

## D.2 WAGE DETERMINATIONS

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-4537  
Revision No.: 1  
Date Of 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](http://www.dol.gov/whd/govcontracts).

State: Florida

Area: Florida Counties of Alachua, Gilchrist

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.42
01012 - Accounting Clerk II		16.40
01013 - Accounting Clerk III		17.80
01020 - Administrative Assistant		19.83
01035 - Court Reporter		15.81
01041 - Customer Service Representative I		11.40
01042 - Customer Service Representative II		12.82
01043 - Customer Service Representative III		13.99
01051 - Data Entry Operator I		12.07
01052 - Data Entry Operator II		13.17
01060 - Dispatcher, Motor Vehicle		14.90
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.15
01111 - General Clerk I		11.97
01112 - General Clerk II		13.06
01113 - General Clerk III		14.67
01120 - Housing Referral Assistant		17.61
01141 - Messenger Courier		11.10
01191 - Order Clerk I		12.04
01192 - Order Clerk II		13.14
01261 - Personnel Assistant (Employment) I		15.04
01262 - Personnel Assistant (Employment) II		16.82
01263 - Personnel Assistant (Employment) III		18.76
01270 - Production Control Clerk		17.43
01290 - Rental Clerk		10.86
01300 - Scheduler, Maintenance		14.13
01311 - Secretary I		14.13

01312	- Secretary II	15.81
01313	- Secretary III	17.61
01320	- Service Order Dispatcher	13.44
01410	- Supply Technician	19.83
01420	- Survey Worker	14.78
01460	- Switchboard Operator/Receptionist	11.65
01531	- Travel Clerk I	12.58
01532	- Travel Clerk II	13.73
01533	- Travel Clerk III	14.79
01611	- Word Processor I	13.41
01612	- Word Processor II	15.05
01613	- Word Processor III	16.83
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	19.94
05010	- Automotive Electrician	17.02
05040	- Automotive Glass Installer	15.89
05070	- Automotive Worker	15.89
05110	- Mobile Equipment Servicer	13.38
05130	- Motor Equipment Metal Mechanic	18.13
05160	- Motor Equipment Metal Worker	15.89
05190	- Motor Vehicle Mechanic	18.13
05220	- Motor Vehicle Mechanic Helper	12.59
05250	- Motor Vehicle Upholstery Worker	14.98
05280	- Motor Vehicle Wrecker	15.89
05310	- Painter, Automotive	17.02
05340	- Radiator Repair Specialist	15.89
05370	- Tire Repairer	9.52
05400	- Transmission Repair Specialist	18.13
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.61
07041	- Cook I	11.16
07042	- Cook II	12.96
07070	- Dishwasher	8.78
07130	- Food Service Worker	9.51
07210	- Meat Cutter	14.28
07260	- Waiter/Waitress	9.42
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	15.37
09040	- Furniture Handler	9.64
09080	- Furniture Refinisher	15.37
09090	- Furniture Refinisher Helper	10.32
09110	- Furniture Repairer, Minor	13.27
09130	- Upholsterer	15.17
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.88
11060	- Elevator Operator	10.02
11090	- Gardener	14.48
11122	- Housekeeping Aide	10.02
11150	- Janitor	10.02
11210	- Laborer, Grounds Maintenance	11.12
11240	- Maid or Houseman	9.36
11260	- Pruner	9.87
11270	- Tractor Operator	13.33
11330	- Trail Maintenance Worker	11.12
11360	- Window Cleaner	11.29
12000	- Health Occupations	
12010	- Ambulance Driver	15.66
12011	- Breath Alcohol Technician	15.66
12012	- Certified Occupational Therapist Assistant	24.76
12015	- Certified Physical Therapist Assistant	23.06
12020	- Dental Assistant	18.71
12025	- Dental Hygienist	22.57
12030	- EKG Technician	20.75

12035	- Electroneurodiagnostic Technologist	20.75
12040	- Emergency Medical Technician	15.66
12071	- Licensed Practical Nurse I	16.20
12072	- Licensed Practical Nurse II	18.13
12073	- Licensed Practical Nurse III	20.20
12100	- Medical Assistant	12.90
12130	- Medical Laboratory Technician	18.02
12160	- Medical Record Clerk	15.73
12190	- Medical Record Technician	17.70
12195	- Medical Transcriptionist	14.09
12210	- Nuclear Medicine Technologist	36.49
12221	- Nursing Assistant I	10.78
12222	- Nursing Assistant II	12.12
12223	- Nursing Assistant III	13.23
12224	- Nursing Assistant IV	14.86
12235	- Optical Dispenser	19.12
12236	- Optical Technician	16.20
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	13.54
12305	- Radiologic Technologist	23.63
12311	- Registered Nurse I	19.99
12312	- Registered Nurse II	24.46
12313	- Registered Nurse II, Specialist	24.46
12314	- Registered Nurse III	29.57
12315	- Registered Nurse III, Anesthetist	29.57
12316	- Registered Nurse IV	35.47
12317	- Scheduler (Drug and Alcohol Testing)	22.40
12320	- Substance Abuse Treatment Counselor	22.45
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	21.12
13012	- Exhibits Specialist II	26.15
13013	- Exhibits Specialist III	32.00
13041	- Illustrator I	19.32
13042	- Illustrator II	24.17
13043	- Illustrator III	30.51
13047	- Librarian	28.97
13050	- Library Aide/Clerk	13.46
13054	- Library Information Technology Systems Administrator	24.35
13058	- Library Technician	16.36
13061	- Media Specialist I	14.41
13062	- Media Specialist II	16.36
13063	- Media Specialist III	18.24
13071	- Photographer I	14.09
13072	- Photographer II	16.02
13073	- Photographer III	19.84
13074	- Photographer IV	24.27
13075	- Photographer V	29.36
13090	- Technical Order Library Clerk	16.28
13110	- Video Teleconference Technician	16.51
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.52
14042	- Computer Operator II	16.48
14043	- Computer Operator III	18.70
14044	- Computer Operator IV	20.77
14045	- Computer Operator V	23.01
14071	- Computer Programmer I	(see 1) 18.76
14072	- Computer Programmer II	(see 1) 23.22
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1) 24.23
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)

14150 - Peripheral Equipment Operator	14.52
14160 - Personal Computer Support Technician	20.77
14170 - System Support Specialist	29.96
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.94
15020 - Aircrew Training Devices Instructor (Rated)	28.96
15030 - Air Crew Training Devices Instructor (Pilot)	34.08
15050 - Computer Based Training Specialist / Instructor	23.94
15060 - Educational Technologist	24.24
15070 - Flight Instructor (Pilot)	34.08
15080 - Graphic Artist	19.70
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	35.13
15086 - Maintenance Test Pilot, Rotary Wing	35.13
15088 - Non-Maintenance Test/Co-Pilot	35.13
15090 - Technical Instructor	19.65
15095 - Technical Instructor/Course Developer	24.04
15110 - Test Proctor	15.85
15120 - Tutor	15.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.13
16030 - Counter Attendant	9.13
16040 - Dry Cleaner	11.64
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.41
16220 - Tailor	13.17
16250 - Washer, Machine	9.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.89
19040 - Tool And Die Maker	20.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.54
21030 - Material Coordinator	17.43
21040 - Material Expediter	17.43
21050 - Material Handling Laborer	11.70
21071 - Order Filler	11.01
21080 - Production Line Worker (Food Processing)	14.54
21110 - Shipping Packer	12.09
21130 - Shipping/Receiving Clerk	12.09
21140 - Store Worker I	10.18
21150 - Stock Clerk	14.51
21210 - Tools And Parts Attendant	14.54
21410 - Warehouse Specialist	14.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	17.95
23019 - Aircraft Logs and Records Technician	13.83
23021 - Aircraft Mechanic I	16.93
23022 - Aircraft Mechanic II	17.95
23023 - Aircraft Mechanic III	19.00
23040 - Aircraft Mechanic Helper	11.76
23050 - Aircraft, Painter	16.69
23060 - Aircraft Servicer	13.83
23070 - Aircraft Survival Flight Equipment Technician	16.69
23080 - Aircraft Worker	14.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	14.86
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	16.93
23110 - Appliance Mechanic	18.63
23120 - Bicycle Repairer	9.79

23125 - Cable Splicer	18.51
23130 - Carpenter, Maintenance	16.78
23140 - Carpet Layer	14.84
23160 - Electrician, Maintenance	17.01
23181 - Electronics Technician Maintenance I	17.37
23182 - Electronics Technician Maintenance II	21.14
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.83
23290 - Fire Alarm System Mechanic	16.05
23310 - Fire Extinguisher Repairer	12.79
23311 - Fuel Distribution System Mechanic	16.88
23312 - Fuel Distribution System Operator	12.74
23370 - General Maintenance Worker	15.75
23380 - Ground Support Equipment Mechanic	16.93
23381 - Ground Support Equipment Servicer	13.83
23382 - Ground Support Equipment Worker	14.86
23391 - Gunsmith I	12.79
23392 - Gunsmith II	14.84
23393 - Gunsmith III	16.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.16
23430 - Heavy Equipment Mechanic	16.90
23440 - Heavy Equipment Operator	15.04
23460 - Instrument Mechanic	16.93
23465 - Laboratory/Shelter Mechanic	15.89
23470 - Laborer	11.70
23510 - Locksmith	15.85
23530 - Machinery Maintenance Mechanic	20.52
23550 - Machinist, Maintenance	17.13
23580 - Maintenance Trades Helper	11.39
23591 - Metrology Technician I	16.93
23592 - Metrology Technician II	17.95
23593 - Metrology Technician III	19.00
23640 - Millwright	16.93
23710 - Office Appliance Repairer	16.45
23760 - Painter, Maintenance	14.49
23790 - Pipefitter, Maintenance	17.73
23810 - Plumber, Maintenance	16.73
23820 - Pneudraulic Systems Mechanic	16.93
23850 - Rigger	16.93
23870 - Scale Mechanic	14.84
23890 - Sheet-Metal Worker, Maintenance	16.88
23910 - Small Engine Mechanic	14.79
23931 - Telecommunications Mechanic I	20.57
23932 - Telecommunications Mechanic II	21.82
23950 - Telephone Lineman	19.14
23960 - Welder, Combination, Maintenance	14.83
23965 - Well Driller	16.93
23970 - Woodcraft Worker	16.93
23980 - Woodworker	12.74
24000 - Personal Needs Occupations	
24550 - Case Manager	14.16
24570 - Child Care Attendant	9.41
24580 - Child Care Center Clerk	13.13
24610 - Chore Aide	10.66
24620 - Family Readiness And Support Services Coordinator	14.16
24630 - Homemaker	14.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	21.03

25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	21.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.26
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	17.26
27010 - Court Security Officer	18.25
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.26
27070 - Firefighter	17.20
27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	19.81
27132 - Police Officer II	21.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.49
28042 - Carnival Equipment Repairer	13.55
28043 - Carnival Worker	9.25
28210 - Gate Attendant/Gate Tender	13.25
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.82
28510 - Recreation Aide/Health Facility Attendant	10.82
28515 - Recreation Specialist	15.59
28630 - Sports Official	11.81
28690 - Swimming Pool Operator	15.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	14.86
29020 - Hatch Tender	14.84
29030 - Line Handler	14.84
29041 - Stevedore I	13.83
29042 - Stevedore II	16.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.94
30022 - Archeological Technician II	19.10
30023 - Archeological Technician III	23.67
30030 - Cartographic Technician	23.67
30040 - Civil Engineering Technician	20.97
30051 - Cryogenic Technician I	22.00
30052 - Cryogenic Technician II	24.30
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.30
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	14.12
30082 - Engineering Technician II	15.85
30083 - Engineering Technician III	18.18
30084 - Engineering Technician IV	22.52
30085 - Engineering Technician V	27.55
30086 - Engineering Technician VI	33.33
30090 - Environmental Technician	19.86
30095 - Evidence Control Specialist	19.86
30210 - Laboratory Technician	18.98
30221 - Latent Fingerprint Technician I	22.00
30222 - Latent Fingerprint Technician II	24.30
30240 - Mathematical Technician	23.18
30361 - Paralegal/Legal Assistant I	16.44
30362 - Paralegal/Legal Assistant II	20.36
30363 - Paralegal/Legal Assistant III	24.91
30364 - Paralegal/Legal Assistant IV	30.14

30375 - Petroleum Supply Specialist	24.30
30390 - Photo-Optics Technician	23.67
30395 - Radiation Control Technician	24.30
30461 - Technical Writer I	18.52
30462 - Technical Writer II	22.66
30463 - Technical Writer III	27.41
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	26.18
30502 - Weather Forecaster II	31.84
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.30
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	10.69
31030 - Bus Driver	14.09
31043 - Driver Courier	12.25
31260 - Parking and Lot Attendant	9.69
31290 - Shuttle Bus Driver	13.03
31310 - Taxi Driver	12.00
31361 - Truckdriver, Light	13.03
31362 - Truckdriver, Medium	14.09
31363 - Truckdriver, Heavy	15.69
31364 - Truckdriver, Tractor-Trailer	15.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.00
99050 - Desk Clerk	9.33
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	9.27
99252 - Laboratory Animal Caretaker II	9.73
99260 - Marketing Analyst	25.59
99310 - Mortician	23.85
99410 - Pest Controller	12.99
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	12.30
99711 - Recycling Specialist	16.95
99730 - Refuse Collector	11.72
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	11.56
99830 - Survey Party Chief	20.71
99831 - Surveying Aide	12.87
99832 - Surveying Technician	17.63
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	20.11
99842 - Vending Machine Repairer Helper	14.98

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

WD 15-4579 (Rev.-2) was first posted on www.wdol.gov on 01/03/2017

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-4579  
Revision No.: 2  
Date Of 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.

State: Florida

Area: Florida Counties of Columbia, Hamilton, Lafayette, Madison, Putnam, Suwannee, Taylor

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.14
01012 - Accounting Clerk II		13.62
01013 - Accounting Clerk III		16.03
01020 - Administrative Assistant		18.33
01035 - Court Reporter		15.07
01041 - Customer Service Representative I		10.24
01042 - Customer Service Representative II		11.51
01043 - Customer Service Representative III		12.56
01051 - Data Entry Operator I		11.53
01052 - Data Entry Operator II		13.15
01060 - Dispatcher, Motor Vehicle		17.64
01070 - Document Preparation Clerk		11.81
01090 - Duplicating Machine Operator		11.81
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		18.09
01120 - Housing Referral Assistant		16.80
01141 - Messenger Courier		11.98
01191 - Order Clerk I		12.79
01192 - Order Clerk II		13.69
01261 - Personnel Assistant (Employment) I		13.47
01262 - Personnel Assistant (Employment) II		15.07
01263 - Personnel Assistant (Employment) III		16.80
01270 - Production Control Clerk		18.80
01290 - Rental Clerk		12.50
01300 - Scheduler, Maintenance		13.47
01311 - Secretary I		13.47
01312 - Secretary II		15.07
01313 - Secretary III		16.80
01320 - Service Order Dispatcher		15.76
01410 - Supply Technician		18.33

01420 - Survey Worker	14.09
01460 - Switchboard Operator/Receptionist	11.93
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.79
01611 - Word Processor I	12.58
01612 - Word Processor II	15.29
01613 - Word Processor III	17.11
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.86
05010 - Automotive Electrician	17.80
05040 - Automotive Glass Installer	16.20
05070 - Automotive Worker	16.20
05110 - Mobile Equipment Servicer	13.95
05130 - Motor Equipment Metal Mechanic	18.91
05160 - Motor Equipment Metal Worker	16.20
05190 - Motor Vehicle Mechanic	18.90
05220 - Motor Vehicle Mechanic Helper	13.18
05250 - Motor Vehicle Upholstery Worker	15.08
05280 - Motor Vehicle Wrecker	16.20
05310 - Painter, Automotive	17.30
05340 - Radiator Repair Specialist	16.20
05370 - Tire Repairer	11.70
05400 - Transmission Repair Specialist	18.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.29
07041 - Cook I	10.86
07042 - Cook II	12.20
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.21
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.52
09040 - Furniture Handler	10.58
09080 - Furniture Refinisher	16.52
09090 - Furniture Refinisher Helper	12.29
09110 - Furniture Repairer, Minor	14.40
09130 - Upholsterer	16.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.45
11060 - Elevator Operator	10.45
11090 - Gardener	12.99
11122 - Housekeeping Aide	11.17
11150 - Janitor	11.17
11210 - Laborer, Grounds Maintenance	11.30
11240 - Maid or Houseman	8.91
11260 - Pruner	10.07
11270 - Tractor Operator	12.66
11330 - Trail Maintenance Worker	11.30
11360 - Window Cleaner	12.59
12000 - Health Occupations	
12010 - Ambulance Driver	15.60
12011 - Breath Alcohol Technician	17.79
12012 - Certified Occupational Therapist Assistant	27.76
12015 - Certified Physical Therapist Assistant	24.53
12020 - Dental Assistant	16.28
12025 - Dental Hygienist	27.74
12030 - EKG Technician	23.39
12035 - Electroneurodiagnostic Technologist	23.39
12040 - Emergency Medical Technician	15.15
12071 - Licensed Practical Nurse I	15.89
12072 - Licensed Practical Nurse II	17.79

12073	- Licensed Practical Nurse III	19.82
12100	- Medical Assistant	13.57
12130	- Medical Laboratory Technician	17.22
12160	- Medical Record Clerk	13.75
12190	- Medical Record Technician	15.38
12195	- Medical Transcriptionist	15.89
12210	- Nuclear Medicine Technologist	36.19
12221	- Nursing Assistant I	11.20
12222	- Nursing Assistant II	12.59
12223	- Nursing Assistant III	13.74
12224	- Nursing Assistant IV	15.42
12235	- Optical Dispenser	19.67
12236	- Optical Technician	15.89
12250	- Pharmacy Technician	14.44
12280	- Phlebotomist	14.82
12305	- Radiologic Technologist	23.35
12311	- Registered Nurse I	23.41
12312	- Registered Nurse II	28.64
12313	- Registered Nurse II, Specialist	28.64
12314	- Registered Nurse III	34.65
12315	- Registered Nurse III, Anesthetist	34.65
12316	- Registered Nurse IV	41.52
12317	- Scheduler (Drug and Alcohol Testing)	22.02
12320	- Substance Abuse Treatment Counselor	14.31
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.41
13012	- Exhibits Specialist II	22.79
13013	- Exhibits Specialist III	27.88
13041	- Illustrator I	18.79
13042	- Illustrator II	23.29
13043	- Illustrator III	28.49
13047	- Librarian	25.24
13050	- Library Aide/Clerk	12.40
13054	- Library Information Technology Systems Administrator	22.79
13058	- Library Technician	14.00
13061	- Media Specialist I	16.45
13062	- Media Specialist II	18.41
13063	- Media Specialist III	20.53
13071	- Photographer I	14.92
13072	- Photographer II	17.60
13073	- Photographer III	20.68
13074	- Photographer IV	25.30
13075	- Photographer V	30.60
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	16.45
14000	- Information Technology Occupations	
14041	- Computer Operator I	13.44
14042	- Computer Operator II	15.03
14043	- Computer Operator III	16.96
14044	- Computer Operator IV	20.82
14045	- Computer Operator V	23.11
14071	- Computer Programmer I	(see 1) 24.20
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	15.41
14160	- Personal Computer Support Technician	20.82
14170	- System Support Specialist	24.25
15000	- Instructional Occupations	

15010 - Aircrew Training Devices Instructor (Non-Rated)	28.19
15020 - Aircrew Training Devices Instructor (Rated)	34.10
15030 - Air Crew Training Devices Instructor (Pilot)	39.61
15050 - Computer Based Training Specialist / Instructor	28.19
15060 - Educational Technologist	24.06
15070 - Flight Instructor (Pilot)	39.61
15080 - Graphic Artist	22.95
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.16
15086 - Maintenance Test Pilot, Rotary Wing	38.16
15088 - Non-Maintenance Test/Co-Pilot	38.16
15090 - Technical Instructor	20.53
15095 - Technical Instructor/Course Developer	25.11
15110 - Test Proctor	16.56
15120 - Tutor	16.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.13
16030 - Counter Attendant	9.13
16040 - Dry Cleaner	11.64
16070 - Finisher, Flatwork, Machine	9.13
16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.41
16220 - Tailor	13.17
16250 - Washer, Machine	9.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.48
19040 - Tool And Die Maker	22.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.16
21030 - Material Coordinator	18.80
21040 - Material Expediter	18.80
21050 - Material Handling Laborer	12.93
21071 - Order Filler	10.98
21080 - Production Line Worker (Food Processing)	16.16
21110 - Shipping Packer	14.88
21130 - Shipping/Receiving Clerk	14.88
21140 - Store Worker I	10.18
21150 - Stock Clerk	14.51
21210 - Tools And Parts Attendant	16.16
21410 - Warehouse Specialist	16.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.15
23019 - Aircraft Logs and Records Technician	17.67
23021 - Aircraft Mechanic I	23.72
23022 - Aircraft Mechanic II	25.15
23023 - Aircraft Mechanic III	26.71
23040 - Aircraft Mechanic Helper	15.08
23050 - Aircraft, Painter	20.64
23060 - Aircraft Servicer	17.67
23070 - Aircraft Survival Flight Equipment Technician	20.64
23080 - Aircraft Worker	18.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	18.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.72
23110 - Appliance Mechanic	18.66
23120 - Bicycle Repairer	14.05
23125 - Cable Splicer	25.80
23130 - Carpenter, Maintenance	17.89
23140 - Carpet Layer	17.55
23160 - Electrician, Maintenance	20.10

23181 - Electronics Technician Maintenance I	22.35
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	16.35
23290 - Fire Alarm System Mechanic	19.13
23310 - Fire Extinguisher Repairer	15.12
23311 - Fuel Distribution System Mechanic	23.13
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	23.72
23381 - Ground Support Equipment Servicer	17.67
23382 - Ground Support Equipment Worker	18.98
23391 - Gunsmith I	16.81
23392 - Gunsmith II	18.67
23393 - Gunsmith III	20.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.33
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.50
23430 - Heavy Equipment Mechanic	18.39
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	24.25
23465 - Laboratory/Shelter Mechanic	18.79
23470 - Laborer	12.93
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	23.62
23550 - Machinist, Maintenance	18.54
23580 - Maintenance Trades Helper	12.29
23591 - Metrology Technician I	24.25
23592 - Metrology Technician II	25.81
23593 - Metrology Technician III	27.31
23640 - Millwright	20.21
23710 - Office Appliance Repairer	21.11
23760 - Painter, Maintenance	16.52
23790 - Pipefitter, Maintenance	19.96
23810 - Plumber, Maintenance	18.73
23820 - Pneudraulic Systems Mechanic	20.02
23850 - Rigger	19.65
23870 - Scale Mechanic	17.55
23890 - Sheet-Metal Worker, Maintenance	19.44
23910 - Small Engine Mechanic	14.74
23931 - Telecommunications Mechanic I	25.84
23932 - Telecommunications Mechanic II	27.50
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	16.90
23965 - Well Driller	20.02
23970 - Woodcraft Worker	20.02
23980 - Woodworker	13.98
24000 - Personal Needs Occupations	
24550 - Case Manager	14.20
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	9.58
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.50
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	24.50
25190 - Ventilation Equipment Tender	17.02
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	

27004 - Alarm Monitor	15.83
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	16.71
27010 - Court Security Officer	15.87
27030 - Detection Dog Handler	15.05
27040 - Detention Officer	16.71
27070 - Firefighter	13.26
27101 - Guard I	11.56
27102 - Guard II	15.05
27131 - Police Officer I	19.58
27132 - Police Officer II	21.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.35
28042 - Carnival Equipment Repairer	11.52
28043 - Carnival Worker	9.23
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.30
28515 - Recreation Specialist	17.48
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.99
29020 - Hatch Tender	18.99
29030 - Line Handler	18.99
29041 - Stevedore I	17.72
29042 - Stevedore II	22.13
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	16.46
30022 - Archeological Technician II	18.41
30023 - Archeological Technician III	22.82
30030 - Cartographic Technician	22.82
30040 - Civil Engineering Technician	22.04
30051 - Cryogenic Technician I	21.94
30052 - Cryogenic Technician II	24.23
30061 - Drafter/CAD Operator I	16.46
30062 - Drafter/CAD Operator II	18.41
30063 - Drafter/CAD Operator III	20.54
30064 - Drafter/CAD Operator IV	25.27
30081 - Engineering Technician I	13.90
30082 - Engineering Technician II	16.57
30083 - Engineering Technician III	20.34
30084 - Engineering Technician IV	23.88
30085 - Engineering Technician V	29.16
30086 - Engineering Technician VI	35.34
30090 - Environmental Technician	21.21
30095 - Evidence Control Specialist	19.81
30210 - Laboratory Technician	20.56
30221 - Latent Fingerprint Technician I	21.94
30222 - Latent Fingerprint Technician II	24.23
30240 - Mathematical Technician	22.18
30361 - Paralegal/Legal Assistant I	18.17
30362 - Paralegal/Legal Assistant II	22.79
30363 - Paralegal/Legal Assistant III	27.87
30364 - Paralegal/Legal Assistant IV	33.75
30375 - Petroleum Supply Specialist	24.23
30390 - Photo-Optics Technician	22.82
30395 - Radiation Control Technician	24.23
30461 - Technical Writer I	22.03

30462 - Technical Writer II	26.95
30463 - Technical Writer III	32.60
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	25.27
30502 - Weather Forecaster II	30.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.54
30621 - Weather Observer, Senior	(see 2) 22.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	13.82
31030 - Bus Driver	18.11
31043 - Driver Courier	15.41
31260 - Parking and Lot Attendant	10.18
31290 - Shuttle Bus Driver	15.41
31310 - Taxi Driver	10.42
31361 - Truckdriver, Light	15.41
31362 - Truckdriver, Medium	18.16
31363 - Truckdriver, Heavy	19.44
31364 - Truckdriver, Tractor-Trailer	19.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	8.88
99050 - Desk Clerk	9.66
99095 - Embalmer	24.27
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	11.48
99252 - Laboratory Animal Caretaker II	12.49
99260 - Marketing Analyst	24.59
99310 - Mortician	24.27
99410 - Pest Controller	14.06
99510 - Photofinishing Worker	13.91
99710 - Recycling Laborer	15.26
99711 - Recycling Specialist	19.47
99730 - Refuse Collector	13.54
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	11.25
99830 - Survey Party Chief	20.53
99831 - Surveying Aide	11.63
99832 - Surveying Technician	15.94
99840 - Vending Machine Attendant	12.78
99841 - Vending Machine Repairer	16.09
99842 - Vending Machine Repairer Helper	12.78

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

stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

WD 15-4543 (Rev.-2) was first posted on www.wdol.gov on 01/03/2017

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-4543  
Revision No.: 2  
Date Of 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.

State: Florida

Area: Florida County of Dade

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		24.14
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.35
01042 - Customer Service Representative II		12.75
01043 - Customer Service Representative III		13.91
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		16.82
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		13.63
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		18.07
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.28
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		14.66
01410 - Supply Technician		24.14
01420 - Survey Worker		18.82

01460 - Switchboard Operator/Receptionist	13.44
01531 - Travel Clerk I	12.57
01532 - Travel Clerk II	13.48
01533 - Travel Clerk III	14.33
01611 - Word Processor I	13.36
01612 - Word Processor II	15.00
01613 - Word Processor III	16.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.44
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.59
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.59
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	17.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	12.19
07042 - Cook II	14.19
07070 - Dishwasher	9.18
07130 - Food Service Worker	10.77
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	8.04
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	12.13
09110 - Furniture Repairer, Minor	14.15
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	14.75
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.93
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	18.82
12012 - Certified Occupational Therapist Assistant	29.11
12015 - Certified Physical Therapist Assistant	26.57
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.82
12073 - Licensed Practical Nurse III	21.00

12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	15.95
12190 - Medical Record Technician	16.92
12195 - Medical Transcriptionist	15.95
12210 - Nuclear Medicine Technologist	35.46
12221 - Nursing Assistant I	11.03
12222 - Nursing Assistant II	12.40
12223 - Nursing Assistant III	13.53
12224 - Nursing Assistant IV	15.19
12235 - Optical Dispenser	18.95
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.84
12280 - Phlebotomist	14.53
12305 - Radiologic Technologist	25.63
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.61
12315 - Registered Nurse III, Anesthetist	36.61
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	21.21
12320 - Substance Abuse Treatment Counselor	28.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.01
13012 - Exhibits Specialist II	23.54
13013 - Exhibits Specialist III	28.80
13041 - Illustrator I	22.70
13042 - Illustrator II	28.13
13043 - Illustrator III	34.40
13047 - Librarian	31.86
13050 - Library Aide/Clerk	12.37
13054 - Library Information Technology Systems Administrator	28.75
13058 - Library Technician	16.53
13061 - Media Specialist I	17.79
13062 - Media Specialist II	20.25
13063 - Media Specialist III	22.59
13071 - Photographer I	16.27
13072 - Photographer II	18.20
13073 - Photographer III	22.55
13074 - Photographer IV	27.58
13075 - Photographer V	33.37
13090 - Technical Order Library Clerk	15.44
13110 - Video Teleconference Technician	16.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.36
14043 - Computer Operator III	20.47
14044 - Computer Operator IV	22.75
14045 - Computer Operator V	25.19
14071 - Computer Programmer I	(see 1) 23.27
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	16.41
14160 - Personal Computer Support Technician	22.75
14170 - System Support Specialist	23.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48

15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	42.90
15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	28.17
15070 - Flight Instructor (Pilot)	42.90
15080 - Graphic Artist	25.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.35
15086 - Maintenance Test Pilot, Rotary Wing	40.35
15088 - Non-Maintenance Test/Co-Pilot	40.35
15090 - Technical Instructor	23.24
15095 - Technical Instructor/Course Developer	28.42
15110 - Test Proctor	18.75
15120 - Tutor	18.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.38
16030 - Counter Attendant	10.38
16040 - Dry Cleaner	12.68
16070 - Finisher, Flatwork, Machine	10.38
16090 - Presser, Hand	10.38
16110 - Presser, Machine, Drycleaning	10.38
16130 - Presser, Machine, Shirts	10.38
16160 - Presser, Machine, Wearing Apparel, Laundry	10.38
16190 - Sewing Machine Operator	13.28
16220 - Tailor	13.90
16250 - Washer, Machine	11.21
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.26
19040 - Tool And Die Maker	24.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	20.28
21040 - Material Expediter	20.28
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.78
21150 - Stock Clerk	14.93
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.06
23019 - Aircraft Logs and Records Technician	19.85
23021 - Aircraft Mechanic I	24.49
23022 - Aircraft Mechanic II	26.06
23023 - Aircraft Mechanic III	27.61
23040 - Aircraft Mechanic Helper	16.46
23050 - Aircraft, Painter	20.77
23060 - Aircraft Servicer	19.85
23070 - Aircraft Survival Flight Equipment Technician	20.77
23080 - Aircraft Worker	21.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.49
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	12.55
23125 - Cable Splicer	25.04
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.65
23160 - Electrician, Maintenance	21.18
23181 - Electronics Technician Maintenance I	21.43

23182 - Electronics Technician Maintenance II	23.32
23183 - Electronics Technician Maintenance III	25.75
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.83
23310 - Fire Extinguisher Repairer	14.91
23311 - Fuel Distribution System Mechanic	22.63
23312 - Fuel Distribution System Operator	16.76
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	24.49
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	21.47
23391 - Gunsmith I	14.91
23392 - Gunsmith II	17.65
23393 - Gunsmith III	20.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	21.93
23440 - Heavy Equipment Operator	18.20
23460 - Instrument Mechanic	20.13
23465 - Laboratory/Shelter Mechanic	18.89
23470 - Laborer	11.53
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.11
23591 - Metrology Technician I	20.54
23592 - Metrology Technician II	21.86
23593 - Metrology Technician III	23.16
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.52
23810 - Plumber, Maintenance	19.25
23820 - Pneudraulic Systems Mechanic	20.13
23850 - Rigger	20.13
23870 - Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.40
23931 - Telecommunications Mechanic I	25.42
23932 - Telecommunications Mechanic II	27.06
23950 - Telephone Lineman	21.16
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	20.13
23970 - Woodcraft Worker	20.13
23980 - Woodworker	14.91
24000 - Personal Needs Occupations	
24550 - Case Manager	15.05
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	15.05
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.91
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	20.91
25190 - Ventilation Equipment Tender	14.19
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.52

27007	- Baggage Inspector	10.61
27008	- Corrections Officer	27.67
27010	- Court Security Officer	31.35
27030	- Detection Dog Handler	18.11
27040	- Detention Officer	27.67
27070	- Firefighter	28.70
27101	- Guard I	10.61
27102	- Guard II	18.11
27131	- Police Officer I	33.08
27132	- Police Officer II	36.78
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.94
28042	- Carnival Equipment Repairer	15.36
28043	- Carnival Worker	9.64
28210	- Gate Attendant/Gate Tender	14.63
28310	- Lifeguard	13.49
28350	- Park Attendant (Aide)	16.39
28510	- Recreation Aide/Health Facility Attendant	11.96
28515	- Recreation Specialist	20.30
28630	- Sports Official	13.04
28690	- Swimming Pool Operator	19.77
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	24.22
29020	- Hatch Tender	24.22
29030	- Line Handler	24.22
29041	- Stevedore I	22.40
29042	- Stevedore II	25.92
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.08
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.95
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.67
30021	- Archeological Technician I	17.58
30022	- Archeological Technician II	20.08
30023	- Archeological Technician III	24.98
30030	- Cartographic Technician	25.86
30040	- Civil Engineering Technician	26.26
30051	- Cryogenic Technician I	24.33
30052	- Cryogenic Technician II	26.87
30061	- Drafter/CAD Operator I	18.66
30062	- Drafter/CAD Operator II	20.89
30063	- Drafter/CAD Operator III	23.28
30064	- Drafter/CAD Operator IV	28.66
30081	- Engineering Technician I	17.93
30082	- Engineering Technician II	21.92
30083	- Engineering Technician III	24.53
30084	- Engineering Technician IV	27.90
30085	- Engineering Technician V	34.13
30086	- Engineering Technician VI	41.29
30090	- Environmental Technician	19.85
30095	- Evidence Control Specialist	21.97
30210	- Laboratory Technician	18.62
30221	- Latent Fingerprint Technician I	25.38
30222	- Latent Fingerprint Technician II	28.03
30240	- Mathematical Technician	25.86
30361	- Paralegal/Legal Assistant I	17.91
30362	- Paralegal/Legal Assistant II	22.18
30363	- Paralegal/Legal Assistant III	27.14
30364	- Paralegal/Legal Assistant IV	32.83
30375	- Petroleum Supply Specialist	26.87
30390	- Photo-Optics Technician	25.86
30395	- Radiation Control Technician	26.87
30461	- Technical Writer I	23.25
30462	- Technical Writer II	28.46

30463 - Technical Writer III	32.48
30491 - Unexploded Ordnance (UXO) Technician I	24.84
30492 - Unexploded Ordnance (UXO) Technician II	30.05
30493 - Unexploded Ordnance (UXO) Technician III	36.02
30494 - Unexploded (UXO) Safety Escort	24.84
30495 - Unexploded (UXO) Sweep Personnel	24.84
30501 - Weather Forecaster I	24.33
30502 - Weather Forecaster II	29.59
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.28
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.05
31020 - Bus Aide	10.76
31030 - Bus Driver	16.54
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	10.67
31361 - Truckdriver, Light	16.45
31362 - Truckdriver, Medium	17.99
31363 - Truckdriver, Heavy	19.54
31364 - Truckdriver, Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.65
99030 - Cashier	9.31
99050 - Desk Clerk	11.39
99095 - Embalmer	24.52
99130 - Flight Follower	24.84
99251 - Laboratory Animal Caretaker I	11.06
99252 - Laboratory Animal Caretaker II	12.18
99260 - Marketing Analyst	28.34
99310 - Mortician	24.52
99410 - Pest Controller	14.45
99510 - Photofinishing Worker	13.06
99710 - Recycling Laborer	16.84
99711 - Recycling Specialist	21.23
99730 - Refuse Collector	14.66
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	18.80
99831 - Surveying Aide	10.24
99832 - Surveying Technician	16.78
99840 - Vending Machine Attendant	12.85
99841 - Vending Machine Repairer	16.68
99842 - Vending Machine Repairer Helper	12.85

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

under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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 2014, unless otherwise indicated.

WD 15-4553 (Rev.-2) was first posted on www.wdol.gov on 01/03/2017

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-4553  
Revision No.: 2  
Date Of 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.

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.32
01012 - Accounting Clerk II		14.95
01013 - Accounting Clerk III		16.73
01020 - Administrative Assistant		21.44
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		11.24
01042 - Customer Service Representative II		12.64
01043 - Customer Service Representative III		13.79
01051 - Data Entry Operator I		12.56
01052 - Data Entry Operator II		13.71
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		12.27
01090 - Duplicating Machine Operator		12.43
01111 - General Clerk I		11.89
01112 - General Clerk II		12.97
01113 - General Clerk III		14.56
01120 - Housing Referral Assistant		18.54
01141 - Messenger Courier		12.41
01191 - Order Clerk I		12.75
01192 - Order Clerk II		13.91
01261 - Personnel Assistant (Employment) I		13.88
01262 - Personnel Assistant (Employment) II		15.77
01263 - Personnel Assistant (Employment) III		17.30
01270 - Production Control Clerk		19.71
01290 - Rental Clerk		13.74
01300 - Scheduler, Maintenance		14.87
01311 - Secretary I		14.87
01312 - Secretary II		16.64
01313 - Secretary III		18.54
01320 - Service Order Dispatcher		14.87
01410 - Supply Technician		21.79
01420 - Survey Worker		15.33

01460 - Switchboard Operator/Receptionist	12.68
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.44
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	17.28
05040 - Automotive Glass Installer	16.36
05070 - Automotive Worker	16.36
05110 - Mobile Equipment Servicer	13.56
05130 - Motor Equipment Metal Mechanic	18.18
05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.18
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter, Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	11.97
07042 - Cook II	13.63
07070 - Dishwasher	9.39
07130 - Food Service Worker	10.16
07210 - Meat Cutter	13.88
07260 - Waiter/Waitress	9.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	9.40
09080 - Furniture Refinisher	15.19
09090 - Furniture Refinisher Helper	11.24
09110 - Furniture Repairer, Minor	13.22
09130 - Upholsterer	15.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.22
11060 - Elevator Operator	10.22
11090 - Gardener	14.53
11122 - Housekeeping Aide	10.71
11150 - Janitor	10.71
11210 - Laborer, Grounds Maintenance	11.17
11240 - Maid or Houseman	9.74
11260 - Pruner	9.83
11270 - Tractor Operator	13.37
11330 - Trail Maintenance Worker	11.17
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	17.49
12011 - Breath Alcohol Technician	16.89
12012 - Certified Occupational Therapist Assistant	27.49
12015 - Certified Physical Therapist Assistant	27.50
12020 - Dental Assistant	17.16
12025 - Dental Hygienist	32.73
12030 - EKG Technician	22.12
12035 - Electroneurodiagnostic Technologist	22.12
12040 - Emergency Medical Technician	17.49
12071 - Licensed Practical Nurse I	15.09
12072 - Licensed Practical Nurse II	16.89
12073 - Licensed Practical Nurse III	18.82

12100 - Medical Assistant	13.83
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	16.37
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	15.03
12210 - Nuclear Medicine Technologist	33.84
12221 - Nursing Assistant I	10.26
12222 - Nursing Assistant II	11.54
12223 - Nursing Assistant III	12.23
12224 - Nursing Assistant IV	13.71
12235 - Optical Dispenser	19.70
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	13.64
12305 - Radiologic Technologist	22.77
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III, Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	22.12
12320 - Substance Abuse Treatment Counselor	18.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.37
13012 - Exhibits Specialist II	22.76
13013 - Exhibits Specialist III	27.81
13041 - Illustrator I	21.64
13042 - Illustrator II	25.12
13043 - Illustrator III	31.42
13047 - Librarian	27.87
13050 - Library Aide/Clerk	12.77
13054 - Library Information Technology Systems Administrator	25.12
13058 - Library Technician	14.97
13061 - Media Specialist I	16.50
13062 - Media Specialist II	18.47
13063 - Media Specialist III	20.58
13071 - Photographer I	13.91
13072 - Photographer II	15.91
13073 - Photographer III	19.29
13074 - Photographer IV	23.54
13075 - Photographer V	28.55
13090 - Technical Order Library Clerk	15.34
13110 - Video Teleconference Technician	17.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.38
14042 - Computer Operator II	19.58
14043 - Computer Operator III	22.42
14044 - Computer Operator IV	24.72
14045 - Computer Operator V	27.37
14071 - Computer Programmer I	(see 1) 22.24
14072 - Computer Programmer II	(see 1) 27.56
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.38
14160 - Personal Computer Support Technician	24.72
14170 - System Support Specialist	24.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.67

15020 - Aircrew Training Devices Instructor (Rated)	39.50
15030 - Air Crew Training Devices Instructor (Pilot)	41.13
15050 - Computer Based Training Specialist / Instructor	30.03
15060 - Educational Technologist	29.00
15070 - Flight Instructor (Pilot)	41.13
15080 - Graphic Artist	22.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.68
15086 - Maintenance Test Pilot, Rotary Wing	38.68
15088 - Non-Maintenance Test/Co-Pilot	38.68
15090 - Technical Instructor	20.56
15095 - Technical Instructor/Course Developer	25.15
15110 - Test Proctor	16.59
15120 - Tutor	16.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	12.63
16220 - Tailor	13.27
16250 - Washer, Machine	10.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.16
19040 - Tool And Die Maker	21.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.78
21030 - Material Coordinator	19.71
21040 - Material Expediter	19.71
21050 - Material Handling Laborer	10.95
21071 - Order Filler	11.41
21080 - Production Line Worker (Food Processing)	14.78
21110 - Shipping Packer	13.49
21130 - Shipping/Receiving Clerk	13.49
21140 - Store Worker I	10.18
21150 - Stock Clerk	14.51
21210 - Tools And Parts Attendant	14.78
21410 - Warehouse Specialist	14.78
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.75
23019 - Aircraft Logs and Records Technician	21.97
23021 - Aircraft Mechanic I	26.17
23022 - Aircraft Mechanic II	27.75
23023 - Aircraft Mechanic III	35.39
23040 - Aircraft Mechanic Helper	19.38
23050 - Aircraft, Painter	24.42
23060 - Aircraft Servicer	21.97
23070 - Aircraft Survival Flight Equipment Technician	24.42
23080 - Aircraft Worker	23.53
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.53
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.17
23110 - Appliance Mechanic	18.09
23120 - Bicycle Repairer	13.72
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	17.26
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	18.03
23181 - Electronics Technician Maintenance I	20.10

23182 - Electronics Technician Maintenance II	21.53
23183 - Electronics Technician Maintenance III	22.94
23260 - Fabric Worker	16.69
23290 - Fire Alarm System Mechanic	19.66
23310 - Fire Extinguisher Repairer	15.43
23311 - Fuel Distribution System Mechanic	20.91
23312 - Fuel Distribution System Operator	16.65
23370 - General Maintenance Worker	15.66
23380 - Ground Support Equipment Mechanic	26.14
23381 - Ground Support Equipment Servicer	21.95
23382 - Ground Support Equipment Worker	23.51
23391 - Gunsmith I	15.43
23392 - Gunsmith II	17.92
23393 - Gunsmith III	20.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.63
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.82
23430 - Heavy Equipment Mechanic	20.10
23440 - Heavy Equipment Operator	16.93
23460 - Instrument Mechanic	20.45
23465 - Laboratory/Shelter Mechanic	19.19
23470 - Laborer	12.73
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	21.63
23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	12.84
23591 - Metrology Technician I	20.45
23592 - Metrology Technician II	21.67
23593 - Metrology Technician III	22.93
23640 - Millwright	22.85
23710 - Office Appliance Repairer	18.36
23760 - Painter, Maintenance	14.70
23790 - Pipefitter, Maintenance	17.79
23810 - Plumber, Maintenance	16.70
23820 - Pneudraulic Systems Mechanic	20.45
23850 - Rigger	20.99
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	17.59
23910 - Small Engine Mechanic	15.94
23931 - Telecommunications Mechanic I	20.77
23932 - Telecommunications Mechanic II	22.02
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	19.27
23970 - Woodcraft Worker	20.45
23980 - Woodworker	15.33
24000 - Personal Needs Occupations	
24550 - Case Manager	15.43
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	10.14
24620 - Family Readiness And Support Services Coordinator	15.43
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.21
25040 - Sewage Plant Operator	21.18
25070 - Stationary Engineer	26.21
25190 - Ventilation Equipment Tender	14.80
25210 - Water Treatment Plant Operator	21.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.54

27007	-	Baggage Inspector	11.12
27008	-	Corrections Officer	20.09
27010	-	Court Security Officer	20.47
27030	-	Detection Dog Handler	16.11
27040	-	Detention Officer	20.09
27070	-	Firefighter	18.98
27101	-	Guard I	11.12
27102	-	Guard II	16.05
27131	-	Police Officer I	23.56
27132	-	Police Officer II	26.18
28000	-	Recreation Occupations	
28041	-	Carnival Equipment Operator	13.54
28042	-	Carnival Equipment Repairer	14.72
28043	-	Carnival Worker	10.52
28210	-	Gate Attendant/Gate Tender	12.70
28310	-	Lifeguard	11.34
28350	-	Park Attendant (Aide)	14.24
28510	-	Recreation Aide/Health Facility Attendant	10.37
28515	-	Recreation Specialist	14.32
28630	-	Sports Official	11.34
28690	-	Swimming Pool Operator	17.85
29000	-	Stevedoring/Longshoremen Occupational Services	
29010	-	Blocker And Bracer	22.67
29020	-	Hatch Tender	22.67
29030	-	Line Handler	22.67
29041	-	Stevedore I	20.01
29042	-	Stevedore II	24.28
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	17.87
30022	-	Archeological Technician II	19.99
30023	-	Archeological Technician III	25.89
30030	-	Cartographic Technician	25.56
30040	-	Civil Engineering Technician	22.64
30051	-	Cryogenic Technician I	23.22
30052	-	Cryogenic Technician II	25.65
30061	-	Drafter/CAD Operator I	17.87
30062	-	Drafter/CAD Operator II	19.99
30063	-	Drafter/CAD Operator III	22.30
30064	-	Drafter/CAD Operator IV	27.43
30081	-	Engineering Technician I	15.95
30082	-	Engineering Technician II	17.87
30083	-	Engineering Technician III	20.85
30084	-	Engineering Technician IV	24.77
30085	-	Engineering Technician V	30.30
30086	-	Engineering Technician VI	36.66
30090	-	Environmental Technician	17.42
30095	-	Evidence Control Specialist	20.97
30210	-	Laboratory Technician	18.95
30221	-	Latent Fingerprint Technician I	21.51
30222	-	Latent Fingerprint Technician II	23.76
30240	-	Mathematical Technician	24.18
30361	-	Paralegal/Legal Assistant I	19.15
30362	-	Paralegal/Legal Assistant II	22.65
30363	-	Paralegal/Legal Assistant III	27.70
30364	-	Paralegal/Legal Assistant IV	33.61
30375	-	Petroleum Supply Specialist	25.65
30390	-	Photo-Optics Technician	24.77
30395	-	Radiation Control Technician	25.65
30461	-	Technical Writer I	21.40
30462	-	Technical Writer II	26.17

30463 - Technical Writer III	30.15
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	23.22
30502 - Weather Forecaster II	28.25
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.30
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	10.11
31030 - Bus Driver	16.76
31043 - Driver Courier	13.30
31260 - Parking and Lot Attendant	9.09
31290 - Shuttle Bus Driver	15.10
31310 - Taxi Driver	10.99
31361 - Truckdriver, Light	15.10
31362 - Truckdriver, Medium	16.10
31363 - Truckdriver, Heavy	18.56
31364 - Truckdriver, Tractor-Trailer	18.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	9.94
99050 - Desk Clerk	12.38
99095 - Embalmer	24.27
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	10.92
99252 - Laboratory Animal Caretaker II	11.53
99260 - Marketing Analyst	26.07
99310 - Mortician	26.85
99410 - Pest Controller	15.51
99510 - Photofinishing Worker	12.51
99710 - Recycling Laborer	17.06
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.15
99810 - Sales Clerk	13.66
99820 - School Crossing Guard	10.16
99830 - Survey Party Chief	19.90
99831 - Surveying Aide	13.66
99832 - Surveying Technician	18.72
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	16.51
99842 - Vending Machine Repairer Helper	13.05

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

under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 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)).

WD 15-5707 (Rev.-4) was first posted on www.wdol.gov on 01/03/2017

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-5707  
Revision No.: 4  
Date Of 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.

State: Puerto Rico

Area: Puerto Rico Municipios de Aguas Buenas, Aibonito, Barceloneta, Barranquitas, Bayamon, Caguas, Canovanas, Carolina, Catano, Cayey, Ceiba, Ciales, Cidra, Comerio, Corozal, Dorado, Fajardo, Florida, Guaynabo, Gurabo, Humacao, Juncos, Las Piedras, Loiza, Luquillo, Manati, Maunabo, Morovis, Naguabo, Naranjito, Orocovis, Rio Grande, San Juan, San Lorenzo, Toa Alta, Toa Baja, Trujillo Alto, Vega Alta, Vega Baja, Yabucoa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		14.22
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		7.74
01042 - Customer Service Representative II		8.71
01043 - Customer Service Representative III		9.50
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		9.04
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		8.84
01300 - Scheduler, Maintenance		9.34
01311 - Secretary I		9.34

01312	- Secretary II	10.45
01313	- Secretary III	13.48
01320	- Service Order Dispatcher	10.23
01410	- Supply Technician	14.22
01420	- Survey Worker	9.43
01460	- Switchboard Operator/Receptionist	8.73
01531	- Travel Clerk I	11.58
01532	- Travel Clerk II	12.77
01533	- Travel Clerk III	14.08
01611	- Word Processor I	10.02
01612	- Word Processor II	11.25
01613	- Word Processor III	12.59
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	13.01
05010	- Automotive Electrician	12.45
05040	- Automotive Glass Installer	11.87
05070	- Automotive Worker	11.87
05110	- Mobile Equipment Servicer	10.74
05130	- Motor Equipment Metal Mechanic	13.01
05160	- Motor Equipment Metal Worker	11.87
05190	- Motor Vehicle Mechanic	13.01
05220	- Motor Vehicle Mechanic Helper	10.14
05250	- Motor Vehicle Upholstery Worker	11.63
05280	- Motor Vehicle Wrecker	11.87
05310	- Painter, Automotive	13.70
05340	- Radiator Repair Specialist	11.87
05370	- Tire Repairer	9.43
05400	- Transmission Repair Specialist	13.01
07000	- Food Preparation And Service Occupations	
07010	- Baker	8.68
07041	- Cook I	8.69
07042	- Cook II	9.64
07070	- Dishwasher	8.49
07130	- Food Service Worker	8.47
07210	- Meat Cutter	9.02
07260	- Waiter/Waitress	8.46
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	12.45
09040	- Furniture Handler	8.60
09080	- Furniture Refinisher	12.45
09090	- Furniture Refinisher Helper	10.14
09110	- Furniture Repairer, Minor	11.67
09130	- Upholsterer	12.45
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	8.63
11060	- Elevator Operator	8.63
11090	- Gardener	9.43
11122	- Housekeeping Aide	8.66
11150	- Janitor	8.66
11210	- Laborer, Grounds Maintenance	8.72
11240	- Maid or Houseman	8.77
11260	- Pruner	9.75
11270	- Tractor Operator	10.40
11330	- Trail Maintenance Worker	8.72
11360	- Window Cleaner	9.59
12000	- Health Occupations	
12010	- Ambulance Driver	10.93
12011	- Breath Alcohol Technician	11.58
12012	- Certified Occupational Therapist Assistant	15.20
12015	- Certified Physical Therapist Assistant	10.95
12020	- Dental Assistant	10.93
12025	- Dental Hygienist	19.49
12030	- EKG Technician	11.22

12035 - Electroneurodiagnostic Technologist	11.22
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	10.35
12072 - Licensed Practical Nurse II	11.58
12073 - Licensed Practical Nurse III	12.91
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	11.20
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	12.86
12210 - Nuclear Medicine Technologist	19.29
12221 - Nursing Assistant I	9.18
12222 - Nursing Assistant II	10.32
12223 - Nursing Assistant III	11.26
12224 - Nursing Assistant IV	12.64
12235 - Optical Dispenser	10.16
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	10.82
12305 - Radiologic Technologist	12.31
12311 - Registered Nurse I	16.16
12312 - Registered Nurse II	19.77
12313 - Registered Nurse II, Specialist	19.77
12314 - Registered Nurse III	23.92
12315 - Registered Nurse III, Anesthetist	23.92
12316 - Registered Nurse IV	28.67
12317 - Scheduler (Drug and Alcohol Testing)	14.34
12320 - Substance Abuse Treatment Counselor	10.35
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	12.32
13012 - Exhibits Specialist II	14.97
13013 - Exhibits Specialist III	18.31
13041 - Illustrator I	13.55
13042 - Illustrator II	15.85
13043 - Illustrator III	19.07
13047 - Librarian	16.59
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems Administrator	14.41
13058 - Library Technician	10.27
13061 - Media Specialist I	10.97
13062 - Media Specialist II	12.28
13063 - Media Specialist III	13.69
13071 - Photographer I	13.89
13072 - Photographer II	15.67
13073 - Photographer III	19.25
13074 - Photographer IV	23.75
13075 - Photographer V	28.49
13090 - Technical Order Library Clerk	10.83
13110 - Video Teleconference Technician	12.38
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.33
14042 - Computer Operator II	11.56
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 17.01
14072 - Computer Programmer II	(see 1) 21.07
14073 - Computer Programmer III	(see 1) 25.77
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.61
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)

14150	- Peripheral Equipment Operator	10.33
14160	- Personal Computer Support Technician	19.66
14170	- System Support Specialist	17.89
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	25.61
15020	- Aircrew Training Devices Instructor (Rated)	28.56
15030	- Air Crew Training Devices Instructor (Pilot)	34.23
15050	- Computer Based Training Specialist / Instructor	25.61
15060	- Educational Technologist	22.64
15070	- Flight Instructor (Pilot)	34.23
15080	- Graphic Artist	16.96
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	31.02
15086	- Maintenance Test Pilot, Rotary Wing	31.02
15088	- Non-Maintenance Test/Co-Pilot	31.02
15090	- Technical Instructor	14.07
15095	- Technical Instructor/Course Developer	19.06
15110	- Test Proctor	11.36
15120	- Tutor	11.36
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.27
16030	- Counter Attendant	9.27
16040	- Dry Cleaner	10.20
16070	- Finisher, Flatwork, Machine	9.27
16090	- Presser, Hand	9.27
16110	- Presser, Machine, Drycleaning	9.27
16130	- Presser, Machine, Shirts	9.27
16160	- Presser, Machine, Wearing Apparel, Laundry	9.27
16190	- Sewing Machine Operator	10.54
16220	- Tailor	10.83
16250	- Washer, Machine	9.60
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	11.73
19040	- Tool And Die Maker	13.71
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	9.66
21030	- Material Coordinator	14.78
21040	- Material Expediter	14.78
21050	- Material Handling Laborer	9.01
21071	- Order Filler	8.72
21080	- Production Line Worker (Food Processing)	9.66
21110	- Shipping Packer	10.31
21130	- Shipping/Receiving Clerk	10.31
21140	- Store Worker I	8.48
21150	- Stock Clerk	11.50
21210	- Tools And Parts Attendant	9.66
21410	- Warehouse Specialist	9.66
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.62
23019	- Aircraft Logs and Records Technician	22.57
23021	- Aircraft Mechanic I	25.33
23022	- Aircraft Mechanic II	26.62
23023	- Aircraft Mechanic III	27.73
23040	- Aircraft Mechanic Helper	19.67
23050	- Aircraft, Painter	21.01
23060	- Aircraft Servicer	22.57
23070	- Aircraft Survival Flight Equipment Technician	21.01
23080	- Aircraft Worker	23.04
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110	- Appliance Mechanic	14.17
23120	- Bicycle Repairer	11.18

23125 - Cable Splicer	20.41
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.82
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	14.37
23182 - Electronics Technician Maintenance II	15.18
23183 - Electronics Technician Maintenance III	15.95
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	16.26
23312 - Fuel Distribution System Operator	13.33
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.55
23392 - Gunsmith II	12.82
23393 - Gunsmith III	14.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	18.21
23465 - Laboratory/Shelter Mechanic	13.55
23470 - Laborer	9.01
23510 - Locksmith	13.11
23530 - Machinery Maintenance Mechanic	15.35
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	18.21
23592 - Metrology Technician II	19.14
23593 - Metrology Technician III	19.93
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	14.23
23850 - Rigger	14.23
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.82
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.24
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	14.23
23970 - Woodcraft Worker	14.23
23980 - Woodworker	11.55
24000 - Personal Needs Occupations	
24550 - Case Manager	10.61
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	8.46
24620 - Family Readiness And Support Services Coordinator	11.03
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.13
25040 - Sewage Plant Operator	13.50

25070 - Stationary Engineer	18.13
25190 - Ventilation Equipment Tender	13.25
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.36
27007 - Baggage Inspector	8.51
27008 - Corrections Officer	12.60
27010 - Court Security Officer	12.39
27030 - Detection Dog Handler	9.52
27040 - Detention Officer	12.60
27070 - Firefighter	12.39
27101 - Guard I	8.51
27102 - Guard II	9.52
27131 - Police Officer I	14.23
27132 - Police Officer II	15.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.86
28042 - Carnival Equipment Repairer	10.37
28043 - Carnival Worker	8.56
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.86
28515 - Recreation Specialist	14.63
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	13.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.35
29042 - Stevedore II	13.36
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	13.68
30022 - Archeological Technician II	15.31
30023 - Archeological Technician III	18.96
30030 - Cartographic Technician	18.96
30040 - Civil Engineering Technician	14.98
30051 - Cryogenic Technician I	21.00
30052 - Cryogenic Technician II	23.19
30061 - Drafter/CAD Operator I	13.68
30062 - Drafter/CAD Operator II	15.31
30063 - Drafter/CAD Operator III	17.06
30064 - Drafter/CAD Operator IV	21.00
30081 - Engineering Technician I	13.41
30082 - Engineering Technician II	15.05
30083 - Engineering Technician III	16.85
30084 - Engineering Technician IV	20.86
30085 - Engineering Technician V	25.51
30086 - Engineering Technician VI	30.88
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	18.96
30210 - Laboratory Technician	15.91
30221 - Latent Fingerprint Technician I	21.00
30222 - Latent Fingerprint Technician II	23.19
30240 - Mathematical Technician	18.96
30361 - Paralegal/Legal Assistant I	14.74
30362 - Paralegal/Legal Assistant II	18.26
30363 - Paralegal/Legal Assistant III	22.34
30364 - Paralegal/Legal Assistant IV	27.03

30375 - Petroleum Supply Specialist	23.19
30390 - Photo-Optics Technician	18.96
30395 - Radiation Control Technician	23.19
30461 - Technical Writer I	17.95
30462 - Technical Writer II	21.69
30463 - Technical Writer III	25.29
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	21.00
30502 - Weather Forecaster II	25.54
30620 - Weather Observer, Combined Upper Air Or	(see 2) 17.06
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 18.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.39
31020 - Bus Aide	9.34
31030 - Bus Driver	12.67
31043 - Driver Courier	8.23
31260 - Parking and Lot Attendant	8.45
31290 - Shuttle Bus Driver	8.88
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	8.88
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	13.84
99030 - Cashier	8.51
99050 - Desk Clerk	8.70
99095 - Embalmer	23.46
99130 - Flight Follower	23.46
99251 - Laboratory Animal Caretaker I	9.30
99252 - Laboratory Animal Caretaker II	9.80
99260 - Marketing Analyst	14.14
99310 - Mortician	23.46
99410 - Pest Controller	10.20
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	9.68
99711 - Recycling Specialist	11.55
99730 - Refuse Collector	8.74
99810 - Sales Clerk	8.67
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	12.17
99831 - Surveying Aide	10.16
99832 - Surveying Technician	11.07
99840 - Vending Machine Attendant	9.21
99841 - Vending Machine Repairer	10.22
99842 - Vending Machine Repairer Helper	10.04

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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**

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)).

WD 15-4571 (Rev.-1) was first posted on www.wdol.gov on 02/07/2017

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-4571  
Revision No.: 1  
Date Of 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.

State: Florida

Area: Florida Counties of Hernando, Hillsborough, Pasco, Pinellas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		23.03
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		11.60
01042 - Customer Service Representative II		13.04
01043 - Customer Service Representative III		14.23
01051 - Data Entry Operator I		12.55
01052 - Data Entry Operator II		13.70
01060 - Dispatcher, Motor Vehicle		17.47
01070 - Document Preparation Clerk		12.08
01090 - Duplicating Machine Operator		12.08
01111 - General Clerk I		12.58
01112 - General Clerk II		13.73
01113 - General Clerk III		15.09
01120 - Housing Referral Assistant		19.46
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.94
01261 - Personnel Assistant (Employment) I		15.10
01262 - Personnel Assistant (Employment) II		18.22
01263 - Personnel Assistant (Employment) III		18.84
01270 - Production Control Clerk		19.92
01290 - Rental Clerk		14.73
01300 - Scheduler, Maintenance		15.31
01311 - Secretary I		15.31
01312 - Secretary II		17.12
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		15.65
01410 - Supply Technician		23.03
01420 - Survey Worker		15.05

01460 - Switchboard Operator/Receptionist	12.58
01531 - Travel Clerk I	12.72
01532 - Travel Clerk II	13.84
01533 - Travel Clerk III	15.06
01611 - Word Processor I	13.26
01612 - Word Processor II	14.89
01613 - Word Processor III	16.66
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.27
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	12.68
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.02
07041 - Cook I	11.84
07042 - Cook II	13.29
07070 - Dishwasher	8.97
07130 - Food Service Worker	10.34
07210 - Meat Cutter	14.91
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	15.90
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.31
11060 - Elevator Operator	9.31
11090 - Gardener	14.40
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer, Grounds Maintenance	10.92
11240 - Maid or Houseman	9.17
11260 - Pruner	9.76
11270 - Tractor Operator	13.23
11330 - Trail Maintenance Worker	10.92
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	18.84
12012 - Certified Occupational Therapist Assistant	28.99
12015 - Certified Physical Therapist Assistant	27.84
12020 - Dental Assistant	16.89
12025 - Dental Hygienist	28.64
12030 - EKG Technician	21.37
12035 - Electroneurodiagnostic Technologist	21.37
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75

12100 - Medical Assistant	14.17
12130 - Medical Laboratory Technician	17.28
12160 - Medical Record Clerk	15.52
12190 - Medical Record Technician	17.07
12195 - Medical Transcriptionist	16.52
12210 - Nuclear Medicine Technologist	33.55
12221 - Nursing Assistant I	10.29
12222 - Nursing Assistant II	11.57
12223 - Nursing Assistant III	12.63
12224 - Nursing Assistant IV	14.18
12235 - Optical Dispenser	19.04
12236 - Optical Technician	13.52
12250 - Pharmacy Technician	14.05
12280 - Phlebotomist	13.92
12305 - Radiologic Technologist	25.92
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	27.55
12313 - Registered Nurse II, Specialist	27.55
12314 - Registered Nurse III	33.08
12315 - Registered Nurse III, Anesthetist	33.08
12316 - Registered Nurse IV	39.89
12317 - Scheduler (Drug and Alcohol Testing)	23.32
12320 - Substance Abuse Treatment Counselor	24.48
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.45
13012 - Exhibits Specialist II	26.22
13013 - Exhibits Specialist III	30.49
13041 - Illustrator I	19.27
13042 - Illustrator II	23.86
13043 - Illustrator III	29.20
13047 - Librarian	27.59
13050 - Library Aide/Clerk	11.86
13054 - Library Information Technology Systems Administrator	24.65
13058 - Library Technician	15.11
13061 - Media Specialist I	17.98
13062 - Media Specialist II	20.11
13063 - Media Specialist III	22.43
13071 - Photographer I	18.09
13072 - Photographer II	20.23
13073 - Photographer III	25.08
13074 - Photographer IV	29.18
13075 - Photographer V	35.30
13090 - Technical Order Library Clerk	15.55
13110 - Video Teleconference Technician	18.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.66
14042 - Computer Operator II	17.71
14043 - Computer Operator III	19.54
14044 - Computer Operator IV	21.70
14045 - Computer Operator V	23.54
14071 - Computer Programmer I	(see 1) 22.92
14072 - Computer Programmer II	(see 1) 27.56
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.66
14160 - Personal Computer Support Technician	21.70
14170 - System Support Specialist	27.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.58

15020 - Aircrew Training Devices Instructor (Rated)	34.55
15030 - Air Crew Training Devices Instructor (Pilot)	40.18
15050 - Computer Based Training Specialist / Instructor	29.03
15060 - Educational Technologist	26.16
15070 - Flight Instructor (Pilot)	40.18
15080 - Graphic Artist	22.03
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	37.84
15086 - Maintenance Test Pilot, Rotary Wing	37.84
15088 - Non-Maintenance Test/Co-Pilot	37.84
15090 - Technical Instructor	21.42
15095 - Technical Instructor/Course Developer	26.30
15110 - Test Proctor	17.36
15120 - Tutor	17.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	12.80
16220 - Tailor	13.60
16250 - Washer, Machine	10.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.96
19040 - Tool And Die Maker	21.15
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.62
21030 - Material Coordinator	18.15
21040 - Material Expediter	18.15
21050 - Material Handling Laborer	11.08
21071 - Order Filler	11.42
21080 - Production Line Worker (Food Processing)	16.62
21110 - Shipping Packer	13.24
21130 - Shipping/Receiving Clerk	13.24
21140 - Store Worker I	10.47
21150 - Stock Clerk	14.75
21210 - Tools And Parts Attendant	16.62
21410 - Warehouse Specialist	16.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.79
23019 - Aircraft Logs and Records Technician	22.50
23021 - Aircraft Mechanic I	27.34
23022 - Aircraft Mechanic II	28.79
23023 - Aircraft Mechanic III	30.03
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	20.15
23060 - Aircraft Servicer	22.50
23070 - Aircraft Survival Flight Equipment Technician	20.15
23080 - Aircraft Worker	24.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.34
23110 - Appliance Mechanic	18.12
23120 - Bicycle Repairer	13.95
23125 - Cable Splicer	24.22
23130 - Carpenter, Maintenance	17.07
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	19.31
23181 - Electronics Technician Maintenance I	20.86

23182 - Electronics Technician Maintenance II	22.83
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	16.00
23290 - Fire Alarm System Mechanic	19.37
23310 - Fire Extinguisher Repairer	14.79
23311 - Fuel Distribution System Mechanic	19.43
23312 - Fuel Distribution System Operator	15.87
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	27.34
23381 - Ground Support Equipment Servicer	22.50
23382 - Ground Support Equipment Worker	24.17
23391 - Gunsmith I	14.96
23392 - Gunsmith II	17.39
23393 - Gunsmith III	19.45
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.45
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	11.48
23510 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	22.12
23550 - Machinist, Maintenance	18.73
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.78
23593 - Metrology Technician III	21.82
23640 - Millwright	19.45
23710 - Office Appliance Repairer	18.68
23760 - Painter, Maintenance	17.67
23790 - Pipefitter, Maintenance	18.83
23810 - Plumber, Maintenance	17.70
23820 - Pneudraulic Systems Mechanic	19.45
23850 - Rigger	17.75
23870 - Scale Mechanic	17.20
23890 - Sheet-Metal Worker, Maintenance	17.67
23910 - Small Engine Mechanic	16.34
23931 - Telecommunications Mechanic I	22.37
23932 - Telecommunications Mechanic II	24.13
23950 - Telephone Lineman	23.50
23960 - Welder, Combination, Maintenance	17.42
23965 - Well Driller	17.75
23970 - Woodcraft Worker	19.45
23980 - Woodworker	14.79
24000 - Personal Needs Occupations	
24550 - Case Manager	13.89
24570 - Child Care Attendant	9.52
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	10.11
24620 - Family Readiness And Support Services Coordinator	13.89
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.73
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	19.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.49

27007	- Baggage Inspector	10.41
27008	- Corrections Officer	22.81
27010	- Court Security Officer	21.65
27030	- Detection Dog Handler	16.69
27040	- Detention Officer	22.81
27070	- Firefighter	19.59
27101	- Guard I	10.41
27102	- Guard II	16.29
27131	- Police Officer I	24.05
27132	- Police Officer II	26.80
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.39
28042	- Carnival Equipment Repairer	12.12
28043	- Carnival Worker	8.94
28210	- Gate Attendant/Gate Tender	12.85
28310	- Lifeguard	11.15
28350	- Park Attendant (Aide)	14.37
28510	- Recreation Aide/Health Facility Attendant	8.78
28515	- Recreation Specialist	16.26
28630	- Sports Official	11.45
28690	- Swimming Pool Operator	15.94
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	20.24
29020	- Hatch Tender	20.24
29030	- Line Handler	20.24
29041	- Stevedore I	18.16
29042	- Stevedore II	22.13
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	15.80
30022	- Archeological Technician II	19.03
30023	- Archeological Technician III	23.57
30030	- Cartographic Technician	24.49
30040	- Civil Engineering Technician	22.98
30051	- Cryogenic Technician I	26.11
30052	- Cryogenic Technician II	28.84
30061	- Drafter/CAD Operator I	15.80
30062	- Drafter/CAD Operator II	19.03
30063	- Drafter/CAD Operator III	20.25
30064	- Drafter/CAD Operator IV	26.11
30081	- Engineering Technician I	16.69
30082	- Engineering Technician II	18.74
30083	- Engineering Technician III	21.23
30084	- Engineering Technician IV	24.45
30085	- Engineering Technician V	26.10
30086	- Engineering Technician VI	29.43
30090	- Environmental Technician	19.98
30095	- Evidence Control Specialist	23.57
30210	- Laboratory Technician	19.03
30221	- Latent Fingerprint Technician I	21.97
30222	- Latent Fingerprint Technician II	24.27
30240	- Mathematical Technician	23.57
30361	- Paralegal/Legal Assistant I	18.01
30362	- Paralegal/Legal Assistant II	22.31
30363	- Paralegal/Legal Assistant III	27.29
30364	- Paralegal/Legal Assistant IV	33.02
30375	- Petroleum Supply Specialist	28.84
30390	- Photo-Optics Technician	22.93
30395	- Radiation Control Technician	28.84
30461	- Technical Writer I	20.61
30462	- Technical Writer II	25.25

30463 - Technical Writer III	30.50
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	26.11
30502 - Weather Forecaster II	31.75
30620 - Weather Observer, Combined Upper Air Or	(see 2) 20.25
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 21.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	11.13
31030 - Bus Driver	15.88
31043 - Driver Courier	12.79
31260 - Parking and Lot Attendant	9.69
31290 - Shuttle Bus Driver	13.92
31310 - Taxi Driver	10.86
31361 - Truckdriver, Light	13.92
31362 - Truckdriver, Medium	15.06
31363 - Truckdriver, Heavy	17.30
31364 - Truckdriver, Tractor-Trailer	17.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.77
99050 - Desk Clerk	10.28
99095 - Embalmer	22.31
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.28
99252 - Laboratory Animal Caretaker II	11.19
99260 - Marketing Analyst	27.97
99310 - Mortician	26.58
99410 - Pest Controller	14.30
99510 - Photofinishing Worker	11.32
99710 - Recycling Laborer	14.54
99711 - Recycling Specialist	17.06
99730 - Refuse Collector	12.96
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	10.12
99830 - Survey Party Chief	18.53
99831 - Surveying Aide	11.40
99832 - Surveying Technician	17.40
99840 - Vending Machine Attendant	13.04
99841 - Vending Machine Repairer	15.43
99842 - Vending Machine Repairer Helper	13.04

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

under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 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; and 3 weeks after 5 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)).

WD 15-4573 (Rev.-1) was first posted on www.wdol.gov on 02/07/2017

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

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

Daniel W. Simms                      Division of  
Director                              Wage Determinations

Wage Determination No.: 2015-4573  
Revision No.: 1  
Date Of 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.

State: Florida

Area: Florida County of Palm Beach

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		24.90
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.48
01042 - Customer Service Representative II		12.91
01043 - Customer Service Representative III		14.09
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		13.94
01090 - Duplicating Machine Operator		13.94
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		13.63
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.13
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.35
01410 - Supply Technician		24.90
01420 - Survey Worker		18.82

01460 - Switchboard Operator/Receptionist	14.14
01531 - Travel Clerk I	13.27
01532 - Travel Clerk II	14.42
01533 - Travel Clerk III	15.45
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.00
05010 - Automotive Electrician	16.61
05040 - Automotive Glass Installer	15.52
05070 - Automotive Worker	15.52
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	12.19
07042 - Cook II	14.19
07070 - Dishwasher	9.19
07130 - Food Service Worker	10.55
07210 - Meat Cutter	14.03
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.48
09040 - Furniture Handler	10.30
09080 - Furniture Refinisher	16.48
09090 - Furniture Refinisher Helper	12.13
09110 - Furniture Repairer, Minor	14.30
09130 - Upholsterer	18.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.40
11090 - Gardener	15.29
11122 - Housekeeping Aide	10.40
11150 - Janitor	10.40
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.81
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	18.47
12012 - Certified Occupational Therapist Assistant	29.11
12015 - Certified Physical Therapist Assistant	26.57
12020 - Dental Assistant	15.95
12025 - Dental Hygienist	32.39
12030 - EKG Technician	22.62
12035 - Electroneurodiagnostic Technologist	22.62
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	16.51
12072 - Licensed Practical Nurse II	18.47
12073 - Licensed Practical Nurse III	20.59

12100 - Medical Assistant	16.03
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	15.35
12190 - Medical Record Technician	16.92
12195 - Medical Transcriptionist	17.45
12210 - Nuclear Medicine Technologist	35.60
12221 - Nursing Assistant I	11.05
12222 - Nursing Assistant II	12.43
12223 - Nursing Assistant III	13.56
12224 - Nursing Assistant IV	15.22
12235 - Optical Dispenser	19.33
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.81
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III, Anesthetist	36.04
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	21.21
12320 - Substance Abuse Treatment Counselor	18.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.66
13012 - Exhibits Specialist II	25.59
13013 - Exhibits Specialist III	31.31
13041 - Illustrator I	20.66
13042 - Illustrator II	25.59
13043 - Illustrator III	31.31
13047 - Librarian	30.39
13050 - Library Aide/Clerk	13.61
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	18.18
13061 - Media Specialist I	17.79
13062 - Media Specialist II	20.25
13063 - Media Specialist III	22.59
13071 - Photographer I	15.46
13072 - Photographer II	17.30
13073 - Photographer III	21.43
13074 - Photographer IV	26.21
13075 - Photographer V	31.70
13090 - Technical Order Library Clerk	17.97
13110 - Video Teleconference Technician	17.40
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.62
14042 - Computer Operator II	18.59
14043 - Computer Operator III	20.72
14044 - Computer Operator IV	23.03
14045 - Computer Operator V	25.51
14071 - Computer Programmer I	(see 1) 22.63
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	16.62
14160 - Personal Computer Support Technician	23.03
14170 - System Support Specialist	28.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48

15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	41.70
15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	26.06
15070 - Flight Instructor (Pilot)	41.70
15080 - Graphic Artist	23.82
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.39
15086 - Maintenance Test Pilot, Rotary Wing	41.39
15088 - Non-Maintenance Test/Co-Pilot	41.39
15090 - Technical Instructor	22.06
15095 - Technical Instructor/Course Developer	26.98
15110 - Test Proctor	17.80
15120 - Tutor	17.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.62
16030 - Counter Attendant	9.62
16040 - Dry Cleaner	11.86
16070 - Finisher, Flatwork, Machine	9.62
16090 - Presser, Hand	9.62
16110 - Presser, Machine, Drycleaning	9.62
16130 - Presser, Machine, Shirts	9.62
16160 - Presser, Machine, Wearing Apparel, Laundry	9.62
16190 - Sewing Machine Operator	12.61
16220 - Tailor	13.37
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.26
19040 - Tool And Die Maker	24.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	20.13
21040 - Material Expediter	20.13
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.78
21150 - Stock Clerk	14.93
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.29
23019 - Aircraft Logs and Records Technician	20.68
23021 - Aircraft Mechanic I	25.64
23022 - Aircraft Mechanic II	27.29
23023 - Aircraft Mechanic III	28.91
23040 - Aircraft Mechanic Helper	17.15
23050 - Aircraft, Painter	20.77
23060 - Aircraft Servicer	20.68
23070 - Aircraft Survival Flight Equipment Technician	20.77
23080 - Aircraft Worker	22.36
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.36
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.64
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	12.76
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.65
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	20.74
23181 - Electronics Technician Maintenance I	22.18

23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	19.84
23310 - Fire Extinguisher Repairer	15.46
23311 - Fuel Distribution System Mechanic	20.52
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	25.64
23381 - Ground Support Equipment Servicer	20.68
23382 - Ground Support Equipment Worker	22.36
23391 - Gunsmith I	15.46
23392 - Gunsmith II	18.30
23393 - Gunsmith III	20.87
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.25
23430 - Heavy Equipment Mechanic	21.27
23440 - Heavy Equipment Operator	20.71
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	19.58
23470 - Laborer	11.51
23510 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	20.87
23850 - Rigger	20.87
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	18.96
23910 - Small Engine Mechanic	17.07
23931 - Telecommunications Mechanic I	23.36
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	20.56
23965 - Well Driller	18.71
23970 - Woodcraft Worker	20.87
23980 - Woodworker	15.46
24000 - Personal Needs Occupations	
24550 - Case Manager	15.90
24570 - Child Care Attendant	10.44
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	15.90
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.87
25040 - Sewage Plant Operator	22.18
25070 - Stationary Engineer	20.87
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	22.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.52

27007	- Baggage Inspector	10.88
27008	- Corrections Officer	25.15
27010	- Court Security Officer	28.50
27030	- Detection Dog Handler	18.11
27040	- Detention Officer	25.15
27070	- Firefighter	26.09
27101	- Guard I	10.88
27102	- Guard II	18.11
27131	- Police Officer I	30.90
27132	- Police Officer II	34.34
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.71
28042	- Carnival Equipment Repairer	16.21
28043	- Carnival Worker	10.34
28210	- Gate Attendant/Gate Tender	16.09
28310	- Lifeguard	14.51
28350	- Park Attendant (Aide)	18.03
28510	- Recreation Aide/Health Facility Attendant	13.16
28515	- Recreation Specialist	21.53
28630	- Sports Official	14.34
28690	- Swimming Pool Operator	19.71
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.65
29020	- Hatch Tender	21.65
29030	- Line Handler	21.65
29041	- Stevedore I	20.86
29042	- Stevedore II	24.35
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.83
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	27.46
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.24
30021	- Archeological Technician I	17.58
30022	- Archeological Technician II	20.08
30023	- Archeological Technician III	24.98
30030	- Cartographic Technician	25.86
30040	- Civil Engineering Technician	23.88
30051	- Cryogenic Technician I	23.56
30052	- Cryogenic Technician II	26.02
30061	- Drafter/CAD Operator I	18.66
30062	- Drafter/CAD Operator II	20.89
30063	- Drafter/CAD Operator III	23.28
30064	- Drafter/CAD Operator IV	28.66
30081	- Engineering Technician I	18.79
30082	- Engineering Technician II	21.92
30083	- Engineering Technician III	24.53
30084	- Engineering Technician IV	29.22
30085	- Engineering Technician V	35.73
30086	- Engineering Technician VI	41.29
30090	- Environmental Technician	20.88
30095	- Evidence Control Specialist	21.27
30210	- Laboratory Technician	19.69
30221	- Latent Fingerprint Technician I	25.16
30222	- Latent Fingerprint Technician II	27.78
30240	- Mathematical Technician	25.86
30361	- Paralegal/Legal Assistant I	18.07
30362	- Paralegal/Legal Assistant II	22.39
30363	- Paralegal/Legal Assistant III	27.39
30364	- Paralegal/Legal Assistant IV	33.14
30375	- Petroleum Supply Specialist	26.02
30390	- Photo-Optics Technician	25.86
30395	- Radiation Control Technician	26.02
30461	- Technical Writer I	23.25
30462	- Technical Writer II	28.46

30463 - Technical Writer III	32.87
30491 - Unexploded Ordnance (UXO) Technician I	25.31
30492 - Unexploded Ordnance (UXO) Technician II	30.62
30493 - Unexploded Ordnance (UXO) Technician III	36.70
30494 - Unexploded (UXO) Safety Escort	25.31
30495 - Unexploded (UXO) Sweep Personnel	25.31
30501 - Weather Forecaster I	28.66
30502 - Weather Forecaster II	34.85
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.28
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.62
31020 - Bus Aide	9.78
31030 - Bus Driver	14.86
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.46
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	11.20
31361 - Truckdriver, Light	16.45
31362 - Truckdriver, Medium	17.99
31363 - Truckdriver, Heavy	19.54
31364 - Truckdriver, Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.93
99030 - Cashier	9.31
99050 - Desk Clerk	10.94
99095 - Embalmer	23.69
99130 - Flight Follower	25.31
99251 - Laboratory Animal Caretaker I	11.83
99252 - Laboratory Animal Caretaker II	13.05
99260 - Marketing Analyst	28.41
99310 - Mortician	26.97
99410 - Pest Controller	14.32
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.84
99711 - Recycling Specialist	21.23
99730 - Refuse Collector	14.66
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	20.26
99831 - Surveying Aide	12.23
99832 - Surveying Technician	18.46
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

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

under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 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)).