser, Hand	10.64	
16110 - Presser, Machine, Drycleaning		10.64
16130 - Presser, Machine, Shirts	10.64	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.64
16190 - Sewing Machine Operator		14.34
16220 - Tailor	15.48	
16250 - Washer, Machine		11.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.92
19040 - Tool And Die Maker		26.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.26	
21030 - Material Coordinator	22.51	
21040 - Material Expediter	22.51	
21050 - Material Handling Laborer		13.94
21071 - Order Filler	14.22	
21080 - Production Line Worker (Food Processing)		17.26
21110 - Shipping Packer	16.58	
21130 - Shipping/Receiving Clerk		16.58
21140 - Store Worker I	14.30	
21150 - Stock Clerk	18.50	
21210 - Tools And Parts Attendant		17.26
21410 - Warehouse Specialist		17.26
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	27.34	
23019 - Aircraft Logs and Records Technician		23.05
23021 - Aircraft Mechanic I	26.06	
23022 - Aircraft Mechanic II	27.34	
23023 - Aircraft Mechanic III	28.70	
23040 - Aircraft Mechanic Helper	21.02	
23050 - Aircraft, Painter	25.40	
23060 - Aircraft Servicer	23.05	
23070 - Aircraft Survival Flight Equipment Technician		25.40
23080 - Aircraft Worker	24.01	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.01
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.06

23110 - Appliance Mechanic	22.98
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	33.91
23130 - Carpenter, Maintenance	24.25
23140 - Carpet Layer	22.02
23160 - Electrician, Maintenance	26.19
23181 - Electronics Technician Maintenance I	26.27
23182 - Electronics Technician Maintenance II	27.41
23183 - Electronics Technician Maintenance III	28.55
23260 - Fabric Worker	23.28
23290 - Fire Alarm System Mechanic	25.16
23310 - Fire Extinguisher Repairer	22.26
23311 - Fuel Distribution System Mechanic	31.31
23312 - Fuel Distribution System Operator	26.47
23370 - General Maintenance Worker	20.26
23380 - Ground Support Equipment Mechanic	26.06
23381 - Ground Support Equipment Servicer	23.05
23382 - Ground Support Equipment Worker	24.01
23391 - Gunsmith I	22.26
23392 - Gunsmith II	24.22
23393 - Gunsmith III	26.32
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.94
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.86
23430 - Heavy Equipment Mechanic	25.34
23440 - Heavy Equipment Operator	27.71
23460 - Instrument Mechanic	25.54
23465 - Laboratory/Shelter Mechanic	25.28
23470 - Laborer	13.60
23510 - Locksmith	25.49
23530 - Machinery Maintenance Mechanic	24.50
23550 - Machinist, Maintenance	22.40
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	25.54
23592 - Metrology Technician II	26.46
23593 - Metrology Technician III	27.52
23640 - Millwright	24.74
23710 - Office Appliance Repairer	24.11
23760 - Painter, Maintenance	22.30
23790 - Pipefitter, Maintenance	28.15
23810 - Plumber, Maintenance	26.89
23820 - Pneudraulic Systems Mechanic	26.32
23850 - Rigger	23.93
23870 - Scale Mechanic	24.22
23890 - Sheet-Metal Worker, Maintenance	25.64
23910 - Small Engine Mechanic	21.40
23931 - Telecommunications Mechanic I	27.83
23932 - Telecommunications Mechanic II	28.79
23950 - Telephone Lineman	24.99
23960 - Welder, Combination, Maintenance	21.54
23965 - Well Driller	25.54
23970 - Woodcraft Worker	26.32
23980 - Woodworker	20.54

24000 - Personal Needs Occupations		
24550 - Case Manager	20.65	
24570 - Child Care Attendant	14.25	
24580 - Child Care Center Clerk	19.47	
24610 - Chore Aide	11.80	
24620 - Family Readiness And Support Services Coordinator		20.65
24630 - Homemaker	23.11	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	27.09	
25040 - Sewage Plant Operator	26.94	
25070 - Stationary Engineer	27.09	
25190 - Ventilation Equipment Tender	22.18	
25210 - Water Treatment Plant Operator	26.94	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	22.99	
27007 - Baggage Inspector	13.99	
27008 - Corrections Officer	30.06	
27010 - Court Security Officer	30.06	
27030 - Detection Dog Handler	19.25	
27040 - Detention Officer	30.06	
27070 - Firefighter	29.85	
27101 - Guard I	13.99	
27102 - Guard II	19.25	
27131 - Police Officer I	30.00	
27132 - Police Officer II	33.34	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.10	
28042 - Carnival Equipment Repairer	13.74	
28043 - Carnival Worker	11.09	
28210 - Gate Attendant/Gate Tender	16.95	
28310 - Lifeguard	15.10	
28350 - Park Attendant (Aide)	18.97	
28510 - Recreation Aide/Health Facility Attendant		13.84
28515 - Recreation Specialist	22.18	
28630 - Sports Official	15.10	
28690 - Swimming Pool Operator	17.45	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	31.15	
29020 - Hatch Tender	31.15	
29030 - Line Handler	31.15	
29041 - Stevedore I	29.93	
29042 - Stevedore II	32.49	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		39.43
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		27.18
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		29.94
30021 - Archeological Technician I	18.32	
30022 - Archeological Technician II	20.49	
30023 - Archeological Technician III	25.41	
30030 - Cartographic Technician	25.37	
30040 - Civil Engineering Technician	31.78	
30051 - Cryogenic Technician I	26.52	
30052 - Cryogenic Technician II	29.29	

30061 - Drafter/CAD Operator I	18.32	
30062 - Drafter/CAD Operator II	20.49	
30063 - Drafter/CAD Operator III	22.83	
30064 - Drafter/CAD Operator IV	28.11	
30081 - Engineering Technician I	16.21	
30082 - Engineering Technician II	18.50	
30083 - Engineering Technician III	20.82	
30084 - Engineering Technician IV	25.79	
30085 - Engineering Technician V	33.14	
30086 - Engineering Technician VI	38.16	
30090 - Environmental Technician	21.21	
30095 - Evidence Control Specialist	23.95	
30210 - Laboratory Technician	22.03	
30221 - Latent Fingerprint Technician I	26.52	
30222 - Latent Fingerprint Technician II	29.29	
30240 - Mathematical Technician	25.37	
30361 - Paralegal/Legal Assistant I	20.67	
30362 - Paralegal/Legal Assistant II	25.60	
30363 - Paralegal/Legal Assistant III	31.32	
30364 - Paralegal/Legal Assistant IV	37.90	
30375 - Petroleum Supply Specialist	29.29	
30390 - Photo-Optics Technician	25.37	
30395 - Radiation Control Technician	29.29	
30461 - Technical Writer I	24.90	
30462 - Technical Writer II	30.47	
30463 - Technical Writer III	36.86	
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30501 - Weather Forecaster I	26.52	
30502 - Weather Forecaster II	32.26	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	22.83
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	28.39	
31020 - Bus Aide	12.79	
31030 - Bus Driver	18.67	
31043 - Driver Courier	15.70	
31260 - Parking and Lot Attendant	10.64	
31290 - Shuttle Bus Driver	16.47	
31310 - Taxi Driver	15.47	
31361 - Truckdriver, Light	16.47	
31362 - Truckdriver, Medium	20.26	
31363 - Truckdriver, Heavy	22.21	
31364 - Truckdriver, Tractor-Trailer	22.21	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	13.84	
99030 - Cashier	10.14	
99050 - Desk Clerk	11.13	
99095 - Embalmer	30.71	
99130 - Flight Follower	23.46	

99251 - Laboratory Animal Caretaker I	11.83
99252 - Laboratory Animal Caretaker II	12.37
99260 - Marketing Analyst	30.71
99310 - Mortician	37.63
99410 - Pest Controller	17.00
99510 - Photofinishing Worker	14.70
99710 - Recycling Laborer	19.26
99711 - Recycling Specialist	21.15
99730 - Refuse Collector	17.34
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	15.35
99830 - Survey Party Chief	24.63
99831 - Surveying Aide	13.59
99832 - Surveying Technician	22.39
99840 - Vending Machine Attendant	15.86
99841 - Vending Machine Repairer	18.14
99842 - Vending Machine Repairer Helper	15.86

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-4127
 Daniel W. Simms | Division of | Revision No.: 2
 Director | Wage Determinations | Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

This wage determination is applicable to the following cities and towns in NEW HAVEN COUNTY: Bethany, Branford, Cheshire, East Haven, Guilford, Hamden, Madison, Meriden, New Haven, North Branford, North Haven, Orange, Wallingford, West Haven

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.62
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		31.54
01035 - Court Reporter		21.64
01041 - Customer Service Representative I		14.52
01042 - Customer Service Representative II		16.32
01043 - Customer Service Representative III		17.80
01051 - Data Entry Operator I		14.88
01052 - Data Entry Operator II		16.23
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.12
01090 - Duplicating Machine Operator		17.12
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		14.21
01191 - Order Clerk I		17.52

01192 - Order Clerk II	21.37	
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk	23.51	
01290 - Rental Clerk	18.04	
01300 - Scheduler, Maintenance	21.57	
01311 - Secretary I	21.57	
01312 - Secretary II	24.82	
01313 - Secretary III	26.92	
01320 - Service Order Dispatcher	20.50	
01410 - Supply Technician	31.54	
01420 - Survey Worker	21.64	
01460 - Switchboard Operator/Receptionist		15.67
01531 - Travel Clerk I	12.40	
01532 - Travel Clerk II	13.50	
01533 - Travel Clerk III	14.24	
01611 - Word Processor I	17.62	
01612 - Word Processor II	19.79	
01613 - Word Processor III	22.13	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.38
05010 - Automotive Electrician	29.52	
05040 - Automotive Glass Installer	28.55	
05070 - Automotive Worker	28.55	
05110 - Mobile Equipment Servicer	26.80	
05130 - Motor Equipment Metal Mechanic		30.34
05160 - Motor Equipment Metal Worker		28.55
05190 - Motor Vehicle Mechanic	29.68	
05220 - Motor Vehicle Mechanic Helper	25.82	
05250 - Motor Vehicle Upholstery Worker	27.72	
05280 - Motor Vehicle Wrecker	28.55	
05310 - Painter, Automotive	28.79	
05340 - Radiator Repair Specialist	26.95	
05370 - Tire Repairer	15.94	
05400 - Transmission Repair Specialist		29.68
07000 - Food Preparation And Service Occupations		
07010 - Baker	16.75	
07041 - Cook I	16.57	
07042 - Cook II	18.04	
07070 - Dishwasher	9.74	
07130 - Food Service Worker	12.33	
07210 - Meat Cutter	20.40	
07260 - Waiter/Waitress	9.99	
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	20.20	
09040 - Furniture Handler	16.46	
09080 - Furniture Refinisher	20.20	
09090 - Furniture Refinisher Helper	17.67	
09110 - Furniture Repairer, Minor	18.97	
09130 - Upholsterer	21.21	
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	11.59	
11060 - Elevator Operator	12.75	

11090 - Gardener	19.66
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	16.54
11240 - Maid or Houseman	13.68
11260 - Pruner	14.92
11270 - Tractor Operator	18.75
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.57
12000 - Health Occupations	
12010 - Ambulance Driver	23.96
12011 - Breath Alcohol Technician	23.96
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.20
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	37.61
12030 - EKG Technician	31.52
12035 - Electroneurodiagnostic Technologist	31.52
12040 - Emergency Medical Technician	23.96
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	26.93
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.49
12190 - Medical Record Technician	22.61
12195 - Medical Transcriptionist	20.34
12210 - Nuclear Medicine Technologist	38.22
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	23.68
12236 - Optical Technician	18.54
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	18.12
12305 - Radiologic Technologist	29.70
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.20
12317 - Scheduler (Drug and Alcohol Testing)	28.79
12320 - Substance Abuse Treatment Counselor	22.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.35
13012 - Exhibits Specialist II	32.65
13013 - Exhibits Specialist III	40.66
13041 - Illustrator I	28.07
13042 - Illustrator II	35.08
13043 - Illustrator III	44.73
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79

13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician	25.62	
13061 - Media Specialist I	23.01	
13062 - Media Specialist II	25.63	
13063 - Media Specialist III	28.45	
13071 - Photographer I	18.78	
13072 - Photographer II	24.10	
13073 - Photographer III	32.88	
13074 - Photographer IV	44.26	
13075 - Photographer V	50.85	
13090 - Technical Order Library Clerk	16.31	
13110 - Video Teleconference Technician	23.06	
14000 - Information Technology Occupations		
14041 - Computer Operator I	20.81	
14042 - Computer Operator II	23.29	
14043 - Computer Operator III	25.97	
14044 - Computer Operator IV	28.86	
14045 - Computer Operator V	31.94	
14071 - Computer Programmer I	(see 1)	27.56
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	20.81	
14160 - Personal Computer Support Technician	28.86	
14170 - System Support Specialist	42.69	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist	36.27	
15070 - Flight Instructor (Pilot)	52.46	
15080 - Graphic Artist	32.92	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.74
15086 - Maintenance Test Pilot, Rotary Wing		43.74
15088 - Non-Maintenance Test/Co-Pilot		43.74
15090 - Technical Instructor	27.17	
15095 - Technical Instructor/Course Developer		32.55
15110 - Test Proctor	21.49	
15120 - Tutor	21.49	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	10.65	
16030 - Counter Attendant	10.65	
16040 - Dry Cleaner	12.92	
16070 - Finisher, Flatwork, Machine	10.65	
16090 - Presser, Hand	10.65	
16110 - Presser, Machine, Drycleaning	10.65	
16130 - Presser, Machine, Shirts	10.65	
16160 - Presser, Machine, Wearing Apparel, Laundry		10.65
16190 - Sewing Machine Operator	13.75	

16220 - Tailor	14.68	
16250 - Washer, Machine	11.16	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.09
19040 - Tool And Die Maker	27.17	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	16.96	
21030 - Material Coordinator	23.51	
21040 - Material Expediter	23.51	
21050 - Material Handling Laborer	16.25	
21071 - Order Filler	14.53	
21080 - Production Line Worker (Food Processing)		16.96
21110 - Shipping Packer	15.28	
21130 - Shipping/Receiving Clerk	15.28	
21140 - Store Worker I	14.50	
21150 - Stock Clerk	18.80	
21210 - Tools And Parts Attendant	16.96	
21410 - Warehouse Specialist	16.96	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	28.37	
23019 - Aircraft Logs and Records Technician		25.77
23021 - Aircraft Mechanic I	26.83	
23022 - Aircraft Mechanic II	28.37	
23023 - Aircraft Mechanic III	29.79	
23040 - Aircraft Mechanic Helper	24.00	
23050 - Aircraft, Painter	25.52	
23060 - Aircraft Servicer	25.77	
23070 - Aircraft Survival Flight Equipment Technician		25.52
23080 - Aircraft Worker	26.54	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		26.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.83
23110 - Appliance Mechanic	24.44	
23120 - Bicycle Repairer	19.71	
23125 - Cable Splicer	38.85	
23130 - Carpenter, Maintenance	29.55	
23140 - Carpet Layer	24.20	
23160 - Electrician, Maintenance	36.84	
23181 - Electronics Technician Maintenance I		24.37
23182 - Electronics Technician Maintenance II		25.20
23183 - Electronics Technician Maintenance III		29.17
23260 - Fabric Worker	23.30	
23290 - Fire Alarm System Mechanic		25.16
23310 - Fire Extinguisher Repairer	22.52	
23311 - Fuel Distribution System Mechanic		28.80
23312 - Fuel Distribution System Operator		25.68
23370 - General Maintenance Worker		24.67
23380 - Ground Support Equipment Mechanic		27.11
23381 - Ground Support Equipment Servicer		25.77
23382 - Ground Support Equipment Worker		26.54
23391 - Gunsmith I	22.52	
23392 - Gunsmith II	24.20	
23393 - Gunsmith III	26.27	

23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.67
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	30.35
23460 - Instrument Mechanic	26.27
23465 - Laboratory/Shelter Mechanic	25.25
23470 - Laborer	13.37
23510 - Locksmith	25.25
23530 - Machinery Maintenance Mechanic	23.89
23550 - Machinist, Maintenance	20.76
23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	26.27
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	25.94
23710 - Office Appliance Repairer	21.91
23760 - Painter, Maintenance	25.03
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	30.42
23820 - Pneudraulic Systems Mechanic	26.27
23850 - Rigger	26.27
23870 - Scale Mechanic	24.20
23890 - Sheet-Metal Worker, Maintenance	26.51
23910 - Small Engine Mechanic	19.54
23931 - Telecommunications Mechanic I	28.65
23932 - Telecommunications Mechanic II	29.66
23950 - Telephone Lineman	28.50
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	25.59
23970 - Woodcraft Worker	26.27
23980 - Woodworker	22.19
24000 - Personal Needs Occupations	
24550 - Case Manager	18.50
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	12.14
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	24.48
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	25.92
25210 - Water Treatment Plant Operator	27.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.43
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	32.25
27010 - Court Security Officer	32.25
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	32.25

27070 - Firefighter	31.42	
27101 - Guard I	17.98	
27102 - Guard II	20.36	
27131 - Police Officer I	32.37	
27132 - Police Officer II	35.94	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.00	
28042 - Carnival Equipment Repairer	12.59	
28043 - Carnival Worker	11.17	
28210 - Gate Attendant/Gate Tender	17.19	
28310 - Lifeguard	13.93	
28350 - Park Attendant (Aide)	19.24	
28510 - Recreation Aide/Health Facility Attendant		18.98
28515 - Recreation Specialist	23.99	
28630 - Sports Official	15.32	
28690 - Swimming Pool Operator	15.13	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	25.77	
29020 - Hatch Tender	25.77	
29030 - Line Handler	25.77	
29041 - Stevedore I	24.15	
29042 - Stevedore II	29.85	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		41.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		28.76
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		31.68
30021 - Archeological Technician I	20.29	
30022 - Archeological Technician II	22.42	
30023 - Archeological Technician III	27.27	
30030 - Cartographic Technician	27.75	
30040 - Civil Engineering Technician	26.60	
30051 - Cryogenic Technician I	28.27	
30052 - Cryogenic Technician II	31.23	
30061 - Drafter/CAD Operator I	19.69	
30062 - Drafter/CAD Operator II	22.42	
30063 - Drafter/CAD Operator III	24.89	
30064 - Drafter/CAD Operator IV	30.53	
30081 - Engineering Technician I	19.98	
30082 - Engineering Technician II	22.47	
30083 - Engineering Technician III	25.28	
30084 - Engineering Technician IV	31.22	
30085 - Engineering Technician V	38.08	
30086 - Engineering Technician VI	46.34	
30090 - Environmental Technician	25.53	
30095 - Evidence Control Specialist	25.53	
30210 - Laboratory Technician	22.20	
30221 - Latent Fingerprint Technician I	28.27	
30222 - Latent Fingerprint Technician II	31.23	
30240 - Mathematical Technician	27.27	
30361 - Paralegal/Legal Assistant I	23.36	
30362 - Paralegal/Legal Assistant II	28.94	
30363 - Paralegal/Legal Assistant III	35.39	
30364 - Paralegal/Legal Assistant IV	42.84	
30375 - Petroleum Supply Specialist	31.23	

30390 - Photo-Optics Technician		27.27	
30395 - Radiation Control Technician		31.23	
30461 - Technical Writer I		25.94	
30462 - Technical Writer II		31.73	
30463 - Technical Writer III		38.39	
30491 - Unexploded Ordnance (UXO) Technician I			26.51
30492 - Unexploded Ordnance (UXO) Technician II			32.07
30493 - Unexploded Ordnance (UXO) Technician III			38.44
30494 - Unexploded (UXO) Safety Escort		26.51	
30495 - Unexploded (UXO) Sweep Personnel		26.51	
30501 - Weather Forecaster I		28.27	
30502 - Weather Forecaster II		34.38	
30620 - Weather Observer, Combined Upper Air Or	(see 2)		24.89
Surface Programs			
30621 - Weather Observer, Senior	(see 2)	27.27	
31000 - Transportation/Mobile Equipment Operation Occupations			
31010 - Airplane Pilot		32.07	
31020 - Bus Aide		16.82	
31030 - Bus Driver		20.93	
31043 - Driver Courier		17.18	
31260 - Parking and Lot Attendant		11.81	
31290 - Shuttle Bus Driver		17.80	
31310 - Taxi Driver		15.50	
31361 - Truckdriver, Light		17.80	
31362 - Truckdriver, Medium		19.73	
31363 - Truckdriver, Heavy		24.52	
31364 - Truckdriver, Tractor-Trailer		24.52	
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist		15.64	
99030 - Cashier		10.53	
99050 - Desk Clerk		12.50	
99095 - Embalmer		33.78	
99130 - Flight Follower		26.51	
99251 - Laboratory Animal Caretaker I		16.25	
99252 - Laboratory Animal Caretaker II		16.85	
99260 - Marketing Analyst		28.07	
99310 - Mortician		37.16	
99410 - Pest Controller		18.35	
99510 - Photofinishing Worker		14.75	
99710 - Recycling Laborer		19.55	
99711 - Recycling Specialist		21.89	
99730 - Refuse Collector		18.36	
99810 - Sales Clerk		14.73	
99820 - School Crossing Guard		15.13	
99830 - Survey Party Chief		27.37	
99831 - Surveying Aide		18.81	
99832 - Surveying Technician		24.85	
99840 - Vending Machine Attendant		18.19	
99841 - Vending Machine Repairer		20.48	
99842 - Vending Machine Repairer Helper		18.19	

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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

Wage Determination No.: 2015-4139
Daniel W. Simms | Division of | Revision No.: 2
Director | Wage Determinations | Date Of Last Revision: 12/30/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 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 2017. 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.

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Addison, Bridport, Bristol, Cornwall, Goshen, Granville, Hancock, Leicester, Middlebury, New Haven, Orwell, Panton, Ripton, Salisbury, Shoreham, Waltham, Weybridge, Whiting

BENNINGTON COUNTY: Arlington, Bennington, Dorset, Glastenbury, Landgrove, Manchester, Peru, Pownal, Readsboro, Rupert, Sandgate, Searsburg, Shaftsbury, Stamford, Sunderland, Winhall, Woodford

ORANGE COUNTY: Bradford, Braintree, Brookfield, Chelsea, Corinth, Fairlee, Randolph, Strafford, Thetford, Tunbridge, Vershire, West Fairlee

RUTLAND COUNTY: Benson, Brandon, Castleton, Chittenden, Clarendon, Danby, Fair Haven, Hubbardton, Ira, Mendon, Middletown Springs, Mount Holly, Mount Tabor, Pawlet, Pittsfield, Poultney, Proctor, Rutland, Sherburne, Shrewsbury, Sudbury, Tinmouth, Wallingford, Wells, West Haven, West Rutland

WASHINGTON COUNTY: Roxbury

WINDHAM COUNTY: Athens, Brattleboro, Brookline, Dover, Dummerston, Grafton, Guilford, Halifax, Jamaica, Londonberry, Marlboro, Newfane, Putney, Rockingham, Somerset, Stratton, Townshend, Vernon, Wardsboro, Westminster, Whitingham, Wilmington, Windham

WINDSOR COUNTY: Andover, Baltimore, Barnard, Behtel, Bridgewater, Cavendish, Chester, Hartford, Hartland, Ludlow, Norwich, Plymouth, Pomfret, Reading, Rochester, Royalton, Sharon, Springfield, Stockbridge, Weathersfield, West Windsor, Weston, Windsor, Woodstock

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.30
01012 - Accounting Clerk II		16.05
01013 - Accounting Clerk III		17.96
01020 - Administrative Assistant		21.02
01035 - Court Reporter		15.61
01041 - Customer Service Representative I		11.13
01042 - Customer Service Representative II		12.52
01043 - Customer Service Representative III		13.66
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.61
01060 - Dispatcher, Motor Vehicle		17.45
01070 - Document Preparation Clerk		13.71
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		17.39
01141 - Messenger Courier		11.97
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		15.33
01262 - Personnel Assistant (Employment) II		17.16
01263 - Personnel Assistant (Employment) III		19.12
01270 - Production Control Clerk		21.41
01290 - Rental Clerk		13.58
01300 - Scheduler, Maintenance		13.95
01311 - Secretary I		13.95
01312 - Secretary II		15.61
01313 - Secretary III		17.39
01320 - Service Order Dispatcher		15.86
01410 - Supply Technician		20.57
01420 - Survey Worker		13.78
01460 - Switchboard Operator/Receptionist		13.76

01531 - Travel Clerk I	13.04
01532 - Travel Clerk II	14.32
01533 - Travel Clerk III	15.75
01611 - Word Processor I	12.43
01612 - Word Processor II	13.95
01613 - Word Processor III	15.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.21
05010 - Automotive Electrician	17.25
05040 - Automotive Glass Installer	16.58
05070 - Automotive Worker	16.58
05110 - Mobile Equipment Servicer	14.82
05130 - Motor Equipment Metal Mechanic	18.01
05160 - Motor Equipment Metal Worker	16.58
05190 - Motor Vehicle Mechanic	18.01
05220 - Motor Vehicle Mechanic Helper	13.79
05250 - Motor Vehicle Upholstery Worker	15.69
05280 - Motor Vehicle Wrecker	16.58
05310 - Painter, Automotive	17.25
05340 - Radiator Repair Specialist	16.58
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	18.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.78
07041 - Cook I	12.63
07042 - Cook II	14.30
07070 - Dishwasher	10.42
07130 - Food Service Worker	10.73
07210 - Meat Cutter	17.85
07260 - Waiter/Waitress	11.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.96
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	14.66
09090 - Furniture Refinisher Helper	12.37
09110 - Furniture Repairer, Minor	13.91
09130 - Upholsterer	15.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.08
11060 - Elevator Operator	12.95
11090 - Gardener	15.90
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	13.99
11240 - Maid or Houseman	11.30
11260 - Pruner	12.88
11270 - Tractor Operator	15.60
11330 - Trail Maintenance Worker	13.95
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	18.61
12012 - Certified Occupational Therapist Assistant	22.62
12015 - Certified Physical Therapist Assistant	22.90

12020 - Dental Assistant	18.41	
12025 - Dental Hygienist	31.60	
12030 - EKG Technician	25.98	
12035 - Electroneurodiagnostic Technologist		25.98
12040 - Emergency Medical Technician		23.62
12071 - Licensed Practical Nurse I	16.63	
12072 - Licensed Practical Nurse II	18.61	
12073 - Licensed Practical Nurse III	20.74	
12100 - Medical Assistant	16.45	
12130 - Medical Laboratory Technician		17.92
12160 - Medical Record Clerk	16.85	
12190 - Medical Record Technician		17.62
12195 - Medical Transcriptionist	16.20	
12210 - Nuclear Medicine Technologist		37.71
12221 - Nursing Assistant I	11.04	
12222 - Nursing Assistant II	12.41	
12223 - Nursing Assistant III	13.54	
12224 - Nursing Assistant IV	15.20	
12235 - Optical Dispenser	18.51	
12236 - Optical Technician	16.63	
12250 - Pharmacy Technician	14.80	
12280 - Phlebotomist	15.20	
12305 - Radiologic Technologist	26.98	
12311 - Registered Nurse I	22.91	
12312 - Registered Nurse II	28.02	
12313 - Registered Nurse II, Specialist	28.02	
12314 - Registered Nurse III	30.81	
12315 - Registered Nurse III, Anesthetist	30.81	
12316 - Registered Nurse IV	36.37	
12317 - Scheduler (Drug and Alcohol Testing)		21.23
12320 - Substance Abuse Treatment Counselor		26.36
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	17.25	
13012 - Exhibits Specialist II	18.80	
13013 - Exhibits Specialist III	22.99	
13041 - Illustrator I	20.19	
13042 - Illustrator II	23.61	
13043 - Illustrator III	28.82	
13047 - Librarian	20.81	
13050 - Library Aide/Clerk	12.55	
13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician	14.63	
13061 - Media Specialist I	13.56	
13062 - Media Specialist II	15.17	
13063 - Media Specialist III	16.92	
13071 - Photographer I	17.95	
13072 - Photographer II	19.09	
13073 - Photographer III	25.14	
13074 - Photographer IV	29.49	
13075 - Photographer V	41.21	
13090 - Technical Order Library Clerk		15.77
13110 - Video Teleconference Technician		17.35
14000 - Information Technology Occupations		

14041 - Computer Operator I	16.58
14042 - Computer Operator II	18.55
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	26.06
14071 - Computer Programmer I	(see 1) 22.88
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	16.58
14160 - Personal Computer Support Technician	26.06
14170 - System Support Specialist	21.44
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.07
15020 - Aircrew Training Devices Instructor (Rated)	33.98
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	28.07
15060 - Educational Technologist	27.23
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	20.63
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.46
15086 - Maintenance Test Pilot, Rotary Wing	34.46
15088 - Non-Maintenance Test/Co-Pilot	34.46
15090 - Technical Instructor	21.70
15095 - Technical Instructor/Course Developer	26.70
15110 - Test Proctor	17.51
15120 - Tutor	17.51
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.41
16030 - Counter Attendant	10.41
16040 - Dry Cleaner	12.81
16070 - Finisher, Flatwork, Machine	10.41
16090 - Presser, Hand	10.41
16110 - Presser, Machine, Drycleaning	10.41
16130 - Presser, Machine, Shirts	10.41
16160 - Presser, Machine, Wearing Apparel, Laundry	10.41
16190 - Sewing Machine Operator	12.88
16220 - Tailor	13.63
16250 - Washer, Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.91
19040 - Tool And Die Maker	23.88
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.66
21030 - Material Coordinator	21.41
21040 - Material Expediter	21.41
21050 - Material Handling Laborer	12.55
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	15.66
21110 - Shipping Packer	14.92
21130 - Shipping/Receiving Clerk	14.92

21140 - Store Worker I	12.93	
21150 - Stock Clerk	16.52	
21210 - Tools And Parts Attendant	15.66	
21410 - Warehouse Specialist	15.66	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	23.31	
23019 - Aircraft Logs and Records Technician	19.59	
23021 - Aircraft Mechanic I	22.48	
23022 - Aircraft Mechanic II	23.31	
23023 - Aircraft Mechanic III	24.11	
23040 - Aircraft Mechanic Helper	17.73	
23050 - Aircraft, Painter	21.54	
23060 - Aircraft Servicer	19.59	
23070 - Aircraft Survival Flight Equipment Technician		21.54
23080 - Aircraft Worker	20.69	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		20.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		22.48
23110 - Appliance Mechanic	16.79	
23120 - Bicycle Repairer	13.55	
23125 - Cable Splicer	29.62	
23130 - Carpenter, Maintenance	20.33	
23140 - Carpet Layer	18.11	
23160 - Electrician, Maintenance	21.67	
23181 - Electronics Technician Maintenance I	26.13	
23182 - Electronics Technician Maintenance II	27.85	
23183 - Electronics Technician Maintenance III	27.95	
23260 - Fabric Worker	19.59	
23290 - Fire Alarm System Mechanic	22.44	
23310 - Fire Extinguisher Repairer	18.50	
23311 - Fuel Distribution System Mechanic	20.90	
23312 - Fuel Distribution System Operator	17.00	
23370 - General Maintenance Worker	17.86	
23380 - Ground Support Equipment Mechanic	22.48	
23381 - Ground Support Equipment Servicer	19.59	
23382 - Ground Support Equipment Worker	20.69	
23391 - Gunsmith I	18.50	
23392 - Gunsmith II	20.58	
23393 - Gunsmith III	22.40	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		21.60
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		22.45
23430 - Heavy Equipment Mechanic	19.38	
23440 - Heavy Equipment Operator	19.69	
23460 - Instrument Mechanic	22.40	
23465 - Laboratory/Shelter Mechanic	21.47	
23470 - Laborer	12.55	
23510 - Locksmith	21.47	
23530 - Machinery Maintenance Mechanic		21.56
23550 - Machinist, Maintenance	19.35	
23580 - Maintenance Trades Helper	13.39	
23591 - Metrology Technician I	22.40	

23592 - Metrology Technician II	23.28	
23593 - Metrology Technician III	24.11	
23640 - Millwright	22.48	
23710 - Office Appliance Repairer	20.29	
23760 - Painter, Maintenance	16.95	
23790 - Pipefitter, Maintenance	21.36	
23810 - Plumber, Maintenance	20.46	
23820 - Pneudraulic Systems Mechanic	22.40	
23850 - Rigger	22.40	
23870 - Scale Mechanic	20.58	
23890 - Sheet-Metal Worker, Maintenance	19.11	
23910 - Small Engine Mechanic	15.08	
23931 - Telecommunications Mechanic I	24.72	
23932 - Telecommunications Mechanic II	25.25	
23950 - Telephone Lineman	28.45	
23960 - Welder, Combination, Maintenance	16.66	
23965 - Well Driller	18.65	
23970 - Woodcraft Worker	22.40	
23980 - Woodworker	14.93	
24000 - Personal Needs Occupations		
24550 - Case Manager	15.08	
24570 - Child Care Attendant	11.51	
24580 - Child Care Center Clerk	14.35	
24610 - Chore Aide	11.51	
24620 - Family Readiness And Support Services Coordinator		15.08
24630 - Homemaker	15.94	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	21.47	
25040 - Sewage Plant Operator	20.09	
25070 - Stationary Engineer	21.47	
25190 - Ventilation Equipment Tender	16.07	
25210 - Water Treatment Plant Operator	20.09	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	18.69	
27007 - Baggage Inspector	14.48	
27008 - Corrections Officer	19.20	
27010 - Court Security Officer	18.44	
27030 - Detection Dog Handler	16.46	
27040 - Detention Officer	19.20	
27070 - Firefighter	16.38	
27101 - Guard I	14.48	
27102 - Guard II	16.46	
27131 - Police Officer I	20.49	
27132 - Police Officer II	22.78	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.96	
28042 - Carnival Equipment Repairer	13.63	
28043 - Carnival Worker	9.83	
28210 - Gate Attendant/Gate Tender	16.16	
28310 - Lifeguard	14.19	
28350 - Park Attendant (Aide)	18.68	
28510 - Recreation Aide/Health Facility Attendant		13.19
28515 - Recreation Specialist	19.22	

28630 - Sports Official	14.87	
28690 - Swimming Pool Operator	18.65	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	18.79	
29020 - Hatch Tender	18.79	
29030 - Line Handler	18.79	
29041 - Stevedore I	17.92	
29042 - Stevedore II	21.34	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		28.04
30021 - Archeological Technician I	18.73	
30022 - Archeological Technician II	21.04	
30023 - Archeological Technician III	22.73	
30030 - Cartographic Technician	26.50	
30040 - Civil Engineering Technician	22.92	
30051 - Cryogenic Technician I	24.78	
30052 - Cryogenic Technician II	27.37	
30061 - Drafter/CAD Operator I	18.73	
30062 - Drafter/CAD Operator II	21.85	
30063 - Drafter/CAD Operator III	24.37	
30064 - Drafter/CAD Operator IV	27.75	
30081 - Engineering Technician I	15.11	
30082 - Engineering Technician II	16.95	
30083 - Engineering Technician III	18.96	
30084 - Engineering Technician IV	23.50	
30085 - Engineering Technician V	28.75	
30086 - Engineering Technician VI	34.78	
30090 - Environmental Technician	19.87	
30095 - Evidence Control Specialist	22.38	
30210 - Laboratory Technician	21.59	
30221 - Latent Fingerprint Technician I	24.78	
30222 - Latent Fingerprint Technician II	27.37	
30240 - Mathematical Technician	25.23	
30361 - Paralegal/Legal Assistant I	19.01	
30362 - Paralegal/Legal Assistant II	24.39	
30363 - Paralegal/Legal Assistant III	28.94	
30364 - Paralegal/Legal Assistant IV	36.09	
30375 - Petroleum Supply Specialist	27.37	
30390 - Photo-Optics Technician	27.08	
30395 - Radiation Control Technician	27.37	
30461 - Technical Writer I	22.38	
30462 - Technical Writer II	27.37	
30463 - Technical Writer III	33.13	
30491 - Unexploded Ordnance (UXO) Technician I		23.46
30492 - Unexploded Ordnance (UXO) Technician II		28.39
30493 - Unexploded Ordnance (UXO) Technician III		34.03
30494 - Unexploded (UXO) Safety Escort	23.46	
30495 - Unexploded (UXO) Sweep Personnel	23.46	
30501 - Weather Forecaster I	27.75	
30502 - Weather Forecaster II	33.76	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.71

30621 - Weather Observer, Senior	(see 2)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.39
31020 - Bus Aide		12.73
31030 - Bus Driver		16.24
31043 - Driver Courier		14.40
31260 - Parking and Lot Attendant		13.08
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		12.21
31361 - Truckdriver, Light		14.74
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		19.21
31364 - Truckdriver, Tractor-Trailer		19.21
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.84
99030 - Cashier		10.07
99050 - Desk Clerk		11.74
99095 - Embalmer		27.42
99130 - Flight Follower		23.46
99251 - Laboratory Animal Caretaker I		11.28
99252 - Laboratory Animal Caretaker II		11.97
99260 - Marketing Analyst		22.29
99310 - Mortician		27.42
99410 - Pest Controller		20.13
99510 - Photofinishing Worker		13.23
99710 - Recycling Laborer		15.07
99711 - Recycling Specialist		17.17
99730 - Refuse Collector		14.00
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		12.16
99830 - Survey Party Chief		19.62
99831 - Surveying Aide		12.99
99832 - Surveying Technician		17.83
99840 - Vending Machine Attendant		16.50
99841 - Vending Machine Repairer		19.26
99842 - Vending Machine Repairer Helper		16.50

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill,

injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 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, drying, 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)).