

WD 15-5641 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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.: 2015-5641
Revision No.: 6
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: California

Area: California County of Santa Clara

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.43
01012 - Accounting Clerk II		20.69
01013 - Accounting Clerk III		23.15
01020 - Administrative Assistant		34.49
01035 - Court Reporter		26.02
01041 - Customer Service Representative I		17.57
01042 - Customer Service Representative II		19.76
01043 - Customer Service Representative III		21.57
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.87
01090 - Duplicating Machine Operator		17.87
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		17.33
01191 - Order Clerk I		18.68
01192 - Order Clerk II		20.38
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		32.31
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		34.49
01420 - Survey Worker		23.16
01460 - Switchboard Operator/Receptionist		17.21
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.25
05010 - Automotive Electrician		23.65
05040 - Automotive Glass Installer		22.43
05070 - Automotive Worker		22.43
05110 - Mobile Equipment Servicer		19.92
05130 - Motor Equipment Metal Mechanic		24.87
05160 - Motor Equipment Metal Worker		22.43
05190 - Motor Vehicle Mechanic		24.87
05220 - Motor Vehicle Mechanic Helper		18.59

WD 15-5623 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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.: 2015-5623
Revision No.: 6
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: California

Area: California Counties of Alameda, Contra Costa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.55
01012 - Accounting Clerk II		20.82
01013 - Accounting Clerk III		23.30
01020 - Administrative Assistant		32.67
01035 - Court Reporter		34.25
01041 - Customer Service Representative I		16.24
01042 - Customer Service Representative II		18.26
01043 - Customer Service Representative III		19.93
01051 - Data Entry Operator I		16.96
01052 - Data Entry Operator II		18.51
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.37
01090 - Duplicating Machine Operator		15.37
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.97
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		16.97
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01290 - Rental Clerk		18.47
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		24.26
01410 - Supply Technician		32.67
01420 - Survey Worker		24.78
01460 - Switchboard Operator/Receptionist		17.21
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.57
05010 - Automotive Electrician		24.95
05040 - Automotive Glass Installer		22.95
05070 - Automotive Worker		24.96
05110 - Mobile Equipment Servicer		21.71
05130 - Motor Equipment Metal Mechanic		26.06
05160 - Motor Equipment Metal Worker		23.84
05190 - Motor Vehicle Mechanic		26.07
05220 - Motor Vehicle Mechanic Helper		20.54

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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.: 2015-5633
Revision No.: 5
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: California

Area: California County of Monterey

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.61
01012 - Accounting Clerk II		18.65
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		29.03
01035 - Court Reporter		20.37
01041 - Customer Service Representative I		13.88
01042 - Customer Service Representative II		15.60
01043 - Customer Service Representative III		17.03
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.16
01060 - Dispatcher, Motor Vehicle		18.79
01070 - Document Preparation Clerk		16.96
01090 - Duplicating Machine Operator		16.13
01111 - General Clerk I		15.14
01112 - General Clerk II		16.12
01113 - General Clerk III		18.55
01120 - Housing Referral Assistant		23.96
01141 - Messenger Courier		15.78
01191 - Order Clerk I		15.17
01192 - Order Clerk II		16.56
01261 - Personnel Assistant (Employment) I		18.11
01262 - Personnel Assistant (Employment) II		20.43
01263 - Personnel Assistant (Employment) III		22.92
01270 - Production Control Clerk		26.42
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		19.25
01311 - Secretary I		19.25
01312 - Secretary II		21.45
01313 - Secretary III		23.96
01320 - Service Order Dispatcher		15.88
01410 - Supply Technician		29.03
01420 - Survey Worker		23.20
01460 - Switchboard Operator/Receptionist		15.93
01531 - Travel Clerk I		13.82
01532 - Travel Clerk II		14.66
01533 - Travel Clerk III		15.73
01611 - Word Processor I		16.87
01612 - Word Processor II		18.94
01613 - Word Processor III		21.19
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.62
05010 - Automotive Electrician		20.11
05040 - Automotive Glass Installer		20.98
05070 - Automotive Worker		20.98
05110 - Mobile Equipment Servicer		17.87
05130 - Motor Equipment Metal Mechanic		24.32
05160 - Motor Equipment Metal Worker		20.98
05190 - Motor Vehicle Mechanic		21.82
05220 - Motor Vehicle Mechanic Helper		16.88

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REGISTER OF WAGE DETERMINATIONS UNDER
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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.: 2015-5653
Revision No.: 5
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: California

Area: California County of San Joaquin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.18
01012 - Accounting Clerk II		18.16
01013 - Accounting Clerk III		20.31
01020 - Administrative Assistant		25.03
01035 - Court Reporter		20.11
01041 - Customer Service Representative I		14.38
01042 - Customer Service Representative II		16.17
01043 - Customer Service Representative III		17.65
01051 - Data Entry Operator I		15.04
01052 - Data Entry Operator II		16.41
01060 - Dispatcher, Motor Vehicle		20.73
01070 - Document Preparation Clerk		16.61
01090 - Duplicating Machine Operator		16.61
01111 - General Clerk I		14.50
01112 - General Clerk II		15.82
01113 - General Clerk III		17.75
01120 - Housing Referral Assistant		22.43
01141 - Messenger Courier		14.29
01191 - Order Clerk I		15.10
01192 - Order Clerk II		16.48
01261 - Personnel Assistant (Employment) I		17.92
01262 - Personnel Assistant (Employment) II		20.05
01263 - Personnel Assistant (Employment) III		22.35
01270 - Production Control Clerk		22.43
01290 - Rental Clerk		13.66
01300 - Scheduler, Maintenance		17.97
01311 - Secretary I		17.97
01312 - Secretary II		20.11
01313 - Secretary III		22.43
01320 - Service Order Dispatcher		19.64
01410 - Supply Technician		25.03
01420 - Survey Worker		17.84
01460 - Switchboard Operator/Receptionist		13.77
01531 - Travel Clerk I		15.28
01532 - Travel Clerk II		16.76
01533 - Travel Clerk III		18.26
01611 - Word Processor I		16.24
01612 - Word Processor II		18.23
01613 - Word Processor III		20.39
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.98
05010 - Automotive Electrician		19.64
05040 - Automotive Glass Installer		20.62
05070 - Automotive Worker		19.03
05110 - Mobile Equipment Servicer		17.59
05130 - Motor Equipment Metal Mechanic		20.47
05160 - Motor Equipment Metal Worker		19.03
05190 - Motor Vehicle Mechanic		19.81
05220 - Motor Vehicle Mechanic Helper		16.48

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EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5649
Revision No.: 5
Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: California

Area: California County of Santa Cruz

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.12
01013 - Accounting Clerk III		22.50
01020 - Administrative Assistant		30.87
01035 - Court Reporter		26.02
01041 - Customer Service Representative I		15.45
01042 - Customer Service Representative II		17.38
01043 - Customer Service Representative III		18.97
01051 - Data Entry Operator I		15.97
01052 - Data Entry Operator II		17.44
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.52
01090 - Duplicating Machine Operator		17.52
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.37
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.32
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		19.80
01262 - Personnel Assistant (Employment) II		22.18
01263 - Personnel Assistant (Employment) III		24.69
01270 - Production Control Clerk		28.05
01290 - Rental Clerk		17.70
01300 - Scheduler, Maintenance		23.12
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		23.54
01410 - Supply Technician		30.87
01420 - Survey Worker		22.72
01460 - Switchboard Operator/Receptionist		17.21
01531 - Travel Clerk I		15.41
01532 - Travel Clerk II		17.34
01533 - Travel Clerk III		19.53
01611 - Word Processor I		20.77
01612 - Word Processor II		23.32
01613 - Word Processor III		26.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.89
05010 - Automotive Electrician		22.94
05040 - Automotive Glass Installer		21.71
05070 - Automotive Worker		21.71
05110 - Mobile Equipment Servicer		19.56
05130 - Motor Equipment Metal Mechanic		24.19
05160 - Motor Equipment Metal Worker		21.71
05190 - Motor Vehicle Mechanic		24.19
05220 - Motor Vehicle Mechanic Helper		18.56

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WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5619
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: California

Area: California County of Stanislaus

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.92
01012 - Accounting Clerk II		16.75
01013 - Accounting Clerk III		18.74
01020 - Administrative Assistant		25.03
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		13.22
01042 - Customer Service Representative II		14.87
01043 - Customer Service Representative III		16.23
01051 - Data Entry Operator I		13.93
01052 - Data Entry Operator II		15.20
01060 - Dispatcher, Motor Vehicle		19.74
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38
01113 - General Clerk III		16.14
01120 - Housing Referral Assistant		20.39
01141 - Messenger Courier		14.53
01191 - Order Clerk I		13.75
01192 - Order Clerk II		14.96
01261 - Personnel Assistant (Employment) I		16.24
01262 - Personnel Assistant (Employment) II		18.17
01263 - Personnel Assistant (Employment) III		20.11
01270 - Production Control Clerk		22.71
01290 - Rental Clerk		13.38
01300 - Scheduler, Maintenance		16.34
01311 - Secretary I		16.34
01312 - Secretary II		18.28
01313 - Secretary III		20.39
01320 - Service Order Dispatcher		19.64
01410 - Supply Technician		25.03
01420 - Survey Worker		18.03
01460 - Switchboard Operator/Receptionist		13.14
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		13.87
01612 - Word Processor II		15.56
01613 - Word Processor III		17.40
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.80
05010 - Automotive Electrician		19.74
05040 - Automotive Glass Installer		20.62
05070 - Automotive Worker		19.03
05110 - Mobile Equipment Servicer		17.59
05130 - Motor Equipment Metal Mechanic		20.60
05160 - Motor Equipment Metal Worker		19.03
05190 - Motor Vehicle Mechanic		20.60
05220 - Motor Vehicle Mechanic Helper		16.48

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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.: 2015-5665
Revision No.: 6
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: California

Area: California Counties of Calaveras, Tuolumne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.71
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		18.46
01020 - Administrative Assistant		25.03
01035 - Court Reporter		18.28
01041 - Customer Service Representative I		13.33
01042 - Customer Service Representative II		14.99
01043 - Customer Service Representative III		16.36
01051 - Data Entry Operator I		12.69
01052 - Data Entry Operator II		13.85
01060 - Dispatcher, Motor Vehicle		23.23
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.47
01112 - General Clerk II		14.70
01113 - General Clerk III		16.51
01120 - Housing Referral Assistant		20.39
01141 - Messenger Courier		12.28
01191 - Order Clerk I		13.75
01192 - Order Clerk II		14.95
01261 - Personnel Assistant (Employment) I		16.24
01262 - Personnel Assistant (Employment) II		18.17
01263 - Personnel Assistant (Employment) III		20.11
01270 - Production Control Clerk		21.88
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		16.34
01311 - Secretary I		16.34
01312 - Secretary II		18.28
01313 - Secretary III		20.39
01320 - Service Order Dispatcher		20.77
01410 - Supply Technician		25.03
01420 - Survey Worker		17.37
01460 - Switchboard Operator/Receptionist		13.45
01531 - Travel Clerk I		13.87
01532 - Travel Clerk II		14.94
01533 - Travel Clerk III		16.05
01611 - Word Processor I		13.87
01612 - Word Processor II		15.56
01613 - Word Processor III		17.40
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.80
05010 - Automotive Electrician		19.64
05040 - Automotive Glass Installer		20.62
05070 - Automotive Worker		19.03
05110 - Mobile Equipment Servicer		17.59
05130 - Motor Equipment Metal Mechanic		20.47
05160 - Motor Equipment Metal Worker		19.03
05190 - Motor Vehicle Mechanic		19.81
05220 - Motor Vehicle Mechanic Helper		16.48

05250	- Motor Vehicle Upholstery Worker	17.80
05280	- Motor Vehicle Wrecker	18.69
05310	- Painter, Automotive	19.29
05340	- Radiator Repair Specialist	18.69
05370	- Tire Repairer	14.59
05400	- Transmission Repair Specialist	20.47
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.87
07041	- Cook I	15.78
07042	- Cook II	17.96
07070	- Dishwasher	10.59
07130	- Food Service Worker	10.51
07210	- Meat Cutter	17.05
07260	- Waiter/Waitress	12.08
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.95
09040	- Furniture Handler	15.59
09080	- Furniture Refinisher	17.95
09090	- Furniture Refinisher Helper	16.86
09110	- Furniture Repairer, Minor	18.30
09130	- Upholsterer	17.95
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.76
11060	- Elevator Operator	14.66
11090	- Gardener	19.51
11122	- Housekeeping Aide	14.66
11150	- Janitor	14.66
11210	- Laborer, Grounds Maintenance	16.20
11240	- Maid or Houseman	10.91
11260	- Pruner	14.83
11270	- Tractor Operator	18.77
11330	- Trail Maintenance Worker	16.20
11360	- Window Cleaner	16.04
12000	- Health Occupations	
12010	- Ambulance Driver	19.72
12011	- Breath Alcohol Technician	19.88
12012	- Certified Occupational Therapist Assistant	29.55
12015	- Certified Physical Therapist Assistant	29.55
12020	- Dental Assistant	17.94
12025	- Dental Hygienist	42.96
12030	- EKG Technician	32.81
12035	- Electroneurodiagnostic Technologist	32.81
12040	- Emergency Medical Technician	19.72
12071	- Licensed Practical Nurse I	21.44
12072	- Licensed Practical Nurse II	23.99
12073	- Licensed Practical Nurse III	26.73
12100	- Medical Assistant	16.01
12130	- Medical Laboratory Technician	21.44
12160	- Medical Record Clerk	19.00
12190	- Medical Record Technician	21.25
12195	- Medical Transcriptionist	19.77
12210	- Nuclear Medicine Technologist	50.06
12221	- Nursing Assistant I	12.01
12222	- Nursing Assistant II	13.50
12223	- Nursing Assistant III	14.74
12224	- Nursing Assistant IV	16.55
12235	- Optical Dispenser	19.83
12236	- Optical Technician	18.04
12250	- Pharmacy Technician	19.93
12280	- Phlebotomist	16.55
12305	- Radiologic Technologist	35.43
12311	- Registered Nurse I	26.91
12312	- Registered Nurse II	32.91
12313	- Registered Nurse II, Specialist	32.74
12314	- Registered Nurse III	39.82
12315	- Registered Nurse III, Anesthetist	39.82
12316	- Registered Nurse IV	47.72
12317	- Scheduler (Drug and Alcohol Testing)	29.70
12320	- Substance Abuse Treatment Counselor	28.97
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.15
13012	- Exhibits Specialist II	29.54
13013	- Exhibits Specialist III	36.13
13041	- Illustrator I	23.16
13042	- Illustrator II	29.54
13043	- Illustrator III	36.13
13047	- Librarian	32.70
13050	- Library Aide/Clerk	15.95
13054	- Library Information Technology Systems Administrator	29.54
13058	- Library Technician	18.25

13061	- Media Specialist I	16.29
13062	- Media Specialist II	18.23
13063	- Media Specialist III	20.32
13071	- Photographer I	15.00
13072	- Photographer II	16.54
13073	- Photographer III	20.61
13074	- Photographer IV	25.20
13075	- Photographer V	30.49
13090	- Technical Order Library Clerk	20.04
13110	- Video Teleconference Technician	18.71
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.53
14042	- Computer Operator II	17.63
14043	- Computer Operator III	19.79
14044	- Computer Operator IV	21.99
14045	- Computer Operator V	24.36
14071	- Computer Programmer I	(see 1) 20.21
14072	- Computer Programmer II	(see 1) 25.48
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	15.53
14160	- Personal Computer Support Technician	21.99
14170	- System Support Specialist	23.36
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.09
15020	- Aircrew Training Devices Instructor (Rated)	33.98
15030	- Air Crew Training Devices Instructor (Pilot)	40.73
15050	- Computer Based Training Specialist / Instructor	28.09
15060	- Educational Technologist	36.69
15070	- Flight Instructor (Pilot)	40.73
15080	- Graphic Artist	23.27
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.18
15086	- Maintenance Test Pilot, Rotary Wing	39.18
15088	- Non-Maintenance Test/Co-Pilot	39.18
15090	- Technical Instructor	19.30
15095	- Technical Instructor/Course Developer	23.61
15110	- Test Proctor	15.57
15120	- Tutor	15.57
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.12
16030	- Counter Attendant	11.12
16040	- Dry Cleaner	13.88
16070	- Finisher, Flatwork, Machine	11.12
16090	- Presser, Hand	11.12
16110	- Presser, Machine, Drycleaning	11.12
16130	- Presser, Machine, Shirts	11.12
16160	- Presser, Machine, Wearing Apparel, Laundry	11.12
16190	- Sewing Machine Operator	15.07
16220	- Tailor	16.24
16250	- Washer, Machine	12.32
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	24.17
19040	- Tool And Die Maker	28.68
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.18
21030	- Material Coordinator	22.10
21040	- Material Expediter	22.10
21050	- Material Handling Laborer	16.40
21071	- Order Filler	13.02
21080	- Production Line Worker (Food Processing)	19.18
21110	- Shipping Packer	16.15
21130	- Shipping/Receiving Clerk	16.15
21140	- Store Worker I	14.60
21150	- Stock Clerk	18.15
21210	- Tools And Parts Attendant	19.18
21410	- Warehouse Specialist	19.18
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.86
23019	- Aircraft Logs and Records Technician	21.40
23021	- Aircraft Mechanic I	25.48
23022	- Aircraft Mechanic II	26.86
23023	- Aircraft Mechanic III	28.08
23040	- Aircraft Mechanic Helper	18.67
23050	- Aircraft, Painter	24.17
23060	- Aircraft Servicer	21.40
23070	- Aircraft Survival Flight Equipment Technician	24.17
23080	- Aircraft Worker	22.79
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.79

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.48
II		
23110	- Appliance Mechanic	24.17
23120	- Bicycle Repairer	17.09
23125	- Cable Splicer	25.48
23130	- Carpenter, Maintenance	27.12
23140	- Carpet Layer	20.68
23160	- Electrician, Maintenance	29.16
23181	- Electronics Technician Maintenance I	25.35
23182	- Electronics Technician Maintenance II	26.73
23183	- Electronics Technician Maintenance III	27.89
23260	- Fabric Worker	21.40
23290	- Fire Alarm System Mechanic	24.85
23310	- Fire Extinguisher Repairer	20.03
23311	- Fuel Distribution System Mechanic	25.48
23312	- Fuel Distribution System Operator	20.03
23370	- General Maintenance Worker	18.97
23380	- Ground Support Equipment Mechanic	25.48
23381	- Ground Support Equipment Servicer	21.40
23382	- Ground Support Equipment Worker	22.79
23391	- Gunsmith I	20.03
23392	- Gunsmith II	22.79
23393	- Gunsmith III	25.48
23410	- Heating, Ventilation And Air-Conditioning Mechanic	25.45
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.83
23430	- Heavy Equipment Mechanic	27.57
23440	- Heavy Equipment Operator	30.51
23460	- Instrument Mechanic	25.48
23465	- Laboratory/Shelter Mechanic	24.17
23470	- Laborer	16.40
23510	- Locksmith	24.17
23530	- Machinery Maintenance Mechanic	24.93
23550	- Machinist, Maintenance	22.87
23580	- Maintenance Trades Helper	15.49
23591	- Metrology Technician I	25.48
23592	- Metrology Technician II	26.86
23593	- Metrology Technician III	28.25
23640	- Millwright	25.48
23710	- Office Appliance Repairer	24.17
23760	- Painter, Maintenance	23.80
23790	- Pipefitter, Maintenance	26.62
23810	- Plumber, Maintenance	25.26
23820	- Pneudraulic Systems Mechanic	25.48
23850	- Rigger	25.48
23870	- Scale Mechanic	22.79
23890	- Sheet-Metal Worker, Maintenance	25.48
23910	- Small Engine Mechanic	22.79
23931	- Telecommunications Mechanic I	28.30
23932	- Telecommunications Mechanic II	29.83
23950	- Telephone Lineman	27.08
23960	- Welder, Combination, Maintenance	22.64
23965	- Well Driller	25.48
23970	- Woodcraft Worker	25.48
23980	- Woodworker	18.65
24000	- Personal Needs Occupations	
24550	- Case Manager	17.62
24570	- Child Care Attendant	12.92
24580	- Child Care Center Clerk	16.99
24610	- Chore Aide	11.15
24620	- Family Readiness And Support Services Coordinator	17.62
24630	- Homemaker	17.62
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.25
25040	- Sewage Plant Operator	27.27
25070	- Stationary Engineer	27.25
25190	- Ventilation Equipment Tender	20.72
25210	- Water Treatment Plant Operator	27.27
27000	- Protective Service Occupations	
27004	- Alarm Monitor	24.72
27007	- Baggage Inspector	13.26
27008	- Corrections Officer	33.18
27010	- Court Security Officer	31.13
27030	- Detection Dog Handler	18.61
27040	- Detention Officer	33.18
27070	- Firefighter	24.77
27101	- Guard I	13.26
27102	- Guard II	18.61

27131	- Police Officer I	33.04
27132	- Police Officer II	36.70
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.30
28042	- Carnival Equipment Repairer	13.87
28043	- Carnival Worker	11.26
28210	- Gate Attendant/Gate Tender	15.40
28310	- Lifeguard	13.78
28350	- Park Attendant (Aide)	17.23
28510	- Recreation Aide/Health Facility Attendant	12.75
28515	- Recreation Specialist	20.94
28630	- Sports Official	13.78
28690	- Swimming Pool Operator	17.67
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.20
29020	- Hatch Tender	23.20
29030	- Line Handler	23.20
29041	- Stevedore I	21.93
29042	- Stevedore II	24.46
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	19.89
30022	- Archeological Technician II	22.25
30023	- Archeological Technician III	27.58
30030	- Cartographic Technician	27.58
30040	- Civil Engineering Technician	26.27
30051	- Cryogenic Technician I	23.36
30052	- Cryogenic Technician II	25.81
30061	- Drafter/CAD Operator I	19.89
30062	- Drafter/CAD Operator II	22.25
30063	- Drafter/CAD Operator III	24.82
30064	- Drafter/CAD Operator IV	30.53
30081	- Engineering Technician I	16.43
30082	- Engineering Technician II	18.45
30083	- Engineering Technician III	20.64
30084	- Engineering Technician IV	25.56
30085	- Engineering Technician V	31.27
30086	- Engineering Technician VI	37.83
30090	- Environmental Technician	24.64
30095	- Evidence Control Specialist	21.10
30210	- Laboratory Technician	24.82
30221	- Latent Fingerprint Technician I	23.36
30222	- Latent Fingerprint Technician II	25.81
30240	- Mathematical Technician	27.58
30361	- Paralegal/Legal Assistant I	20.90
30362	- Paralegal/Legal Assistant II	25.90
30363	- Paralegal/Legal Assistant III	31.68
30364	- Paralegal/Legal Assistant IV	38.33
30375	- Petroleum Supply Specialist	25.81
30390	- Photo-Optics Technician	26.83
30395	- Radiation Control Technician	25.81
30461	- Technical Writer I	25.61
30462	- Technical Writer II	31.31
30463	- Technical Writer III	37.88
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	23.36
30502	- Weather Forecaster II	28.42
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.82
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.36
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	13.52
31030	- Bus Driver	18.15
31043	- Driver Courier	15.25
31260	- Parking and Lot Attendant	12.64
31290	- Shuttle Bus Driver	16.06
31310	- Taxi Driver	15.83
31361	- Truckdriver, Light	16.06
31362	- Truckdriver, Medium	16.78
31363	- Truckdriver, Heavy	20.78
31364	- Truckdriver, Tractor-Trailer	20.78
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	11.22

99050 - Desk Clerk	11.65
99095 - Embalmer	25.80
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.77
99252 - Laboratory Animal Caretaker II	12.53
99260 - Marketing Analyst	24.17
99310 - Mortician	25.80
99410 - Pest Controller	19.28
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	21.82
99711 - Recycling Specialist	25.11
99730 - Refuse Collector	20.19
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	15.19
99830 - Survey Party Chief	34.32
99831 - Surveying Aide	20.72
99832 - Surveying Technician	28.39
99840 - Vending Machine Attendant	13.29
99841 - Vending Machine Repairer	17.70
99842 - Vending Machine Repairer Helper	14.64

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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)).

05250	- Motor Vehicle Upholstery Worker	17.80
05280	- Motor Vehicle Wrecker	18.72
05310	- Painter, Automotive	19.74
05340	- Radiator Repair Specialist	18.72
05370	- Tire Repairer	14.13
05400	- Transmission Repair Specialist	20.60
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.87
07041	- Cook I	14.15
07042	- Cook II	15.87
07070	- Dishwasher	10.01
07130	- Food Service Worker	11.41
07210	- Meat Cutter	17.05
07260	- Waiter/Waitress	12.08
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.32
09040	- Furniture Handler	12.88
09080	- Furniture Refinisher	16.32
09090	- Furniture Refinisher Helper	13.94
09110	- Furniture Repairer, Minor	15.13
09130	- Upholsterer	16.32
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.38
11060	- Elevator Operator	12.93
11090	- Gardener	18.71
11122	- Housekeeping Aide	14.22
11150	- Janitor	14.22
11210	- Laborer, Grounds Maintenance	15.24
11240	- Maid or Houseman	11.20
11260	- Pruner	14.03
11270	- Tractor Operator	17.56
11330	- Trail Maintenance Worker	15.24
11360	- Window Cleaner	15.15
12000	- Health Occupations	
12010	- Ambulance Driver	17.93
12011	- Breath Alcohol Technician	19.87
12012	- Certified Occupational Therapist Assistant	29.20
12015	- Certified Physical Therapist Assistant	29.55
12020	- Dental Assistant	16.51
12025	- Dental Hygienist	39.29
12030	- EKG Technician	29.83
12035	- Electroneurodiagnostic Technologist	29.83
12040	- Emergency Medical Technician	17.93
12071	- Licensed Practical Nurse I	19.12
12072	- Licensed Practical Nurse II	21.38
12073	- Licensed Practical Nurse III	23.85
12100	- Medical Assistant	16.01
12130	- Medical Laboratory Technician	22.74
12160	- Medical Record Clerk	16.34
12190	- Medical Record Technician	19.19
12195	- Medical Transcriptionist	18.52
12210	- Nuclear Medicine Technologist	50.06
12221	- Nursing Assistant I	11.19
12222	- Nursing Assistant II	12.58
12223	- Nursing Assistant III	13.73
12224	- Nursing Assistant IV	15.42
12235	- Optical Dispenser	18.08
12236	- Optical Technician	18.04
12250	- Pharmacy Technician	17.77
12280	- Phlebotomist	19.14
12305	- Radiologic Technologist	39.15
12311	- Registered Nurse I	29.25
12312	- Registered Nurse II	35.79
12313	- Registered Nurse II, Specialist	35.60
12314	- Registered Nurse III	43.80
12315	- Registered Nurse III, Anesthetist	43.80
12316	- Registered Nurse IV	51.89
12317	- Scheduler (Drug and Alcohol Testing)	26.34
12320	- Substance Abuse Treatment Counselor	26.80
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.15
13012	- Exhibits Specialist II	29.54
13013	- Exhibits Specialist III	36.13
13041	- Illustrator I	23.16
13042	- Illustrator II	29.54
13043	- Illustrator III	36.13
13047	- Librarian	32.70
13050	- Library Aide/Clerk	15.11
13054	- Library Information Technology Systems Administrator	29.54
13058	- Library Technician	17.97

13061	- Media Specialist I	17.92
13062	- Media Specialist II	20.05
13063	- Media Specialist III	22.35
13071	- Photographer I	15.00
13072	- Photographer II	16.74
13073	- Photographer III	20.72
13074	- Photographer IV	25.36
13075	- Photographer V	30.68
13090	- Technical Order Library Clerk	18.98
13110	- Video Teleconference Technician	18.73
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.53
14042	- Computer Operator II	17.63
14043	- Computer Operator III	19.79
14044	- Computer Operator IV	21.99
14045	- Computer Operator V	24.36
14071	- Computer Programmer I	(see 1) 20.97
14072	- Computer Programmer II	(see 1) 25.96
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	15.53
14160	- Personal Computer Support Technician	21.99
14170	- System Support Specialist	30.00
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.21
15020	- Aircrew Training Devices Instructor (Rated)	34.12
15030	- Air Crew Training Devices Instructor (Pilot)	40.90
15050	- Computer Based Training Specialist / Instructor	28.21
15060	- Educational Technologist	36.69
15070	- Flight Instructor (Pilot)	40.90
15080	- Graphic Artist	20.41
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.90
15086	- Maintenance Test Pilot, Rotary Wing	40.90
15088	- Non-Maintenance Test/Co-Pilot	40.90
15090	- Technical Instructor	19.30
15095	- Technical Instructor/Course Developer	23.61
15110	- Test Proctor	15.57
15120	- Tutor	15.57
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.12
16030	- Counter Attendant	11.12
16040	- Dry Cleaner	13.88
16070	- Finisher, Flatwork, Machine	11.12
16090	- Presser, Hand	11.12
16110	- Presser, Machine, Drycleaning	11.12
16130	- Presser, Machine, Shirts	11.12
16160	- Presser, Machine, Wearing Apparel, Laundry	11.12
16190	- Sewing Machine Operator	15.07
16220	- Tailor	16.24
16250	- Washer, Machine	12.32
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.47
19040	- Tool And Die Maker	23.70
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.65
21030	- Material Coordinator	22.71
21040	- Material Expediter	22.71
21050	- Material Handling Laborer	14.09
21071	- Order Filler	12.27
21080	- Production Line Worker (Food Processing)	17.65
21110	- Shipping Packer	16.32
21130	- Shipping/Receiving Clerk	16.32
21140	- Store Worker I	14.69
21150	- Stock Clerk	18.74
21210	- Tools And Parts Attendant	17.65
21410	- Warehouse Specialist	17.65
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	25.17
23019	- Aircraft Logs and Records Technician	20.70
23021	- Aircraft Mechanic I	24.09
23022	- Aircraft Mechanic II	25.17
23023	- Aircraft Mechanic III	26.28
23040	- Aircraft Mechanic Helper	18.44
23050	- Aircraft, Painter	23.09
23060	- Aircraft Servicer	20.70
23070	- Aircraft Survival Flight Equipment Technician	23.09
23080	- Aircraft Worker	21.89
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.89

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.09
II		
23110	- Appliance Mechanic	24.40
23120	- Bicycle Repairer	17.09
23125	- Cable Splicer	25.07
23130	- Carpenter, Maintenance	24.83
23140	- Carpet Layer	20.68
23160	- Electrician, Maintenance	26.86
23181	- Electronics Technician Maintenance I	25.35
23182	- Electronics Technician Maintenance II	26.73
23183	- Electronics Technician Maintenance III	27.89
23260	- Fabric Worker	21.67
23290	- Fire Alarm System Mechanic	22.59
23310	- Fire Extinguisher Repairer	20.42
23311	- Fuel Distribution System Mechanic	24.42
23312	- Fuel Distribution System Operator	19.77
23370	- General Maintenance Worker	19.80
23380	- Ground Support Equipment Mechanic	24.09
23381	- Ground Support Equipment Servicer	20.70
23382	- Ground Support Equipment Worker	21.89
23391	- Gunsmith I	20.42
23392	- Gunsmith II	22.92
23393	- Gunsmith III	25.22
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.66
23430	- Heavy Equipment Mechanic	24.89
23440	- Heavy Equipment Operator	30.51
23460	- Instrument Mechanic	26.08
23465	- Laboratory/Shelter Mechanic	24.17
23470	- Laborer	14.09
23510	- Locksmith	21.76
23530	- Machinery Maintenance Mechanic	27.30
23550	- Machinist, Maintenance	20.79
23580	- Maintenance Trades Helper	15.33
23591	- Metrology Technician I	26.08
23592	- Metrology Technician II	27.24
23593	- Metrology Technician III	28.45
23640	- Millwright	25.63
23710	- Office Appliance Repairer	23.64
23760	- Painter, Maintenance	19.67
23790	- Pipefitter, Maintenance	23.20
23810	- Plumber, Maintenance	22.26
23820	- Pneudraulic Systems Mechanic	25.07
23850	- Rigger	25.07
23870	- Scale Mechanic	22.92
23890	- Sheet-Metal Worker, Maintenance	23.78
23910	- Small Engine Mechanic	22.75
23931	- Telecommunications Mechanic I	25.68
23932	- Telecommunications Mechanic II	26.83
23950	- Telephone Lineman	29.79
23960	- Welder, Combination, Maintenance	21.44
23965	- Well Driller	22.79
23970	- Woodcraft Worker	25.07
23980	- Woodworker	18.65
24000	- Personal Needs Occupations	
24550	- Case Manager	19.98
24570	- Child Care Attendant	12.56
24580	- Child Care Center Clerk	16.99
24610	- Chore Aide	10.87
24620	- Family Readiness And Support Services Coordinator	19.98
24630	- Homemaker	19.98
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.25
25040	- Sewage Plant Operator	29.01
25070	- Stationary Engineer	27.25
25190	- Ventilation Equipment Tender	20.72
25210	- Water Treatment Plant Operator	29.01
27000	- Protective Service Occupations	
27004	- Alarm Monitor	23.97
27007	- Baggage Inspector	10.95
27008	- Corrections Officer	27.42
27010	- Court Security Officer	27.42
27030	- Detection Dog Handler	18.61
27040	- Detention Officer	27.42
27070	- Firefighter	27.25
27101	- Guard I	10.95
27102	- Guard II	18.61

27131	- Police Officer I	33.04
27132	- Police Officer II	36.70
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.53
28042	- Carnival Equipment Repairer	13.35
28043	- Carnival Worker	10.01
28210	- Gate Attendant/Gate Tender	14.40
28310	- Lifeguard	12.82
28350	- Park Attendant (Aide)	16.11
28510	- Recreation Aide/Health Facility Attendant	11.75
28515	- Recreation Specialist	19.95
28630	- Sports Official	12.82
28690	- Swimming Pool Operator	16.09
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.20
29020	- Hatch Tender	23.20
29030	- Line Handler	23.20
29041	- Stevedore I	21.93
29042	- Stevedore II	24.46
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	19.89
30022	- Archeological Technician II	22.25
30023	- Archeological Technician III	27.58
30030	- Cartographic Technician	27.58
30040	- Civil Engineering Technician	28.90
30051	- Cryogenic Technician I	25.05
30052	- Cryogenic Technician II	27.67
30061	- Drafter/CAD Operator I	19.89
30062	- Drafter/CAD Operator II	22.25
30063	- Drafter/CAD Operator III	24.82
30064	- Drafter/CAD Operator IV	30.53
30081	- Engineering Technician I	16.22
30082	- Engineering Technician II	18.20
30083	- Engineering Technician III	20.59
30084	- Engineering Technician IV	25.23
30085	- Engineering Technician V	30.86
30086	- Engineering Technician VI	37.33
30090	- Environmental Technician	24.64
30095	- Evidence Control Specialist	20.56
30210	- Laboratory Technician	24.82
30221	- Latent Fingerprint Technician I	25.05
30222	- Latent Fingerprint Technician II	27.67
30240	- Mathematical Technician	27.58
30361	- Paralegal/Legal Assistant I	20.90
30362	- Paralegal/Legal Assistant II	25.90
30363	- Paralegal/Legal Assistant III	31.68
30364	- Paralegal/Legal Assistant IV	38.33
30375	- Petroleum Supply Specialist	25.15
30390	- Photo-Optics Technician	26.83
30395	- Radiation Control Technician	25.15
30461	- Technical Writer I	25.61
30462	- Technical Writer II	31.31
30463	- Technical Writer III	37.88
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	30.53
30502	- Weather Forecaster II	37.14
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.82
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.36
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	13.06
31030	- Bus Driver	16.97
31043	- Driver Courier	15.25
31260	- Parking and Lot Attendant	12.64
31290	- Shuttle Bus Driver	16.06
31310	- Taxi Driver	14.41
31361	- Truckdriver, Light	16.06
31362	- Truckdriver, Medium	16.78
31363	- Truckdriver, Heavy	20.78
31364	- Truckdriver, Tractor-Trailer	20.78
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	10.52

99050 - Desk Clerk	10.60
99095 - Embalmer	25.80
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.77
99252 - Laboratory Animal Caretaker II	12.53
99260 - Marketing Analyst	19.23
99310 - Mortician	25.80
99410 - Pest Controller	17.45
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	23.14
99711 - Recycling Specialist	26.66
99730 - Refuse Collector	21.30
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	34.32
99831 - Surveying Aide	20.72
99832 - Surveying Technician	28.39
99840 - Vending Machine Attendant	13.29
99841 - Vending Machine Repairer	17.14
99842 - Vending Machine Repairer Helper	14.34

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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)).

05250	- Motor Vehicle Upholstery Worker	20.54
05280	- Motor Vehicle Wrecker	21.71
05310	- Painter, Automotive	22.94
05340	- Radiator Repair Specialist	21.71
05370	- Tire Repairer	14.48
05400	- Transmission Repair Specialist	24.19
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.48
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	10.69
07130	- Food Service Worker	10.83
07210	- Meat Cutter	19.49
07260	- Waiter/Waitress	11.72
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	24.45
09040	- Furniture Handler	17.19
09080	- Furniture Refinisher	24.45
09090	- Furniture Refinisher Helper	20.13
09110	- Furniture Repairer, Minor	22.33
09130	- Upholsterer	24.45
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.92
11060	- Elevator Operator	14.10
11090	- Gardener	21.60
11122	- Housekeeping Aide	14.10
11150	- Janitor	14.10
11210	- Laborer, Grounds Maintenance	17.52
11240	- Maid or Houseman	13.74
11260	- Pruner	15.75
11270	- Tractor Operator	20.48
11330	- Trail Maintenance Worker	17.52
11360	- Window Cleaner	15.68
12000	- Health Occupations	
12010	- Ambulance Driver	28.41
12011	- Breath Alcohol Technician	25.83
12012	- Certified Occupational Therapist Assistant	30.23
12015	- Certified Physical Therapist Assistant	30.19
12020	- Dental Assistant	21.98
12025	- Dental Hygienist	43.44
12030	- EKG Technician	33.99
12035	- Electroneurodiagnostic Technologist	33.99
12040	- Emergency Medical Technician	28.41
12071	- Licensed Practical Nurse I	23.14
12072	- Licensed Practical Nurse II	25.96
12073	- Licensed Practical Nurse III	29.04
12100	- Medical Assistant	20.98
12130	- Medical Laboratory Technician	26.47
12160	- Medical Record Clerk	22.61
12190	- Medical Record Technician	25.29
12195	- Medical Transcriptionist	22.61
12210	- Nuclear Medicine Technologist	48.35
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
12223	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	21.54
12236	- Optical Technician	21.66
12250	- Pharmacy Technician	21.25
12280	- Phlebotomist	18.81
12305	- Radiologic Technologist	40.07
12311	- Registered Nurse I	38.63
12312	- Registered Nurse II	47.23
12313	- Registered Nurse II, Specialist	47.23
12314	- Registered Nurse III	57.12
12315	- Registered Nurse III, Anesthetist	57.12
12316	- Registered Nurse IV	68.53
12317	- Scheduler (Drug and Alcohol Testing)	34.02
12320	- Substance Abuse Treatment Counselor	16.63
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	24.99
13012	- Exhibits Specialist II	30.96
13013	- Exhibits Specialist III	37.86
13041	- Illustrator I	25.34
13042	- Illustrator II	31.15
13043	- Illustrator III	38.11
13047	- Librarian	34.41
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	31.06
13058	- Library Technician	26.04

13061	- Media Specialist I	22.42
13062	- Media Specialist II	25.08
13063	- Media Specialist III	27.96
13071	- Photographer I	21.43
13072	- Photographer II	23.98
13073	- Photographer III	29.70
13074	- Photographer IV	36.32
13075	- Photographer V	42.27
13090	- Technical Order Library Clerk	21.95
13110	- Video Teleconference Technician	22.90
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	19.80
14160	- Personal Computer Support Technician	27.43
14170	- System Support Specialist	33.15
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	36.80
15020	- Aircrew Training Devices Instructor (Rated)	44.51
15030	- Air Crew Training Devices Instructor (Pilot)	53.36
15050	- Computer Based Training Specialist / Instructor	36.97
15060	- Educational Technologist	33.44
15070	- Flight Instructor (Pilot)	53.36
15080	- Graphic Artist	27.34
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	44.02
15086	- Maintenance Test Pilot, Rotary Wing	44.02
15088	- Non-Maintenance Test/Co-Pilot	44.02
15090	- Technical Instructor	26.47
15095	- Technical Instructor/Course Developer	32.37
15110	- Test Proctor	22.20
15120	- Tutor	22.20
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	13.62
16030	- Counter Attendant	13.62
16040	- Dry Cleaner	17.50
16070	- Finisher, Flatwork, Machine	13.62
16090	- Presser, Hand	13.62
16110	- Presser, Machine, Drycleaning	13.62
16130	- Presser, Machine, Shirts	13.62
16160	- Presser, Machine, Wearing Apparel, Laundry	12.96
16190	- Sewing Machine Operator	18.23
16220	- Tailor	18.96
16250	- Washer, Machine	14.53
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	26.58
19040	- Tool And Die Maker	31.22
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.93
21030	- Material Coordinator	26.06
21040	- Material Expediter	26.06
21050	- Material Handling Laborer	15.36
21071	- Order Filler	15.60
21080	- Production Line Worker (Food Processing)	16.93
21110	- Shipping Packer	15.84
21130	- Shipping/Receiving Clerk	15.84
21140	- Store Worker I	15.49
21150	- Stock Clerk	21.32
21210	- Tools And Parts Attendant	16.93
21410	- Warehouse Specialist	16.93
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	29.69
23019	- Aircraft Logs and Records Technician	23.89
23021	- Aircraft Mechanic I	28.24
23022	- Aircraft Mechanic II	29.69
23023	- Aircraft Mechanic III	30.94
23040	- Aircraft Mechanic Helper	20.65
23050	- Aircraft, Painter	26.79
23060	- Aircraft Servicer	23.89
23070	- Aircraft Survival Flight Equipment Technician	26.79
23080	- Aircraft Worker	25.35
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	25.35

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	28.24
II		
23110	- Appliance Mechanic	26.79
23120	- Bicycle Repairer	15.44
23125	- Cable Splicer	28.24
23130	- Carpenter, Maintenance	26.61
23140	- Carpet Layer	25.35
23160	- Electrician, Maintenance	35.53
23181	- Electronics Technician Maintenance I	25.35
23182	- Electronics Technician Maintenance II	26.79
23183	- Electronics Technician Maintenance III	29.21
23260	- Fabric Worker	23.89
23290	- Fire Alarm System Mechanic	28.24
23310	- Fire Extinguisher Repairer	22.33
23311	- Fuel Distribution System Mechanic	28.24
23312	- Fuel Distribution System Operator	22.33
23370	- General Maintenance Worker	22.50
23380	- Ground Support Equipment Mechanic	28.24
23381	- Ground Support Equipment Servicicer	23.89
23382	- Ground Support Equipment Worker	25.35
23391	- Gunsmith I	22.33
23392	- Gunsmith II	25.35
23393	- Gunsmith III	28.24
23410	- Heating, Ventilation And Air-Conditioning Mechanic	28.41
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.87
23430	- Heavy Equipment Mechanic	28.24
23440	- Heavy Equipment Operator	30.69
23460	- Instrument Mechanic	28.24
23465	- Laboratory/Shelter Mechanic	26.79
23470	- Laborer	14.73
23510	- Locksmith	26.79
23530	- Machinery Maintenance Mechanic	27.02
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	18.99
23591	- Metrology Technician I	28.24
23592	- Metrology Technician II	29.69
23593	- Metrology Technician III	30.94
23640	- Millwright	28.24
23710	- Office Appliance Repairer	26.79
23760	- Painter, Maintenance	22.23
23790	- Pipefitter, Maintenance	32.29
23810	- Plumber, Maintenance	30.80
23820	- Pneudraulic Systems Mechanic	28.24
23850	- Rigger	28.24
23870	- Scale Mechanic	25.35
23890	- Sheet-Metal Worker, Maintenance	32.65
23910	- Small Engine Mechanic	23.36
23931	- Telecommunications Mechanic I	30.34
23932	- Telecommunications Mechanic II	31.89
23950	- Telephone Lineman	30.85
23960	- Welder, Combination, Maintenance	23.48
23965	- Well Driller	29.30
23970	- Woodcraft Worker	28.24
23980	- Woodworker	22.33
24000	- Personal Needs Occupations	
24550	- Case Manager	16.95
24570	- Child Care Attendant	13.57
24580	- Child Care Center Clerk	16.27
24610	- Chore Aide	11.92
24620	- Family Readiness And Support Services Coordinator	16.95
24630	- Homemaker	18.73
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	33.62
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	33.62
27000	- Protective Service Occupations	
27004	- Alarm Monitor	21.03
27007	- Baggage Inspector	14.34
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	17.06
27040	- Detention Officer	38.39
27070	- Firefighter	36.20
27101	- Guard I	14.34
27102	- Guard II	17.06

27131	- Police Officer I	45.55
27132	- Police Officer II	50.61
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	15.37
28042	- Carnival Equipment Repairer	16.63
28043	- Carnival Worker	11.64
28210	- Gate Attendant/Gate Tender	18.04
28310	- Lifeguard	14.16
28350	- Park Attendant (Aide)	18.24
28510	- Recreation Aide/Health Facility Attendant	15.30
28515	- Recreation Specialist	22.19
28630	- Sports Official	14.34
28690	- Swimming Pool Operator	19.42
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	26.66
29020	- Hatch Tender	26.66
29030	- Line Handler	26.66
29041	- Stevedore I	25.14
29042	- Stevedore II	28.18
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	45.06
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	31.07
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.22
30021	- Archeological Technician I	24.72
30022	- Archeological Technician II	28.46
30023	- Archeological Technician III	32.49
30030	- Cartographic Technician	34.44
30040	- Civil Engineering Technician	30.55
30051	- Cryogenic Technician I	31.28
30052	- Cryogenic Technician II	34.54
30061	- Drafter/CAD Operator I	25.69
30062	- Drafter/CAD Operator II	28.74
30063	- Drafter/CAD Operator III	32.03
30064	- Drafter/CAD Operator IV	38.48
30081	- Engineering Technician I	18.90
30082	- Engineering Technician II	21.22
30083	- Engineering Technician III	23.73
30084	- Engineering Technician IV	29.40
30085	- Engineering Technician V	35.98
30086	- Engineering Technician VI	43.51
30090	- Environmental Technician	27.74
30095	- Evidence Control Specialist	25.68
30210	- Laboratory Technician	25.42
30221	- Latent Fingerprint Technician I	31.28
30222	- Latent Fingerprint Technician II	34.54
30240	- Mathematical Technician	35.89
30361	- Paralegal/Legal Assistant I	23.18
30362	- Paralegal/Legal Assistant II	28.66
30363	- Paralegal/Legal Assistant III	35.07
30364	- Paralegal/Legal Assistant IV	42.42
30375	- Petroleum Supply Specialist	31.41
30390	- Photo-Optics Technician	35.89
30395	- Radiation Control Technician	31.41
30461	- Technical Writer I	27.92
30462	- Technical Writer II	34.16
30463	- Technical Writer III	41.33
30491	- Unexploded Ordnance (UXO) Technician I	28.63
30492	- Unexploded Ordnance (UXO) Technician II	34.64
30493	- Unexploded Ordnance (UXO) Technician III	41.53
30494	- Unexploded (UXO) Safety Escort	28.63
30495	- Unexploded (UXO) Sweep Personnel	28.63
30501	- Weather Forecaster I	38.48
30502	- Weather Forecaster II	46.80
30620	- Weather Observer, Combined Upper Air Or (see 2)	32.03
Surface Programs		
30621	- Weather Observer, Senior (see 2)	34.44
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	34.64
31020	- Bus Aide	13.96
31030	- Bus Driver	19.40
31043	- Driver Courier	17.76
31260	- Parking and Lot Attendant	11.51
31290	- Shuttle Bus Driver	19.22
31310	- Taxi Driver	14.74
31361	- Truckdriver, Light	19.22
31362	- Truckdriver, Medium	20.55
31363	- Truckdriver, Heavy	21.78
31364	- Truckdriver, Tractor-Trailer	21.78
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	16.89
99030	- Cashier	11.89

99050 - Desk Clerk	12.24
99095 - Embalmer	29.38
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	14.38
99252 - Laboratory Animal Caretaker II	15.57
99260 - Marketing Analyst	31.07
99310 - Mortician	29.38
99410 - Pest Controller	20.67
99510 - Photofinishing Worker	15.05
99710 - Recycling Laborer	22.46
99711 - Recycling Specialist	26.99
99730 - Refuse Collector	20.22
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	17.43
99830 - Survey Party Chief	29.79
99831 - Surveying Aide	14.99
99832 - Surveying Technician	18.90
99840 - Vending Machine Attendant	18.13
99841 - Vending Machine Repairer	21.04
99842 - Vending Machine Repairer Helper	18.13

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

05250	- Motor Vehicle Upholstery Worker	17.80
05280	- Motor Vehicle Wrecker	18.69
05310	- Painter, Automotive	19.29
05340	- Radiator Repair Specialist	18.69
05370	- Tire Repairer	14.13
05400	- Transmission Repair Specialist	20.47
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.87
07041	- Cook I	16.02
07042	- Cook II	17.97
07070	- Dishwasher	10.01
07130	- Food Service Worker	10.51
07210	- Meat Cutter	17.55
07260	- Waiter/Waitress	10.98
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.88
09040	- Furniture Handler	12.88
09080	- Furniture Refinisher	16.88
09090	- Furniture Refinisher Helper	13.94
09110	- Furniture Repairer, Minor	15.13
09130	- Upholsterer	16.88
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.58
11060	- Elevator Operator	13.40
11090	- Gardener	16.13
11122	- Housekeeping Aide	14.22
11150	- Janitor	14.22
11210	- Laborer, Grounds Maintenance	13.39
11240	- Maid or Houseman	10.65
11260	- Pruner	12.49
11270	- Tractor Operator	15.51
11330	- Trail Maintenance Worker	13.39
11360	- Window Cleaner	15.30
12000	- Health Occupations	
12010	- Ambulance Driver	16.30
12011	- Breath Alcohol Technician	18.07
12012	- Certified Occupational Therapist Assistant	29.55
12015	- Certified Physical Therapist Assistant	24.44
12020	- Dental Assistant	16.56
12025	- Dental Hygienist	45.85
12030	- EKG Technician	29.06
12035	- Electroneurodiagnostic Technologist	29.06
12040	- Emergency Medical Technician	16.30
12071	- Licensed Practical Nurse I	20.90
12072	- Licensed Practical Nurse II	23.39
12073	- Licensed Practical Nurse III	26.07
12100	- Medical Assistant	15.50
12130	- Medical Laboratory Technician	20.77
12160	- Medical Record Clerk	18.36
12190	- Medical Record Technician	21.11
12195	- Medical Transcriptionist	19.77
12210	- Nuclear Medicine Technologist	50.06
12221	- Nursing Assistant I	12.10
12222	- Nursing Assistant II	13.60
12223	- Nursing Assistant III	14.85
12224	- Nursing Assistant IV	16.67
12235	- Optical Dispenser	17.84
12236	- Optical Technician	18.04
12250	- Pharmacy Technician	18.57
12280	- Phlebotomist	19.92
12305	- Radiologic Technologist	39.89
12311	- Registered Nurse I	28.69
12312	- Registered Nurse II	35.08
12313	- Registered Nurse II, Specialist	34.90
12314	- Registered Nurse III	43.80
12315	- Registered Nurse III, Anesthetist	43.80
12316	- Registered Nurse IV	50.89
12317	- Scheduler (Drug and Alcohol Testing)	27.10
12320	- Substance Abuse Treatment Counselor	28.97
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	23.15
13012	- Exhibits Specialist II	29.54
13013	- Exhibits Specialist III	36.13
13041	- Illustrator I	23.16
13042	- Illustrator II	29.54
13043	- Illustrator III	36.13
13047	- Librarian	32.70
13050	- Library Aide/Clerk	14.82
13054	- Library Information Technology Systems Administrator	29.54
13058	- Library Technician	17.52

13061	- Media Specialist I	17.92
13062	- Media Specialist II	20.05
13063	- Media Specialist III	22.35
13071	- Photographer I	16.50
13072	- Photographer II	18.19
13073	- Photographer III	22.67
13074	- Photographer IV	27.72
13075	- Photographer V	33.54
13090	- Technical Order Library Clerk	18.65
13110	- Video Teleconference Technician	18.71
14000	- Information Technology Occupations	
14041	- Computer Operator I	18.25
14042	- Computer Operator II	20.42
14043	- Computer Operator III	22.76
14044	- Computer Operator IV	25.29
14045	- Computer Operator V	28.02
14071	- Computer Programmer I	(see 1) 20.21
14072	- Computer Programmer II	(see 1) 25.48
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	18.25
14160	- Personal Computer Support Technician	25.29
14170	- System Support Specialist	30.27
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.30
15020	- Aircrew Training Devices Instructor (Rated)	36.66
15030	- Air Crew Training Devices Instructor (Pilot)	43.95
15050	- Computer Based Training Specialist / Instructor	30.30
15060	- Educational Technologist	36.69
15070	- Flight Instructor (Pilot)	43.95
15080	- Graphic Artist	23.05
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	43.95
15086	- Maintenance Test Pilot, Rotary Wing	43.95
15088	- Non-Maintenance Test/Co-Pilot	43.95
15090	- Technical Instructor	21.22
15095	- Technical Instructor/Course Developer	25.95
15110	- Test Proctor	17.13
15120	- Tutor	17.13
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.12
16030	- Counter Attendant	11.12
16040	- Dry Cleaner	14.92
16070	- Finisher, Flatwork, Machine	11.12
16090	- Presser, Hand	11.12
16110	- Presser, Machine, Drycleaning	11.12
16130	- Presser, Machine, Shirts	11.12
16160	- Presser, Machine, Wearing Apparel, Laundry	11.12
16190	- Sewing Machine Operator	16.20
16220	- Tailor	17.47
16250	- Washer, Machine	12.36
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	23.91
19040	- Tool And Die Maker	27.79
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.80
21030	- Material Coordinator	21.88
21040	- Material Expediter	21.88
21050	- Material Handling Laborer	15.89
21071	- Order Filler	12.01
21080	- Production Line Worker (Food Processing)	17.80
21110	- Shipping Packer	16.15
21130	- Shipping/Receiving Clerk	16.15
21140	- Store Worker I	15.75
21150	- Stock Clerk	19.92
21210	- Tools And Parts Attendant	17.80
21410	- Warehouse Specialist	17.80
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.45
23019	- Aircraft Logs and Records Technician	20.31
23021	- Aircraft Mechanic I	23.41
23022	- Aircraft Mechanic II	24.45
23023	- Aircraft Mechanic III	25.53
23040	- Aircraft Mechanic Helper	18.41
23050	- Aircraft, Painter	22.33
23060	- Aircraft Servicer	20.31
23070	- Aircraft Survival Flight Equipment Technician	22.33
23080	- Aircraft Worker	21.43
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.43

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.41
II		
23110	- Appliance Mechanic	22.18
23120	- Bicycle Repairer	17.09
23125	- Cable Splicer	25.47
23130	- Carpenter, Maintenance	26.30
23140	- Carpet Layer	20.68
23160	- Electrician, Maintenance	29.64
23181	- Electronics Technician Maintenance I	25.35
23182	- Electronics Technician Maintenance II	26.73
23183	- Electronics Technician Maintenance III	27.89
23260	- Fabric Worker	21.89
23290	- Fire Alarm System Mechanic	22.59
23310	- Fire Extinguisher Repairer	20.62
23311	- Fuel Distribution System Mechanic	28.74
23312	- Fuel Distribution System Operator	23.26
23370	- General Maintenance Worker	20.86
23380	- Ground Support Equipment Mechanic	23.41
23381	- Ground Support Equipment Servicer	20.31
23382	- Ground Support Equipment Worker	21.43
23391	- Gunsmith I	20.62
23392	- Gunsmith II	23.14
23393	- Gunsmith III	25.47
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.71
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.66
23430	- Heavy Equipment Mechanic	27.71
23440	- Heavy Equipment Operator	31.25
23460	- Instrument Mechanic	25.47
23465	- Laboratory/Shelter Mechanic	24.40
23470	- Laborer	15.89
23510	- Locksmith	24.40
23530	- Machinery Maintenance Mechanic	26.57
23550	- Machinist, Maintenance	20.79
23580	- Maintenance Trades Helper	15.33
23591	- Metrology Technician I	25.47
23592	- Metrology Technician II	26.46
23593	- Metrology Technician III	27.46
23640	- Millwright	25.47
23710	- Office Appliance Repairer	21.49
23760	- Painter, Maintenance	20.77
23790	- Pipefitter, Maintenance	27.75
23810	- Plumber, Maintenance	26.58
23820	- Pneudraulic Systems Mechanic	25.47
23850	- Rigger	25.47
23870	- Scale Mechanic	23.14
23890	- Sheet-Metal Worker, Maintenance	23.59
23910	- Small Engine Mechanic	23.14
23931	- Telecommunications Mechanic I	25.68
23932	- Telecommunications Mechanic II	26.83
23950	- Telephone Lineman	32.77
23960	- Welder, Combination, Maintenance	19.26
23965	- Well Driller	25.47
23970	- Woodcraft Worker	25.47
23980	- Woodworker	18.65
24000	- Personal Needs Occupations	
24550	- Case Manager	17.62
24570	- Child Care Attendant	13.22
24580	- Child Care Center Clerk	16.99
24610	- Chore Aide	10.01
24620	- Family Readiness And Support Services Coordinator	17.62
24630	- Homemaker	17.62
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	32.98
25040	- Sewage Plant Operator	32.35
25070	- Stationary Engineer	32.98
25190	- Ventilation Equipment Tender	25.07
25210	- Water Treatment Plant Operator	32.35
27000	- Protective Service Occupations	
27004	- Alarm Monitor	26.37
27007	- Baggage Inspector	11.16
27008	- Corrections Officer	32.86
27010	- Court Security Officer	30.16
27030	- Detection Dog Handler	18.61
27040	- Detention Officer	32.86
27070	- Firefighter	25.32
27101	- Guard I	11.16
27102	- Guard II	18.61

27131	- Police Officer I	30.33
27132	- Police Officer II	33.70
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.90
28042	- Carnival Equipment Repairer	13.73
28043	- Carnival Worker	10.40
28210	- Gate Attendant/Gate Tender	14.23
28310	- Lifeguard	11.39
28350	- Park Attendant (Aide)	15.93
28510	- Recreation Aide/Health Facility Attendant	11.62
28515	- Recreation Specialist	19.73
28630	- Sports Official	12.68
28690	- Swimming Pool Operator	16.09
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	28.07
29020	- Hatch Tender	28.07
29030	- Line Handler	28.07
29041	- Stevedore I	26.53
29042	- Stevedore II	29.60
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	43.29
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	29.84
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.87
30021	- Archeological Technician I	19.89
30022	- Archeological Technician II	22.25
30023	- Archeological Technician III	27.58
30030	- Cartographic Technician	27.58
30040	- Civil Engineering Technician	31.79
30051	- Cryogenic Technician I	29.66
30052	- Cryogenic Technician II	32.75
30061	- Drafter/CAD Operator I	19.89
30062	- Drafter/CAD Operator II	22.25
30063	- Drafter/CAD Operator III	24.82
30064	- Drafter/CAD Operator IV	30.53
30081	- Engineering Technician I	16.27
30082	- Engineering Technician II	18.26
30083	- Engineering Technician III	20.59
30084	- Engineering Technician IV	25.31
30085	- Engineering Technician V	30.95
30086	- Engineering Technician VI	37.45
30090	- Environmental Technician	24.34
30095	- Evidence Control Specialist	26.04
30210	- Laboratory Technician	24.82
30221	- Latent Fingerprint Technician I	32.50
30222	- Latent Fingerprint Technician II	35.89
30240	- Mathematical Technician	27.58
30361	- Paralegal/Legal Assistant I	21.37
30362	- Paralegal/Legal Assistant II	26.47
30363	- Paralegal/Legal Assistant III	32.38
30364	- Paralegal/Legal Assistant IV	39.18
30375	- Petroleum Supply Specialist	31.85
30390	- Photo-Optics Technician	26.83
30395	- Radiation Control Technician	31.85
30461	- Technical Writer I	26.36
30462	- Technical Writer II	32.24
30463	- Technical Writer III	39.01
30491	- Unexploded Ordnance (UXO) Technician I	27.51
30492	- Unexploded Ordnance (UXO) Technician II	33.29
30493	- Unexploded Ordnance (UXO) Technician III	39.90
30494	- Unexploded (UXO) Safety Escort	27.51
30495	- Unexploded (UXO) Sweep Personnel	27.51
30501	- Weather Forecaster I	29.66
30502	- Weather Forecaster II	36.06
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.82
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.36
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	34.64
31020	- Bus Aide	14.83
31030	- Bus Driver	19.26
31043	- Driver Courier	15.25
31260	- Parking and Lot Attendant	12.68
31290	- Shuttle Bus Driver	16.06
31310	- Taxi Driver	14.41
31361	- Truckdriver, Light	16.06
31362	- Truckdriver, Medium	16.78
31363	- Truckdriver, Heavy	20.78
31364	- Truckdriver, Tractor-Trailer	20.78
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	16.89
99030	- Cashier	10.91

99050 - Desk Clerk	10.91
99095 - Embalmer	27.51
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	11.77
99252 - Laboratory Animal Caretaker II	12.53
99260 - Marketing Analyst	27.80
99310 - Mortician	28.38
99410 - Pest Controller	19.52
99510 - Photofinishing Worker	14.47
99710 - Recycling Laborer	24.00
99711 - Recycling Specialist	27.62
99730 - Refuse Collector	22.23
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	12.55
99830 - Survey Party Chief	36.93
99831 - Surveying Aide	22.30
99832 - Surveying Technician	30.55
99840 - Vending Machine Attendant	13.20
99841 - Vending Machine Repairer	17.70
99842 - Vending Machine Repairer Helper	14.64

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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)).

05250	- Motor Vehicle Upholstery Worker	19.94
05280	- Motor Vehicle Wrecker	20.98
05310	- Painter, Automotive	22.00
05340	- Radiator Repair Specialist	20.98
05370	- Tire Repairer	13.10
05400	- Transmission Repair Specialist	24.32
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.39
07041	- Cook I	16.52
07042	- Cook II	18.43
07070	- Dishwasher	10.93
07130	- Food Service Worker	11.57
07210	- Meat Cutter	17.83
07260	- Waiter/Waitress	11.74
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	22.95
09040	- Furniture Handler	16.92
09080	- Furniture Refinisher	23.98
09090	- Furniture Refinisher Helper	19.27
09110	- Furniture Repairer, Minor	21.63
09130	- Upholsterer	23.98
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.55
11060	- Elevator Operator	13.94
11090	- Gardener	18.94
11122	- Housekeeping Aide	14.15
11150	- Janitor	14.15
11210	- Laborer, Grounds Maintenance	15.68
11240	- Maid or Houseman	12.71
11260	- Pruner	14.61
11270	- Tractor Operator	18.13
11330	- Trail Maintenance Worker	15.68
11360	- Window Cleaner	15.19
12000	- Health Occupations	
12010	- Ambulance Driver	23.90
12011	- Breath Alcohol Technician	23.90
12012	- Certified Occupational Therapist Assistant	31.36
12015	- Certified Physical Therapist Assistant	28.21
12020	- Dental Assistant	19.36
12025	- Dental Hygienist	48.13
12030	- EKG Technician	36.22
12035	- Electroneurodiagnostic Technologist	36.22
12040	- Emergency Medical Technician	23.90
12071	- Licensed Practical Nurse I	22.32
12072	- Licensed Practical Nurse II	24.97
12073	- Licensed Practical Nurse III	27.84
12100	- Medical Assistant	18.50
12130	- Medical Laboratory Technician	23.27
12160	- Medical Record Clerk	17.96
12190	- Medical Record Technician	20.10
12195	- Medical Transcriptionist	20.70
12210	- Nuclear Medicine Technologist	48.07
12221	- Nursing Assistant I	12.51
12222	- Nursing Assistant II	14.07
12223	- Nursing Assistant III	15.36
12224	- Nursing Assistant IV	17.24
12235	- Optical Dispenser	19.12
12236	- Optical Technician	21.15
12250	- Pharmacy Technician	20.69
12280	- Phlebotomist	19.20
12305	- Radiologic Technologist	38.59
12311	- Registered Nurse I	31.34
12312	- Registered Nurse II	38.35
12313	- Registered Nurse II, Specialist	38.35
12314	- Registered Nurse III	46.39
12315	- Registered Nurse III, Anesthetist	46.39
12316	- Registered Nurse IV	55.59
12317	- Scheduler (Drug and Alcohol Testing)	30.93
12320	- Substance Abuse Treatment Counselor	19.38
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.69
13012	- Exhibits Specialist II	27.50
13013	- Exhibits Specialist III	34.40
13041	- Illustrator I	22.69
13042	- Illustrator II	28.11
13043	- Illustrator III	34.40
13047	- Librarian	30.71
13050	- Library Aide/Clerk	16.40
13054	- Library Information Technology Systems Administrator	27.73
13058	- Library Technician	18.04

13061	- Media Specialist I	20.00
13062	- Media Specialist II	22.38
13063	- Media Specialist III	24.95
13071	- Photographer I	17.39
13072	- Photographer II	20.82
13073	- Photographer III	25.80
13074	- Photographer IV	31.55
13075	- Photographer V	38.18
13090	- Technical Order Library Clerk	18.18
13110	- Video Teleconference Technician	21.06
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.25
14042	- Computer Operator II	18.75
14043	- Computer Operator III	20.89
14044	- Computer Operator IV	23.24
14045	- Computer Operator V	23.72
14071	- Computer Programmer I	(see 1) 25.23
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	16.25
14160	- Personal Computer Support Technician	23.24
14170	- System Support Specialist	29.49
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.62
15020	- Aircrew Training Devices Instructor (Rated)	37.04
15030	- Air Crew Training Devices Instructor (Pilot)	44.41
15050	- Computer Based Training Specialist / Instructor	30.62
15060	- Educational Technologist	33.83
15070	- Flight Instructor (Pilot)	44.41
15080	- Graphic Artist	26.61
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	44.41
15086	- Maintenance Test Pilot, Rotary Wing	44.41
15088	- Non-Maintenance Test/Co-Pilot	44.41
15090	- Technical Instructor	24.20
15095	- Technical Instructor/Course Developer	29.60
15110	- Test Proctor	20.23
15120	- Tutor	20.23
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	13.32
16030	- Counter Attendant	13.32
16040	- Dry Cleaner	15.84
16070	- Finisher, Flatwork, Machine	13.32
16090	- Presser, Hand	13.32
16110	- Presser, Machine, Drycleaning	13.32
16130	- Presser, Machine, Shirts	13.32
16160	- Presser, Machine, Wearing Apparel, Laundry	13.32
16190	- Sewing Machine Operator	16.64
16220	- Tailor	17.49
16250	- Washer, Machine	14.16
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	25.30
19040	- Tool And Die Maker	29.47
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.10
21030	- Material Coordinator	24.24
21040	- Material Expediter	24.24
21050	- Material Handling Laborer	13.62
21071	- Order Filler	15.57
21080	- Production Line Worker (Food Processing)	17.10
21110	- Shipping Packer	16.29
21130	- Shipping/Receiving Clerk	16.29
21140	- Store Worker I	15.88
21150	- Stock Clerk	19.71
21210	- Tools And Parts Attendant	17.10
21410	- Warehouse Specialist	17.10
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	22.48
23019	- Aircraft Logs and Records Technician	19.88
23021	- Aircraft Mechanic I	23.01
23022	- Aircraft Mechanic II	22.48
23023	- Aircraft Mechanic III	23.42
23040	- Aircraft Mechanic Helper	17.82
23050	- Aircraft, Painter	20.93
23060	- Aircraft Servicer	19.88
23070	- Aircraft Survival Flight Equipment Technician	20.93
23080	- Aircraft Worker	20.96
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.96

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.01
II		
23110	- Appliance Mechanic	26.62
23120	- Bicycle Repairer	17.26
23125	- Cable Splicer	26.04
23130	- Carpenter, Maintenance	29.07
23140	- Carpet Layer	23.61
23160	- Electrician, Maintenance	31.83
23181	- Electronics Technician Maintenance I	22.87
23182	- Electronics Technician Maintenance II	24.45
23183	- Electronics Technician Maintenance III	26.69
23260	- Fabric Worker	22.40
23290	- Fire Alarm System Mechanic	27.92
23310	- Fire Extinguisher Repairer	21.16
23311	- Fuel Distribution System Mechanic	28.27
23312	- Fuel Distribution System Operator	22.96
23370	- General Maintenance Worker	20.19
23380	- Ground Support Equipment Mechanic	23.01
23381	- Ground Support Equipment Servicer	19.88
23382	- Ground Support Equipment Worker	20.96
23391	- Gunsmith I	21.16
23392	- Gunsmith II	23.61
23393	- Gunsmith III	26.04
23410	- Heating, Ventilation And Air-Conditioning Mechanic	30.66
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.08
23430	- Heavy Equipment Mechanic	27.82
23440	- Heavy Equipment Operator	27.95
23460	- Instrument Mechanic	26.04
23465	- Laboratory/Shelter Mechanic	24.83
23470	- Laborer	13.62
23510	- Locksmith	25.08
23530	- Machinery Maintenance Mechanic	26.79
23550	- Machinist, Maintenance	23.65
23580	- Maintenance Trades Helper	15.34
23591	- Metrology Technician I	26.04
23592	- Metrology Technician II	27.25
23593	- Metrology Technician III	28.38
23640	- Millwright	26.04
23710	- Office Appliance Repairer	22.68
23760	- Painter, Maintenance	22.60
23790	- Pipefitter, Maintenance	28.96
23810	- Plumber, Maintenance	29.33
23820	- Pneudraulic Systems Mechanic	26.04
23850	- Rigger	26.04
23870	- Scale Mechanic	23.61
23890	- Sheet-Metal Worker, Maintenance	32.68
23910	- Small Engine Mechanic	23.09
23931	- Telecommunications Mechanic I	30.32
23932	- Telecommunications Mechanic II	31.71
23950	- Telephone Lineman	26.04
23960	- Welder, Combination, Maintenance	19.99
23965	- Well Driller	26.04
23970	- Woodcraft Worker	26.04
23980	- Woodworker	21.16
24000	- Personal Needs Occupations	
24550	- Case Manager	17.56
24570	- Child Care Attendant	11.87
24580	- Child Care Center Clerk	16.28
24610	- Chore Aide	12.46
24620	- Family Readiness And Support Services Coordinator	17.56
24630	- Homemaker	17.56
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	28.77
25040	- Sewage Plant Operator	32.15
25070	- Stationary Engineer	28.77
25190	- Ventilation Equipment Tender	21.46
25210	- Water Treatment Plant Operator	32.15
27000	- Protective Service Occupations	
27004	- Alarm Monitor	16.81
27007	- Baggage Inspector	12.94
27008	- Corrections Officer	30.61
27010	- Court Security Officer	30.20
27030	- Detection Dog Handler	15.02
27040	- Detention Officer	33.67
27070	- Firefighter	27.62
27101	- Guard I	12.94
27102	- Guard II	15.02

27131	- Police Officer I	37.06
27132	- Police Officer II	41.18
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.19
28042	- Carnival Equipment Repairer	13.98
28043	- Carnival Worker	10.78
28210	- Gate Attendant/Gate Tender	14.88
28310	- Lifeguard	14.61
28350	- Park Attendant (Aide)	16.68
28510	- Recreation Aide/Health Facility Attendant	12.14
28515	- Recreation Specialist	18.85
28630	- Sports Official	13.28
28690	- Swimming Pool Operator	19.59
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.61
29020	- Hatch Tender	23.61
29030	- Line Handler	23.61
29041	- Stevedore I	21.56
29042	- Stevedore II	24.83
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	45.06
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	31.07
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.22
30021	- Archeological Technician I	20.25
30022	- Archeological Technician II	22.65
30023	- Archeological Technician III	28.05
30030	- Cartographic Technician	28.05
30040	- Civil Engineering Technician	30.21
30051	- Cryogenic Technician I	26.64
30052	- Cryogenic Technician II	29.42
30061	- Drafter/CAD Operator I	20.25
30062	- Drafter/CAD Operator II	22.65
30063	- Drafter/CAD Operator III	25.24
30064	- Drafter/CAD Operator IV	31.07
30081	- Engineering Technician I	18.62
30082	- Engineering Technician II	20.89
30083	- Engineering Technician III	24.33
30084	- Engineering Technician IV	30.39
30085	- Engineering Technician V	35.42
30086	- Engineering Technician VI	42.85
30090	- Environmental Technician	28.05
30095	- Evidence Control Specialist	24.05
30210	- Laboratory Technician	22.91
30221	- Latent Fingerprint Technician I	26.64
30222	- Latent Fingerprint Technician II	29.42
30240	- Mathematical Technician	28.05
30361	- Paralegal/Legal Assistant I	21.55
30362	- Paralegal/Legal Assistant II	26.65
30363	- Paralegal/Legal Assistant III	32.63
30364	- Paralegal/Legal Assistant IV	39.44
30375	- Petroleum Supply Specialist	29.42
30390	- Photo-Optics Technician	28.05
30395	- Radiation Control Technician	29.42
30461	- Technical Writer I	24.05
30462	- Technical Writer II	29.42
30463	- Technical Writer III	35.60
30491	- Unexploded Ordnance (UXO) Technician I	28.63
30492	- Unexploded Ordnance (UXO) Technician II	34.64
30493	- Unexploded Ordnance (UXO) Technician III	41.53
30494	- Unexploded (UXO) Safety Escort	28.63
30495	- Unexploded (UXO) Sweep Personnel	28.63
30501	- Weather Forecaster I	31.07
30502	- Weather Forecaster II	37.78
30620	- Weather Observer, Combined Upper Air Or (see 2)	25.24
Surface Programs		
30621	- Weather Observer, Senior (see 2)	28.05
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	34.64
31020	- Bus Aide	16.79
31030	- Bus Driver	22.37
31043	- Driver Courier	14.67
31260	- Parking and Lot Attendant	11.13
31290	- Shuttle Bus Driver	15.55
31310	- Taxi Driver	13.60
31361	- Truckdriver, Light	15.55
31362	- Truckdriver, Medium	16.46
31363	- Truckdriver, Heavy	21.23
31364	- Truckdriver, Tractor-Trailer	21.23
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	16.89
99030	- Cashier	16.13

99050 - Desk Clerk	14.11
99095 - Embalmer	28.63
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	15.87
99252 - Laboratory Animal Caretaker II	16.83
99260 - Marketing Analyst	30.70
99310 - Mortician	28.63
99410 - Pest Controller	17.14
99510 - Photofinishing Worker	15.05
99710 - Recycling Laborer	13.86
99711 - Recycling Specialist	24.89
99730 - Refuse Collector	20.33
99810 - Sales Clerk	12.72
99820 - School Crossing Guard	15.17
99830 - Survey Party Chief	32.29
99831 - Surveying Aide	16.92
99832 - Surveying Technician	23.16
99840 - Vending Machine Attendant	20.99
99841 - Vending Machine Repairer	24.82
99842 - Vending Machine Repairer Helper	20.99

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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)).

05250	- Motor Vehicle Upholstery Worker	22.78
05280	- Motor Vehicle Wrecker	23.84
05310	- Painter, Automotive	24.96
05340	- Radiator Repair Specialist	23.84
05370	- Tire Repairer	17.31
05400	- Transmission Repair Specialist	26.07
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.83
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	11.46
07130	- Food Service Worker	11.76
07210	- Meat Cutter	16.59
07260	- Waiter/Waitress	12.53
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.13
09040	- Furniture Handler	15.26
09080	- Furniture Refinisher	23.06
09090	- Furniture Refinisher Helper	17.77
09110	- Furniture Repairer, Minor	20.57
09130	- Upholsterer	21.15
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.97
11060	- Elevator Operator	15.77
11090	- Gardener	23.78
11122	- Housekeeping Aide	15.77
11150	- Janitor	15.77
11210	- Laborer, Grounds Maintenance	18.29
11240	- Maid or Houseman	14.51
11260	- Pruner	17.19
11270	- Tractor Operator	21.58
11330	- Trail Maintenance Worker	18.29
11360	- Window Cleaner	17.53
12000	- Health Occupations	
12010	- Ambulance Driver	23.48
12011	- Breath Alcohol Technician	25.83
12012	- Certified Occupational Therapist Assistant	28.52
12015	- Certified Physical Therapist Assistant	33.80
12020	- Dental Assistant	21.98
12025	- Dental Hygienist	50.44
12030	- EKG Technician	33.39
12035	- Electroneurodiagnostic Technologist	33.39
12040	- Emergency Medical Technician	23.48
12071	- Licensed Practical Nurse I	24.53
12072	- Licensed Practical Nurse II	27.47
12073	- Licensed Practical Nurse III	30.62
12100	- Medical Assistant	21.00
12130	- Medical Laboratory Technician	25.14
12160	- Medical Record Clerk	23.10
12190	- Medical Record Technician	25.93
12195	- Medical Transcriptionist	20.55
12210	- Nuclear Medicine Technologist	55.54
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
12223	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	21.80
12236	- Optical Technician	18.22
12250	- Pharmacy Technician	22.46
12280	- Phlebotomist	21.51
12305	- Radiologic Technologist	42.60
12311	- Registered Nurse I	43.85
12312	- Registered Nurse II	53.66
12313	- Registered Nurse II, Specialist	53.66
12314	- Registered Nurse III	64.90
12315	- Registered Nurse III, Anesthetist	64.90
12316	- Registered Nurse IV	77.80
12317	- Scheduler (Drug and Alcohol Testing)	36.68
12320	- Substance Abuse Treatment Counselor	21.43
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	25.45
13012	- Exhibits Specialist II	31.05
13013	- Exhibits Specialist III	37.98
13041	- Illustrator I	24.07
13042	- Illustrator II	29.81
13043	- Illustrator III	36.48
13047	- Librarian	36.46
13050	- Library Aide/Clerk	20.80
13054	- Library Information Technology Systems Administrator	32.92
13058	- Library Technician	26.04

13061	- Media Specialist I	23.75
13062	- Media Specialist II	26.58
13063	- Media Specialist III	29.63
13071	- Photographer I	20.39
13072	- Photographer II	22.81
13073	- Photographer III	28.23
13074	- Photographer IV	34.56
13075	- Photographer V	39.08
13090	- Technical Order Library Clerk	21.01
13110	- Video Teleconference Technician	26.01
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	19.80
14160	- Personal Computer Support Technician	27.43
14170	- System Support Specialist	37.37
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	36.80
15020	- Aircrew Training Devices Instructor (Rated)	44.51
15030	- Air Crew Training Devices Instructor (Pilot)	53.36
15050	- Computer Based Training Specialist / Instructor	36.97
15060	- Educational Technologist	32.97
15070	- Flight Instructor (Pilot)	53.36
15080	- Graphic Artist	31.77
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	45.55
15086	- Maintenance Test Pilot, Rotary Wing	45.55
15088	- Non-Maintenance Test/Co-Pilot	45.55
15090	- Technical Instructor	32.81
15095	- Technical Instructor/Course Developer	40.13
15110	- Test Proctor	26.49
15120	- Tutor	26.49
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	12.96
16030	- Counter Attendant	12.96
16040	- Dry Cleaner	17.24
16070	- Finisher, Flatwork, Machine	12.96
16090	- Presser, Hand	12.96
16110	- Presser, Machine, Drycleaning	12.96
16130	- Presser, Machine, Shirts	12.96
16160	- Presser, Machine, Wearing Apparel, Laundry	12.96
16190	- Sewing Machine Operator	17.95
16220	- Tailor	18.67
16250	- Washer, Machine	14.53
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.02
19040	- Tool And Die Maker	26.94
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	20.50
21030	- Material Coordinator	26.53
21040	- Material Expediter	26.53
21050	- Material Handling Laborer	16.69
21071	- Order Filler	15.60
21080	- Production Line Worker (Food Processing)	20.50
21110	- Shipping Packer	17.51
21130	- Shipping/Receiving Clerk	17.51
21140	- Store Worker I	15.49
21150	- Stock Clerk	21.32
21210	- Tools And Parts Attendant	20.50
21410	- Warehouse Specialist	20.50
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	34.02
23019	- Aircraft Logs and Records Technician	27.38
23021	- Aircraft Mechanic I	32.36
23022	- Aircraft Mechanic II	34.02
23023	- Aircraft Mechanic III	35.45
23040	- Aircraft Mechanic Helper	23.65
23050	- Aircraft, Painter	30.69
23060	- Aircraft Servicer	27.38
23070	- Aircraft Survival Flight Equipment Technician	30.69
23080	- Aircraft Worker	29.04
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	29.04

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	32.36
II		
23110	- Appliance Mechanic	24.30
23120	- Bicycle Repairer	19.55
23125	- Cable Splicer	37.29
23130	- Carpenter, Maintenance	30.64
23140	- Carpet Layer	30.36
23160	- Electrician, Maintenance	37.92
23181	- Electronics Technician Maintenance I	33.73
23182	- Electronics Technician Maintenance II	35.64
23183	- Electronics Technician Maintenance III	37.58
23260	- Fabric Worker	27.54
23290	- Fire Alarm System Mechanic	27.07
23310	- Fire Extinguisher Repairer	25.74
23311	- Fuel Distribution System Mechanic	36.21
23312	- Fuel Distribution System Operator	29.01
23370	- General Maintenance Worker	22.50
23380	- Ground Support Equipment Mechanic	32.36
23381	- Ground Support Equipment Servicer	27.38
23382	- Ground Support Equipment Worker	29.04
23391	- Gunsmith I	25.74
23392	- Gunsmith II	29.21
23393	- Gunsmith III	32.55
23410	- Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.77
23430	- Heavy Equipment Mechanic	34.36
23440	- Heavy Equipment Operator	35.79
23460	- Instrument Mechanic	38.76
23465	- Laboratory/Shelter Mechanic	30.87
23470	- Laborer	16.00
23510	- Locksmith	24.23
23530	- Machinery Maintenance Mechanic	30.15
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	17.19
23591	- Metrology Technician I	38.76
23592	- Metrology Technician II	40.74
23593	- Metrology Technician III	42.47
23640	- Millwright	32.53
23710	- Office Appliance Repairer	23.42
23760	- Painter, Maintenance	23.77
23790	- Pipefitter, Maintenance	33.96
23810	- Plumber, Maintenance	32.20
23820	- Pneudraulic Systems Mechanic	32.55
23850	- Rigger	32.55
23870	- Scale Mechanic	29.21
23890	- Sheet-Metal Worker, Maintenance	31.09
23910	- Small Engine Mechanic	20.20
23931	- Telecommunications Mechanic I	31.34
23932	- Telecommunications Mechanic II	32.95
23950	- Telephone Lineman	31.97
23960	- Welder, Combination, Maintenance	24.28
23965	- Well Driller	32.55
23970	- Woodcraft Worker	32.55
23980	- Woodworker	25.74
24000	- Personal Needs Occupations	
24550	- Case Manager	19.02
24570	- Child Care Attendant	13.62
24580	- Child Care Center Clerk	16.99
24610	- Chore Aide	11.48
24620	- Family Readiness And Support Services Coordinator	19.02
24630	- Homemaker	19.02
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	40.31
25040	- Sewage Plant Operator	39.68
25070	- Stationary Engineer	40.31
25190	- Ventilation Equipment Tender	29.46
25210	- Water Treatment Plant Operator	39.68
27000	- Protective Service Occupations	
27004	- Alarm Monitor	35.92
27007	- Baggage Inspector	14.46
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	30.14
27040	- Detention Officer	38.39
27070	- Firefighter	43.80
27101	- Guard I	14.46
27102	- Guard II	30.14

27131	- Police Officer I	44.21
27132	- Police Officer II	49.12
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	15.29
28042	- Carnival Equipment Repairer	16.54
28043	- Carnival Worker	11.46
28210	- Gate Attendant/Gate Tender	18.04
28310	- Lifeguard	13.82
28350	- Park Attendant (Aide)	20.19
28510	- Recreation Aide/Health Facility Attendant	15.30
28515	- Recreation Specialist	21.10
28630	- Sports Official	15.85
28690	- Swimming Pool Operator	21.68
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	30.08
29020	- Hatch Tender	30.08
29030	- Line Handler	30.08
29041	- Stevedore I	28.35
29042	- Stevedore II	31.78
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	45.06
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	31.07
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.22
30021	- Archeological Technician I	24.86
30022	- Archeological Technician II	27.80
30023	- Archeological Technician III	34.44
30030	- Cartographic Technician	34.44
30040	- Civil Engineering Technician	32.31
30051	- Cryogenic Technician I	28.19
30052	- Cryogenic Technician II	31.13
30061	- Drafter/CAD Operator I	24.86
30062	- Drafter/CAD Operator II	27.80
30063	- Drafter/CAD Operator III	30.99
30064	- Drafter/CAD Operator IV	38.15
30081	- Engineering Technician I	18.90
30082	- Engineering Technician II	21.22
30083	- Engineering Technician III	23.73
30084	- Engineering Technician IV	29.40
30085	- Engineering Technician V	35.98
30086	- Engineering Technician VI	43.51
30090	- Environmental Technician	27.91
30095	- Evidence Control Specialist	25.45
30210	- Laboratory Technician	24.10
30221	- Latent Fingerprint Technician I	35.11
30222	- Latent Fingerprint Technician II	38.78
30240	- Mathematical Technician	35.89
30361	- Paralegal/Legal Assistant I	23.52
30362	- Paralegal/Legal Assistant II	29.13
30363	- Paralegal/Legal Assistant III	35.65
30364	- Paralegal/Legal Assistant IV	43.11
30375	- Petroleum Supply Specialist	31.13
30390	- Photo-Optics Technician	35.89
30395	- Radiation Control Technician	31.13
30461	- Technical Writer I	27.03
30462	- Technical Writer II	33.06
30463	- Technical Writer III	40.01
30491	- Unexploded Ordnance (UXO) Technician I	28.63
30492	- Unexploded Ordnance (UXO) Technician II	34.64
30493	- Unexploded Ordnance (UXO) Technician III	41.53
30494	- Unexploded (UXO) Safety Escort	28.63
30495	- Unexploded (UXO) Sweep Personnel	28.63
30501	- Weather Forecaster I	30.50
30502	- Weather Forecaster II	37.10
30620	- Weather Observer, Combined Upper Air Or (see 2)	27.82
Surface Programs		
30621	- Weather Observer, Senior (see 2)	30.90
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	31.23
31020	- Bus Aide	15.85
31030	- Bus Driver	22.03
31043	- Driver Courier	17.77
31260	- Parking and Lot Attendant	13.18
31290	- Shuttle Bus Driver	19.22
31310	- Taxi Driver	13.70
31361	- Truckdriver, Light	19.22
31362	- Truckdriver, Medium	20.55
31363	- Truckdriver, Heavy	22.18
31364	- Truckdriver, Tractor-Trailer	22.18
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	15.22
99030	- Cashier	12.06

99050 - Desk Clerk	13.77
99095 - Embalmer	25.13
99130 - Flight Follower	25.81
99251 - Laboratory Animal Caretaker I	15.02
99252 - Laboratory Animal Caretaker II	16.25
99260 - Marketing Analyst	38.53
99310 - Mortician	29.47
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	17.25
99710 - Recycling Laborer	29.43
99711 - Recycling Specialist	33.50
99730 - Refuse Collector	26.47
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	14.34
99830 - Survey Party Chief	35.81
99831 - Surveying Aide	21.56
99832 - Surveying Technician	31.51
99840 - Vending Machine Attendant	16.67
99841 - Vending Machine Repairer	19.22
99842 - Vending Machine Repairer Helper	16.67

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

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

then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, 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)).

05250	- Motor Vehicle Upholstery Worker	21.21
05280	- Motor Vehicle Wrecker	22.43
05310	- Painter, Automotive	23.65
05340	- Radiator Repair Specialist	22.43
05370	- Tire Repairer	15.93
05400	- Transmission Repair Specialist	24.87
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.58
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	11.27
07130	- Food Service Worker	12.21
07210	- Meat Cutter	19.49
07260	- Waiter/Waitress	11.72
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.21
09040	- Furniture Handler	14.58
09080	- Furniture Refinisher	20.21
09090	- Furniture Refinisher Helper	16.64
09110	- Furniture Repairer, Minor	18.45
09130	- Upholsterer	20.21
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.92
11060	- Elevator Operator	14.10
11090	- Gardener	21.60
11122	- Housekeeping Aide	14.10
11150	- Janitor	14.10
11210	- Laborer, Grounds Maintenance	17.52
11240	- Maid or Houseman	13.62
11260	- Pruner	15.75
11270	- Tractor Operator	20.48
11330	- Trail Maintenance Worker	17.52
11360	- Window Cleaner	15.68
12000	- Health Occupations	
12010	- Ambulance Driver	23.48
12011	- Breath Alcohol Technician	23.48
12012	- Certified Occupational Therapist Assistant	30.35
12015	- Certified Physical Therapist Assistant	30.81
12020	- Dental Assistant	24.18
12025	- Dental Hygienist	43.44
12030	- EKG Technician	33.99
12035	- Electroneurodiagnostic Technologist	33.99
12040	- Emergency Medical Technician	23.48
12071	- Licensed Practical Nurse I	23.14
12072	- Licensed Practical Nurse II	25.96
12073	- Licensed Practical Nurse III	29.04
12100	- Medical Assistant	20.98
12130	- Medical Laboratory Technician	25.89
12160	- Medical Record Clerk	24.30
12190	- Medical Record Technician	27.19
12195	- Medical Transcriptionist	24.87
12210	- Nuclear Medicine Technologist	51.99
12221	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
12223	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81
12235	- Optical Dispenser	22.65
12236	- Optical Technician	22.04
12250	- Pharmacy Technician	21.37
12280	- Phlebotomist	18.84
12305	- Radiologic Technologist	40.07
12311	- Registered Nurse I	38.63
12312	- Registered Nurse II	47.23
12313	- Registered Nurse II, Specialist	47.23
12314	- Registered Nurse III	57.12
12315	- Registered Nurse III, Anesthetist	57.12
12316	- Registered Nurse IV	68.53
12317	- Scheduler (Drug and Alcohol Testing)	34.02
12320	- Substance Abuse Treatment Counselor	17.95
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.87
13012	- Exhibits Specialist II	28.33
13013	- Exhibits Specialist III	34.65
13041	- Illustrator I	29.21
13042	- Illustrator II	36.18
13043	- Illustrator III	44.25
13047	- Librarian	40.08
13050	- Library Aide/Clerk	21.18
13054	- Library Information Technology Systems Administrator	36.18
13058	- Library Technician	26.04

13061	- Media Specialist I	26.11
13062	- Media Specialist II	29.21
13063	- Media Specialist III	32.57
13071	- Photographer I	19.48
13072	- Photographer II	21.80
13073	- Photographer III	27.00
13074	- Photographer IV	33.02
13075	- Photographer V	38.43
13090	- Technical Order Library Clerk	24.08
13110	- Video Teleconference Technician	22.90
14000	- Information Technology Occupations	
14041	- Computer Operator I	19.80
14042	- Computer Operator II	22.18
14043	- Computer Operator III	24.69
14044	- Computer Operator IV	27.43
14045	- Computer Operator V	30.39
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	19.80
14160	- Personal Computer Support Technician	27.43
14170	- System Support Specialist	42.52
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	38.13
15020	- Aircrew Training Devices Instructor (Rated)	46.13
15030	- Air Crew Training Devices Instructor (Pilot)	55.31
15050	- Computer Based Training Specialist / Instructor	38.13
15060	- Educational Technologist	35.20
15070	- Flight Instructor (Pilot)	55.31
15080	- Graphic Artist	32.27
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	55.31
15086	- Maintenance Test Pilot, Rotary Wing	55.31
15088	- Non-Maintenance Test/Co-Pilot	55.31
15090	- Technical Instructor	29.69
15095	- Technical Instructor/Course Developer	36.31
15110	- Test Proctor	24.42
15120	- Tutor	24.42
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	13.62
16030	- Counter Attendant	13.62
16040	- Dry Cleaner	16.26
16070	- Finisher, Flatwork, Machine	13.62
16090	- Presser, Hand	13.62
16110	- Presser, Machine, Drycleaning	13.62
16130	- Presser, Machine, Shirts	13.62
16160	- Presser, Machine, Wearing Apparel, Laundry	12.96
16190	- Sewing Machine Operator	16.94
16220	- Tailor	17.62
16250	- Washer, Machine	14.53
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	23.66
19040	- Tool And Die Maker	28.26
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.42
21030	- Material Coordinator	31.54
21040	- Material Expediter	31.54
21050	- Material Handling Laborer	15.36
21071	- Order Filler	15.60
21080	- Production Line Worker (Food Processing)	19.42
21110	- Shipping Packer	17.13
21130	- Shipping/Receiving Clerk	17.13
21140	- Store Worker I	15.69
21150	- Stock Clerk	20.52
21210	- Tools And Parts Attendant	19.42
21410	- Warehouse Specialist	19.42
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	34.63
23019	- Aircraft Logs and Records Technician	27.85
23021	- Aircraft Mechanic I	32.95
23022	- Aircraft Mechanic II	34.63
23023	- Aircraft Mechanic III	36.09
23040	- Aircraft Mechanic Helper	24.54
23050	- Aircraft, Painter	32.05
23060	- Aircraft Servicer	27.85
23070	- Aircraft Survival Flight Equipment Technician	32.05
23080	- Aircraft Worker	29.67
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	29.67

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	32.95
II		
23110	- Appliance Mechanic	25.82
23120	- Bicycle Repairer	18.68
23125	- Cable Splicer	31.07
23130	- Carpenter, Maintenance	28.70
23140	- Carpet Layer	26.12
23160	- Electrician, Maintenance	36.66
23181	- Electronics Technician Maintenance I	25.55
23182	- Electronics Technician Maintenance II	26.94
23183	- Electronics Technician Maintenance III	29.21
23260	- Fabric Worker	25.73
23290	- Fire Alarm System Mechanic	27.03
23310	- Fire Extinguisher Repairer	24.89
23311	- Fuel Distribution System Mechanic	30.70
23312	- Fuel Distribution System Operator	24.60
23370	- General Maintenance Worker	22.50
23380	- Ground Support Equipment Mechanic	32.95
23381	- Ground Support Equipment Servicer	27.85
23382	- Ground Support Equipment Worker	29.67
23391	- Gunsmith I	24.89
23392	- Gunsmith II	28.02
23393	- Gunsmith III	31.07
23410	- Heating, Ventilation And Air-Conditioning Mechanic	34.38
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.15
23430	- Heavy Equipment Mechanic	29.83
23440	- Heavy Equipment Operator	35.23
23460	- Instrument Mechanic	29.32
23465	- Laboratory/Shelter Mechanic	29.55
23470	- Laborer	14.75
23510	- Locksmith	25.62
23530	- Machinery Maintenance Mechanic	30.08
23550	- Machinist, Maintenance	27.28
23580	- Maintenance Trades Helper	18.99
23591	- Metrology Technician I	29.32
23592	- Metrology Technician II	30.76
23593	- Metrology Technician III	32.04
23640	- Millwright	31.07
23710	- Office Appliance Repairer	22.89
23760	- Painter, Maintenance	26.80
23790	- Pipefitter, Maintenance	32.29
23810	- Plumber, Maintenance	30.80
23820	- Pneudraulic Systems Mechanic	31.07
23850	- Rigger	31.07
23870	- Scale Mechanic	28.02
23890	- Sheet-Metal Worker, Maintenance	32.65
23910	- Small Engine Mechanic	20.58
23931	- Telecommunications Mechanic I	29.47
23932	- Telecommunications Mechanic II	30.91
23950	- Telephone Lineman	32.99
23960	- Welder, Combination, Maintenance	23.20
23965	- Well Driller	31.89
23970	- Woodcraft Worker	31.07
23980	- Woodworker	24.89
24000	- Personal Needs Occupations	
24550	- Case Manager	20.52
24570	- Child Care Attendant	14.16
24580	- Child Care Center Clerk	17.66
24610	- Chore Aide	11.92
24620	- Family Readiness And Support Services Coordinator	20.52
24630	- Homemaker	20.52
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	38.18
25040	- Sewage Plant Operator	33.62
25070	- Stationary Engineer	38.18
25190	- Ventilation Equipment Tender	27.90
25210	- Water Treatment Plant Operator	33.62
27000	- Protective Service Occupations	
27004	- Alarm Monitor	23.13
27007	- Baggage Inspector	15.05
27008	- Corrections Officer	38.39
27010	- Court Security Officer	39.43
27030	- Detection Dog Handler	17.06
27040	- Detention Officer	38.39
27070	- Firefighter	37.66
27101	- Guard I	15.05
27102	- Guard II	17.06

27131	- Police Officer I	51.46
27132	- Police Officer II	57.12
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.08
28042	- Carnival Equipment Repairer	15.09
28043	- Carnival Worker	11.01
28210	- Gate Attendant/Gate Tender	19.84
28310	- Lifeguard	11.81
28350	- Park Attendant (Aide)	21.46
28510	- Recreation Aide/Health Facility Attendant	16.83
28515	- Recreation Specialist	23.24
28630	- Sports Official	17.09
28690	- Swimming Pool Operator	19.13
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	32.26
29020	- Hatch Tender	32.26
29030	- Line Handler	32.26
29041	- Stevedore I	30.42
29042	- Stevedore II	34.10
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	45.06
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	31.07
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.22
30021	- Archeological Technician I	24.72
30022	- Archeological Technician II	28.46
30023	- Archeological Technician III	32.49
30030	- Cartographic Technician	34.44
30040	- Civil Engineering Technician	30.55
30051	- Cryogenic Technician I	28.54
30052	- Cryogenic Technician II	31.51
30061	- Drafter/CAD Operator I	25.69
30062	- Drafter/CAD Operator II	28.74
30063	- Drafter/CAD Operator III	32.03
30064	- Drafter/CAD Operator IV	38.48
30081	- Engineering Technician I	18.90
30082	- Engineering Technician II	21.22
30083	- Engineering Technician III	23.73
30084	- Engineering Technician IV	29.40
30085	- Engineering Technician V	35.98
30086	- Engineering Technician VI	43.51
30090	- Environmental Technician	27.74
30095	- Evidence Control Specialist	25.77
30210	- Laboratory Technician	24.42
30221	- Latent Fingerprint Technician I	32.94
30222	- Latent Fingerprint Technician II	36.37
30240	- Mathematical Technician	35.89
30361	- Paralegal/Legal Assistant I	23.18
30362	- Paralegal/Legal Assistant II	28.66
30363	- Paralegal/Legal Assistant III	35.07
30364	- Paralegal/Legal Assistant IV	42.42
30375	- Petroleum Supply Specialist	31.51
30390	- Photo-Optics Technician	35.89
30395	- Radiation Control Technician	31.51
30461	- Technical Writer I	30.71
30462	- Technical Writer II	37.58
30463	- Technical Writer III	45.46
30491	- Unexploded Ordnance (UXO) Technician I	28.63
30492	- Unexploded Ordnance (UXO) Technician II	34.64
30493	- Unexploded Ordnance (UXO) Technician III	41.53
30494	- Unexploded (UXO) Safety Escort	28.63
30495	- Unexploded (UXO) Sweep Personnel	28.63
30501	- Weather Forecaster I	38.48
30502	- Weather Forecaster II	46.80
30620	- Weather Observer, Combined Upper Air Or (see 2)	32.03
Surface Programs		
30621	- Weather Observer, Senior (see 2)	34.44
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	34.64
31020	- Bus Aide	16.40
31030	- Bus Driver	22.78
31043	- Driver Courier	17.76
31260	- Parking and Lot Attendant	11.90
31290	- Shuttle Bus Driver	19.22
31310	- Taxi Driver	14.19
31361	- Truckdriver, Light	19.22
31362	- Truckdriver, Medium	20.55
31363	- Truckdriver, Heavy	21.78
31364	- Truckdriver, Tractor-Trailer	21.78
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	16.89
99030	- Cashier	11.89

99050 - Desk Clerk	12.30
99095 - Embalmer	29.38
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	14.38
99252 - Laboratory Animal Caretaker II	15.57
99260 - Marketing Analyst	54.20
99310 - Mortician	29.38
99410 - Pest Controller	19.20
99510 - Photofinishing Worker	14.71
99710 - Recycling Laborer	24.71
99711 - Recycling Specialist	29.69
99730 - Refuse Collector	22.24
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	19.06
99830 - Survey Party Chief	31.63
99831 - Surveying Aide	15.92
99832 - Surveying Technician	20.06
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month*

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

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

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

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

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

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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