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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4835
Director	Wage Determinations		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: Michigan

Area: Michigan County of Calhoun

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.50
01012 - Accounting Clerk II		16.29
01013 - Accounting Clerk III		18.22
01020 - Administrative Assistant		23.71
01035 - Court Reporter		17.43
01041 - Customer Service Representative I		12.90
01042 - Customer Service Representative II		14.50
01043 - Customer Service Representative III		15.83
01051 - Data Entry Operator I		13.06
01052 - Data Entry Operator II		14.25
01060 - Dispatcher, Motor Vehicle		18.22
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		12.92
01112 - General Clerk II		14.11
01113 - General Clerk III		15.84
01120 - Housing Referral Assistant		19.42
01141 - Messenger Courier		12.42
01191 - Order Clerk I		13.63
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.16
01263 - Personnel Assistant (Employment) III		19.14
01270 - Production Control Clerk		20.93
01290 - Rental Clerk		14.44
01300 - Scheduler, Maintenance		15.58
01311 - Secretary I		15.58
01312 - Secretary II		17.43
01313 - Secretary III		19.42

01320 - Service Order Dispatcher	16.29
01410 - Supply Technician	23.71
01420 - Survey Worker	16.95
01460 - Switchboard Operator/Receptionist	12.47
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	13.87
01612 - Word Processor II	15.98
01613 - Word Processor III	18.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.06
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter, Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer, Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	15.98
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	19.82
12011 - Breath Alcohol Technician	19.82
12012 - Certified Occupational Therapist Assistant	22.65
12015 - Certified Physical Therapist Assistant	24.97
12020 - Dental Assistant	17.84
12025 - Dental Hygienist	27.68
12030 - EKG Technician	25.99

12035 - Electroneurodiagnostic Technologist	25.99
12040 - Emergency Medical Technician	19.82
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.82
12073 - Licensed Practical Nurse III	22.09
12100 - Medical Assistant	14.63
12130 - Medical Laboratory Technician	19.05
12160 - Medical Record Clerk	15.47
12190 - Medical Record Technician	17.31
12195 - Medical Transcriptionist	17.46
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	11.20
12222 - Nursing Assistant II	12.59
12223 - Nursing Assistant III	13.74
12224 - Nursing Assistant IV	15.43
12235 - Optical Dispenser	17.95
12236 - Optical Technician	17.72
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	15.73
12305 - Radiologic Technologist	23.77
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II, Specialist	30.09
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III, Anesthetist	36.40
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol Testing)	24.55
12320 - Substance Abuse Treatment Counselor	24.35
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.13
13012 - Exhibits Specialist II	22.45
13013 - Exhibits Specialist III	27.47
13041 - Illustrator I	18.13
13042 - Illustrator II	22.45
13043 - Illustrator III	27.47
13047 - Librarian	24.87
13050 - Library Aide/Clerk	13.54
13054 - Library Information Technology Systems Administrator	22.45
13058 - Library Technician	13.81
13061 - Media Specialist I	16.21
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.20
13071 - Photographer I	16.10
13072 - Photographer II	18.13
13073 - Photographer III	21.79
13074 - Photographer IV	25.94
13075 - Photographer V	31.14
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	16.65
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.12
14042 - Computer Operator II	19.15
14043 - Computer Operator III	21.36
14044 - Computer Operator IV	23.73
14045 - Computer Operator V	26.27
14071 - Computer Programmer I	(see 1) 21.24
14072 - Computer Programmer II	(see 1) 26.32
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		22.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.44
15020 - Aircrew Training Devices Instructor (Rated)		35.62
15030 - Air Crew Training Devices Instructor (Pilot)		40.20
15050 - Computer Based Training Specialist / Instructor		29.44
15060 - Educational Technologist		34.19
15070 - Flight Instructor (Pilot)		40.20
15080 - Graphic Artist		19.32
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.20
15086 - Maintenance Test Pilot, Rotary Wing		40.20
15088 - Non-Maintenance Test/Co-Pilot		40.20
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course Developer		29.73
15110 - Test Proctor		19.97
15120 - Tutor		19.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.58
16030 - Counter Attendant		10.58
16040 - Dry Cleaner		13.94
16070 - Finisher, Flatwork, Machine		10.58
16090 - Presser, Hand		10.58
16110 - Presser, Machine, Drycleaning		10.58
16130 - Presser, Machine, Shirts		10.58
16160 - Presser, Machine, Wearing Apparel, Laundry		10.58
16190 - Sewing Machine Operator		15.18
16220 - Tailor		16.37
16250 - Washer, Machine		11.73
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.43
19040 - Tool And Die Maker		25.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.48
21030 - Material Coordinator		20.93
21040 - Material Expediter		20.93
21050 - Material Handling Laborer		14.29
21071 - Order Filler		15.26
21080 - Production Line Worker (Food Processing)		20.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		14.64
21140 - Store Worker I		14.96
21150 - Stock Clerk		18.39
21210 - Tools And Parts Attendant		18.48
21410 - Warehouse Specialist		19.79
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.44
23019 - Aircraft Logs and Records Technician		20.01
23021 - Aircraft Mechanic I		23.36
23022 - Aircraft Mechanic II		24.44
23023 - Aircraft Mechanic III		25.51
23040 - Aircraft Mechanic Helper		18.22
23050 - Aircraft, Painter		22.22
23060 - Aircraft Servicer		20.01
23070 - Aircraft Survival Flight Equipment Technician		22.22
23080 - Aircraft Worker		21.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.06
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.36
23110 - Appliance Mechanic	22.21
23120 - Bicycle Repairer	17.88
23125 - Cable Splicer	26.31
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician, Maintenance	27.13
23181 - Electronics Technician Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	20.01
23290 - Fire Alarm System Mechanic	23.36
23310 - Fire Extinguisher Repairer	18.94
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	19.75
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	23.36
23381 - Ground Support Equipment Servicer	20.01
23382 - Ground Support Equipment Worker	21.06
23391 - Gunsmith I	18.94
23392 - Gunsmith II	21.06
23393 - Gunsmith III	23.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.58
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.74
23430 - Heavy Equipment Mechanic	23.11
23440 - Heavy Equipment Operator	21.97
23460 - Instrument Mechanic	23.36
23465 - Laboratory/Shelter Mechanic	22.22
23470 - Laborer	13.45
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	25.40
23550 - Machinist, Maintenance	21.59
23580 - Maintenance Trades Helper	19.09
23591 - Metrology Technician I	23.36
23592 - Metrology Technician II	24.44
23593 - Metrology Technician III	25.51
23640 - Millwright	29.94
23710 - Office Appliance Repairer	22.22
23760 - Painter, Maintenance	22.22
23790 - Pipefitter, Maintenance	26.41
23810 - Plumber, Maintenance	24.71
23820 - Pneudraulic Systems Mechanic	23.36
23850 - Rigger	23.36
23870 - Scale Mechanic	21.06
23890 - Sheet-Metal Worker, Maintenance	27.51
23910 - Small Engine Mechanic	21.06
23931 - Telecommunications Mechanic I	27.43
23932 - Telecommunications Mechanic II	28.69
23950 - Telephone Lineman	23.36
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	23.36
23970 - Woodcraft Worker	23.36
23980 - Woodworker	18.94
24000 - Personal Needs Occupations	
24550 - Case Manager	14.75
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62

24620 - Family Readiness And Support Services Coordinator	14.75
24630 - Homemaker	16.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	21.55
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	21.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.84
27007 - Baggage Inspector	13.52
27008 - Corrections Officer	21.13
27010 - Court Security Officer	21.13
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	21.13
27070 - Firefighter	19.42
27101 - Guard I	13.52
27102 - Guard II	16.64
27131 - Police Officer I	24.29
27132 - Police Officer II	26.51
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	14.24
28310 - Lifeguard	12.68
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	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.55
30022 - Archeological Technician II	18.51
30023 - Archeological Technician III	22.94
30030 - Cartographic Technician	22.94
30040 - Civil Engineering Technician	22.74
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	16.55
30062 - Drafter/CAD Operator II	18.51
30063 - Drafter/CAD Operator III	20.65
30064 - Drafter/CAD Operator IV	25.40
30081 - Engineering Technician I	14.89
30082 - Engineering Technician II	16.55
30083 - Engineering Technician III	19.40
30084 - Engineering Technician IV	21.81
30085 - Engineering Technician V	25.82
30086 - Engineering Technician VI	31.24
30090 - Environmental Technician	22.03
30095 - Evidence Control Specialist	19.49

30210 - Laboratory Technician	20.31
30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	22.94
30361 - Paralegal/Legal Assistant I	18.32
30362 - Paralegal/Legal Assistant II	21.59
30363 - Paralegal/Legal Assistant III	26.41
30364 - Paralegal/Legal Assistant IV	31.96
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	22.94
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	22.94
30462 - Technical Writer II	28.07
30463 - Technical Writer III	31.90
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	25.40
30502 - Weather Forecaster II	30.89
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.65
30621 - Weather Observer, Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.50
31030 - Bus Driver	18.38
31043 - Driver Courier	16.95
31260 - Parking and Lot Attendant	14.81
31290 - Shuttle Bus Driver	17.94
31310 - Taxi Driver	15.19
31361 - Truckdriver, Light	17.94
31362 - Truckdriver, Medium	18.95
31363 - Truckdriver, Heavy	21.92
31364 - Truckdriver, Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.22
99050 - Desk Clerk	14.03
99095 - Embalmer	26.68
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	41.23
99310 - Mortician	26.68
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	17.34
99711 - Recycling Specialist	19.67
99730 - Refuse Collector	16.20
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	19.56
99841 - Vending Machine Repairer	23.01
99842 - Vending Machine Repairer Helper	19.56

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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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)).

WD 15-4841 (Rev.-7) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4841
Director	Wage Determinations		Revision No.: 7
			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: Michigan

Area: Michigan County of Genesee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.99
01012 - Accounting Clerk II		16.83
01013 - Accounting Clerk III		18.83
01020 - Administrative Assistant		26.95
01035 - Court Reporter		19.80
01041 - Customer Service Representative I		12.00
01042 - Customer Service Representative II		13.49
01043 - Customer Service Representative III		14.72
01051 - Data Entry Operator I		13.98
01052 - Data Entry Operator II		15.26
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.62
01112 - General Clerk II		14.87
01113 - General Clerk III		16.68
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		11.77
01191 - Order Clerk I		14.80
01192 - Order Clerk II		16.15
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		23.47
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04

01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	26.95
01420 - Survey Worker	19.22
01460 - Switchboard Operator/Receptionist	13.67
01531 - Travel Clerk I	13.05
01532 - Travel Clerk II	14.18
01533 - Travel Clerk III	15.34
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.66
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	12.01
07210 - Meat Cutter	17.81
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	21.37
12012 - Certified Occupational Therapist Assistant	26.83
12015 - Certified Physical Therapist Assistant	24.00
12020 - Dental Assistant	17.03
12025 - Dental Hygienist	30.37
12030 - EKG Technician	25.82

12035 - Electroneurodiagnostic Technologist	25.82
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	19.10
12072 - Licensed Practical Nurse II	21.37
12073 - Licensed Practical Nurse III	23.82
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.83
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.72
12235 - Optical Dispenser	19.36
12236 - Optical Technician	19.10
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	16.75
12305 - Radiologic Technologist	26.11
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	26.47
12320 - Substance Abuse Treatment Counselor	26.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	27.34
13058 - Library Technician	19.55
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13
13071 - Photographer I	19.42
13072 - Photographer II	22.83
13073 - Photographer III	29.56
13074 - Photographer IV	34.28
13075 - Photographer V	39.82
13090 - Technical Order Library Clerk	18.56
13110 - Video Teleconference Technician	23.14
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.16
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.40
14044 - Computer Operator IV	23.77
14045 - Computer Operator V	26.33
14071 - Computer Programmer I	(see 1) 22.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		22.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		33.33
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.28
15086 - Maintenance Test Pilot, Rotary Wing		44.28
15088 - Non-Maintenance Test/Co-Pilot		44.28
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.42
16030 - Counter Attendant		10.42
16040 - Dry Cleaner		14.06
16070 - Finisher, Flatwork, Machine		10.42
16090 - Presser, Hand		10.42
16110 - Presser, Machine, Drycleaning		10.42
16130 - Presser, Machine, Shirts		10.42
16160 - Presser, Machine, Wearing Apparel, Laundry		10.42
16190 - Sewing Machine Operator		15.30
16220 - Tailor		16.50
16250 - Washer, Machine		11.62
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.18
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.22
21030 - Material Coordinator		24.54
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		18.05
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		22.22
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34
21140 - Store Worker I		18.14
21150 - Stock Clerk		23.06
21210 - Tools And Parts Attendant		22.22
21410 - Warehouse Specialist		22.22
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.30
23019 - Aircraft Logs and Records Technician		22.27
23021 - Aircraft Mechanic I		27.91
23022 - Aircraft Mechanic II		29.30
23023 - Aircraft Mechanic III		30.84
23040 - Aircraft Mechanic Helper		19.74
23050 - Aircraft, Painter		25.78
23060 - Aircraft Servicer		22.27
23070 - Aircraft Survival Flight Equipment Technician		25.75
23080 - Aircraft Worker		23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		23.38

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.91
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	20.82
23125 - Cable Splicer	27.79
23130 - Carpenter, Maintenance	25.15
23140 - Carpet Layer	24.10
23160 - Electrician, Maintenance	32.65
23181 - Electronics Technician Maintenance I	26.20
23182 - Electronics Technician Maintenance II	27.07
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	23.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	22.37
23311 - Fuel Distribution System Mechanic	25.62
23312 - Fuel Distribution System Operator	22.26
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	27.91
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	22.37
23392 - Gunsmith II	24.10
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.67
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	24.89
23470 - Laborer	16.69
23510 - Locksmith	23.44
23530 - Machinery Maintenance Mechanic	30.34
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	32.47
23810 - Plumber, Maintenance	31.35
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.62
23870 - Scale Mechanic	24.10
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	26.29
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	26.29
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	25.34
23970 - Woodcraft Worker	25.75
23980 - Woodworker	22.37
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03

24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	21.57
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	21.27
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	17.20
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.67
29020 - Hatch Tender	22.67
29030 - Line Handler	22.67
29041 - Stevedore I	21.83
29042 - Stevedore II	23.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.98
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.26
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.12
30021 - Archeological Technician I	21.64
30022 - Archeological Technician II	24.72
30023 - Archeological Technician III	30.61
30030 - Cartographic Technician	30.61
30040 - Civil Engineering Technician	27.83
30051 - Cryogenic Technician I	26.85
30052 - Cryogenic Technician II	29.66
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	26.48
30095 - Evidence Control Specialist	31.16

30210 - Laboratory Technician	21.70
30221 - Latent Fingerprint Technician I	26.85
30222 - Latent Fingerprint Technician II	29.66
30240 - Mathematical Technician	30.61
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	29.66
30390 - Photo-Optics Technician	30.61
30395 - Radiation Control Technician	29.66
30461 - Technical Writer I	27.78
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.08
30491 - Unexploded Ordnance (UXO) Technician I	26.05
30492 - Unexploded Ordnance (UXO) Technician II	31.51
30493 - Unexploded Ordnance (UXO) Technician III	37.77
30494 - Unexploded (UXO) Safety Escort	26.05
30495 - Unexploded (UXO) Sweep Personnel	26.05
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	32.66
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.16
30621 - Weather Observer, Senior	(see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.51
31020 - Bus Aide	13.47
31030 - Bus Driver	17.19
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	13.66
31361 - Truckdriver, Light	18.08
31362 - Truckdriver, Medium	19.61
31363 - Truckdriver, Heavy	21.82
31364 - Truckdriver, Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.36
99030 - Cashier	10.62
99050 - Desk Clerk	11.40
99095 - Embalmer	32.26
99130 - Flight Follower	26.05
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	28.95
99310 - Mortician	33.88
99410 - Pest Controller	21.21
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	19.14
99711 - Recycling Specialist	21.24
99730 - Refuse Collector	17.00
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	13.44
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	20.74
99841 - Vending Machine Repairer	26.06
99842 - Vending Machine Repairer Helper	20.74

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

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

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

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

WD 15-4851 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.: 2015-4851
Director	Wage Determinations	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: Michigan

Area: Michigan County of Jackson

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.29
01012 - Accounting Clerk II		16.05
01013 - Accounting Clerk III		17.95
01020 - Administrative Assistant		23.71
01035 - Court Reporter		17.03
01041 - Customer Service Representative I		13.77
01042 - Customer Service Representative II		15.48
01043 - Customer Service Representative III		16.90
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.68
01060 - Dispatcher, Motor Vehicle		19.61
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.16
01112 - General Clerk II		14.36
01113 - General Clerk III		16.13
01120 - Housing Referral Assistant		18.97
01141 - Messenger Courier		12.42
01191 - Order Clerk I		13.63
01192 - Order Clerk II		14.87
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.16
01263 - Personnel Assistant (Employment) III		19.14
01270 - Production Control Clerk		21.67
01290 - Rental Clerk		14.44
01300 - Scheduler, Maintenance		15.22
01311 - Secretary I		15.22
01312 - Secretary II		17.03
01313 - Secretary III		18.97

01320 - Service Order Dispatcher	17.13
01410 - Supply Technician	23.71
01420 - Survey Worker	18.40
01460 - Switchboard Operator/Receptionist	14.18
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	14.53
01612 - Word Processor II	17.58
01613 - Word Processor III	19.90
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.06
05010 - Automotive Electrician	21.05
05040 - Automotive Glass Installer	20.05
05070 - Automotive Worker	20.05
05110 - Mobile Equipment Servicer	18.05
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	20.05
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	17.04
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.05
05310 - Painter, Automotive	21.05
05340 - Radiator Repair Specialist	20.05
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.67
07041 - Cook I	16.28
07042 - Cook II	17.67
07070 - Dishwasher	13.43
07130 - Food Service Worker	13.43
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	14.12
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.63
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	20.63
09090 - Furniture Refinisher Helper	17.43
09110 - Furniture Repairer, Minor	19.06
09130 - Upholsterer	20.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.95
11060 - Elevator Operator	12.95
11090 - Gardener	15.98
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer, Grounds Maintenance	13.86
11240 - Maid or Houseman	12.02
11260 - Pruner	14.77
11270 - Tractor Operator	15.57
11330 - Trail Maintenance Worker	13.86
11360 - Window Cleaner	13.86
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	20.33
12012 - Certified Occupational Therapist Assistant	22.65
12015 - Certified Physical Therapist Assistant	26.06
12020 - Dental Assistant	18.02
12025 - Dental Hygienist	33.17
12030 - EKG Technician	30.81

12035 - Electroneurodiagnostic Technologist	30.81
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	18.18
12072 - Licensed Practical Nurse II	20.33
12073 - Licensed Practical Nurse III	22.66
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	19.05
12160 - Medical Record Clerk	15.81
12190 - Medical Record Technician	24.96
12195 - Medical Transcriptionist	17.46
12210 - Nuclear Medicine Technologist	39.73
12221 - Nursing Assistant I	11.36
12222 - Nursing Assistant II	12.77
12223 - Nursing Assistant III	13.94
12224 - Nursing Assistant IV	15.65
12235 - Optical Dispenser	19.75
12236 - Optical Technician	17.30
12250 - Pharmacy Technician	16.28
12280 - Phlebotomist	15.73
12305 - Radiologic Technologist	26.77
12311 - Registered Nurse I	24.60
12312 - Registered Nurse II	30.09
12313 - Registered Nurse II, Specialist	30.09
12314 - Registered Nurse III	36.40
12315 - Registered Nurse III, Anesthetist	36.40
12316 - Registered Nurse IV	43.34
12317 - Scheduler (Drug and Alcohol Testing)	25.18
12320 - Substance Abuse Treatment Counselor	25.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.12
13013 - Exhibits Specialist III	27.06
13041 - Illustrator I	17.85
13042 - Illustrator II	22.12
13043 - Illustrator III	27.06
13047 - Librarian	24.50
13050 - Library Aide/Clerk	13.54
13054 - Library Information Technology Systems Administrator	22.12
13058 - Library Technician	13.81
13061 - Media Specialist I	15.96
13062 - Media Specialist II	17.85
13063 - Media Specialist III	19.90
13071 - Photographer I	15.11
13072 - Photographer II	17.05
13073 - Photographer III	20.93
13074 - Photographer IV	25.62
13075 - Photographer V	30.99
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	16.65
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.12
14042 - Computer Operator II	19.15
14043 - Computer Operator III	21.36
14044 - Computer Operator IV	23.73
14045 - Computer Operator V	26.27
14071 - Computer Programmer I	(see 1) 21.24
14072 - Computer Programmer II	(see 1) 26.32
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.12
14160 - Personal Computer Support Technician		23.73
14170 - System Support Specialist		23.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.57
15020 - Aircrew Training Devices Instructor (Rated)		38.19
15030 - Air Crew Training Devices Instructor (Pilot)		45.78
15050 - Computer Based Training Specialist / Instructor		31.57
15060 - Educational Technologist		33.22
15070 - Flight Instructor (Pilot)		45.78
15080 - Graphic Artist		23.38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.78
15086 - Maintenance Test Pilot, Rotary Wing		45.78
15088 - Non-Maintenance Test/Co-Pilot		45.78
15090 - Technical Instructor		24.30
15095 - Technical Instructor/Course Developer		29.73
15110 - Test Proctor		19.97
15120 - Tutor		19.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.58
16030 - Counter Attendant		10.58
16040 - Dry Cleaner		13.94
16070 - Finisher, Flatwork, Machine		10.58
16090 - Presser, Hand		10.58
16110 - Presser, Machine, Drycleaning		10.58
16130 - Presser, Machine, Shirts		10.58
16160 - Presser, Machine, Wearing Apparel, Laundry		10.58
16190 - Sewing Machine Operator		15.18
16220 - Tailor		16.37
16250 - Washer, Machine		11.73
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.43
19040 - Tool And Die Maker		25.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.27
21030 - Material Coordinator		21.67
21040 - Material Expediter		21.67
21050 - Material Handling Laborer		14.29
21071 - Order Filler		15.26
21080 - Production Line Worker (Food Processing)		20.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		14.64
21140 - Store Worker I		14.96
21150 - Stock Clerk		18.39
21210 - Tools And Parts Attendant		17.80
21410 - Warehouse Specialist		19.79
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.77
23019 - Aircraft Logs and Records Technician		19.88
23021 - Aircraft Mechanic I		22.73
23022 - Aircraft Mechanic II		23.77
23023 - Aircraft Mechanic III		24.81
23040 - Aircraft Mechanic Helper		18.22
23050 - Aircraft, Painter		21.77
23060 - Aircraft Servicer		19.88
23070 - Aircraft Survival Flight Equipment Technician		21.77
23080 - Aircraft Worker		20.70
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		20.70

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.73
23110 - Appliance Mechanic	21.62
23120 - Bicycle Repairer	18.43
23125 - Cable Splicer	26.31
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	21.72
23160 - Electrician, Maintenance	26.11
23181 - Electronics Technician Maintenance I	23.56
23182 - Electronics Technician Maintenance II	24.73
23183 - Electronics Technician Maintenance III	25.90
23260 - Fabric Worker	19.46
23290 - Fire Alarm System Mechanic	22.73
23310 - Fire Extinguisher Repairer	18.43
23311 - Fuel Distribution System Mechanic	24.15
23312 - Fuel Distribution System Operator	19.75
23370 - General Maintenance Worker	19.06
23380 - Ground Support Equipment Mechanic	22.73
23381 - Ground Support Equipment Servicer	19.88
23382 - Ground Support Equipment Worker	20.70
23391 - Gunsmith I	18.43
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.58
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.74
23430 - Heavy Equipment Mechanic	22.73
23440 - Heavy Equipment Operator	24.17
23460 - Instrument Mechanic	22.73
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	13.45
23510 - Locksmith	23.06
23530 - Machinery Maintenance Mechanic	24.94
23550 - Machinist, Maintenance	21.59
23580 - Maintenance Trades Helper	17.42
23591 - Metrology Technician I	22.73
23592 - Metrology Technician II	23.77
23593 - Metrology Technician III	24.81
23640 - Millwright	29.28
23710 - Office Appliance Repairer	20.96
23760 - Painter, Maintenance	21.62
23790 - Pipefitter, Maintenance	28.96
23810 - Plumber, Maintenance	27.54
23820 - Pneudraulic Systems Mechanic	22.73
23850 - Rigger	22.73
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	27.51
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	25.28
23932 - Telecommunications Mechanic II	26.15
23950 - Telephone Lineman	23.24
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	22.73
23970 - Woodcraft Worker	22.73
23980 - Woodworker	18.43
24000 - Personal Needs Occupations	
24550 - Case Manager	16.31
24570 - Child Care Attendant	11.59
24580 - Child Care Center Clerk	14.45
24610 - Chore Aide	12.62

24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	16.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	21.62
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	19.77
25210 - Water Treatment Plant Operator	21.62
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.72
27007 - Baggage Inspector	13.31
27008 - Corrections Officer	22.86
27010 - Court Security Officer	23.03
27030 - Detection Dog Handler	16.64
27040 - Detention Officer	22.86
27070 - Firefighter	19.42
27101 - Guard I	13.31
27102 - Guard II	16.64
27131 - Police Officer I	24.63
27132 - Police Officer II	27.37
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.81
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	14.55
28310 - Lifeguard	12.52
28350 - Park Attendant (Aide)	16.27
28510 - Recreation Aide/Health Facility Attendant	11.87
28515 - Recreation Specialist	20.15
28630 - Sports Official	12.96
28690 - Swimming Pool Operator	20.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.73
29020 - Hatch Tender	24.73
29030 - Line Handler	24.73
29041 - Stevedore I	23.74
29042 - Stevedore II	25.96
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	17.27
30022 - Archeological Technician II	19.32
30023 - Archeological Technician III	23.93
30030 - Cartographic Technician	23.93
30040 - Civil Engineering Technician	27.51
30051 - Cryogenic Technician I	24.79
30052 - Cryogenic Technician II	27.39
30061 - Drafter/CAD Operator I	17.27
30062 - Drafter/CAD Operator II	19.32
30063 - Drafter/CAD Operator III	21.53
30064 - Drafter/CAD Operator IV	26.51
30081 - Engineering Technician I	15.38
30082 - Engineering Technician II	17.27
30083 - Engineering Technician III	19.40
30084 - Engineering Technician IV	23.93
30085 - Engineering Technician V	28.40
30086 - Engineering Technician VI	34.36
30090 - Environmental Technician	23.93
30095 - Evidence Control Specialist	22.39

30210 - Laboratory Technician	21.53
30221 - Latent Fingerprint Technician I	24.79
30222 - Latent Fingerprint Technician II	27.39
30240 - Mathematical Technician	23.93
30361 - Paralegal/Legal Assistant I	18.32
30362 - Paralegal/Legal Assistant II	21.59
30363 - Paralegal/Legal Assistant III	26.41
30364 - Paralegal/Legal Assistant IV	31.96
30375 - Petroleum Supply Specialist	27.39
30390 - Photo-Optics Technician	23.93
30395 - Radiation Control Technician	27.39
30461 - Technical Writer I	23.93
30462 - Technical Writer II	29.28
30463 - Technical Writer III	35.09
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	26.51
30502 - Weather Forecaster II	32.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.53
30621 - Weather Observer, Senior	(see 2) 24.08
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.50
31030 - Bus Driver	18.38
31043 - Driver Courier	15.94
31260 - Parking and Lot Attendant	13.69
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	16.62
31361 - Truckdriver, Light	16.87
31362 - Truckdriver, Medium	17.81
31363 - Truckdriver, Heavy	21.92
31364 - Truckdriver, Tractor-Trailer	21.92
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.38
99050 - Desk Clerk	14.03
99095 - Embalmer	26.68
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.39
99252 - Laboratory Animal Caretaker II	14.18
99260 - Marketing Analyst	31.30
99310 - Mortician	26.68
99410 - Pest Controller	19.16
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	17.34
99711 - Recycling Specialist	19.67
99730 - Refuse Collector	16.20
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	14.77
99830 - Survey Party Chief	21.71
99831 - Surveying Aide	11.40
99832 - Surveying Technician	18.09
99840 - Vending Machine Attendant	19.56
99841 - Vending Machine Repairer	23.01
99842 - Vending Machine Repairer Helper	19.56

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 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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)).

WD 15-4741 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4741
Director	Wage Determinations		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: Ohio

Area: Ohio Counties of Fulton, Lucas, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.55
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		23.37
01035 - Court Reporter		22.78
01041 - Customer Service Representative I		11.55
01042 - Customer Service Representative II		12.99
01043 - Customer Service Representative III		14.18
01051 - Data Entry Operator I		12.70
01052 - Data Entry Operator II		13.86
01060 - Dispatcher, Motor Vehicle		17.55
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		12.63
01112 - General Clerk II		13.78
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		19.41
01141 - Messenger Courier		12.61
01191 - Order Clerk I		13.20
01192 - Order Clerk II		14.41
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.53
01270 - Production Control Clerk		22.38
01290 - Rental Clerk		10.82
01300 - Scheduler, Maintenance		15.39
01311 - Secretary I		15.39
01312 - Secretary II		17.22
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		15.68

01410 - Supply Technician	23.37
01420 - Survey Worker	14.69
01460 - Switchboard Operator/Receptionist	12.17
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	14.28
01612 - Word Processor II	16.04
01613 - Word Processor III	17.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.15
05010 - Automotive Electrician	18.56
05040 - Automotive Glass Installer	17.96
05070 - Automotive Worker	17.96
05110 - Mobile Equipment Servicer	16.78
05130 - Motor Equipment Metal Mechanic	21.00
05160 - Motor Equipment Metal Worker	19.75
05190 - Motor Vehicle Mechanic	18.61
05220 - Motor Vehicle Mechanic Helper	16.19
05250 - Motor Vehicle Upholstery Worker	19.09
05280 - Motor Vehicle Wrecker	20.36
05310 - Painter, Automotive	18.56
05340 - Radiator Repair Specialist	19.75
05370 - Tire Repairer	15.44
05400 - Transmission Repair Specialist	19.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.70
07041 - Cook I	12.90
07042 - Cook II	14.29
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.47
07210 - Meat Cutter	17.26
07260 - Waiter/Waitress	9.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.45
09040 - Furniture Handler	15.55
09080 - Furniture Refinisher	19.45
09090 - Furniture Refinisher Helper	16.96
09110 - Furniture Repairer, Minor	18.18
09130 - Upholsterer	19.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	11.21
11090 - Gardener	13.70
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer, Grounds Maintenance	11.14
11240 - Maid or Houseman	9.53
11260 - Pruner	12.00
11270 - Tractor Operator	12.96
11330 - Trail Maintenance Worker	11.14
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	14.73
12011 - Breath Alcohol Technician	18.65
12012 - Certified Occupational Therapist Assistant	27.17
12015 - Certified Physical Therapist Assistant	27.37
12020 - Dental Assistant	17.66
12025 - Dental Hygienist	31.44
12030 - EKG Technician	26.60
12035 - Electroneurodiagnostic Technologist	26.60
12040 - Emergency Medical Technician	14.73

12071 - Licensed Practical Nurse I	16.67
12072 - Licensed Practical Nurse II	18.65
12073 - Licensed Practical Nurse III	20.78
12100 - Medical Assistant	13.76
12130 - Medical Laboratory Technician	22.03
12160 - Medical Record Clerk	16.22
12190 - Medical Record Technician	18.15
12195 - Medical Transcriptionist	17.01
12210 - Nuclear Medicine Technologist	33.50
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	17.98
12236 - Optical Technician	16.67
12250 - Pharmacy Technician	13.32
12280 - Phlebotomist	15.96
12305 - Radiologic Technologist	27.92
12311 - Registered Nurse I	21.83
12312 - Registered Nurse II	26.70
12313 - Registered Nurse II, Specialist	26.70
12314 - Registered Nurse III	32.30
12315 - Registered Nurse III, Anesthetist	32.30
12316 - Registered Nurse IV	38.71
12317 - Scheduler (Drug and Alcohol Testing)	23.09
12320 - Substance Abuse Treatment Counselor	20.70
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.52
13012 - Exhibits Specialist II	24.20
13013 - Exhibits Specialist III	29.60
13041 - Illustrator I	19.52
13042 - Illustrator II	24.20
13043 - Illustrator III	29.60
13047 - Librarian	26.79
13050 - Library Aide/Clerk	11.52
13054 - Library Information Technology Systems Administrator	24.20
13058 - Library Technician	16.66
13061 - Media Specialist I	17.46
13062 - Media Specialist II	19.52
13063 - Media Specialist III	21.78
13071 - Photographer I	13.95
13072 - Photographer II	17.39
13073 - Photographer III	22.08
13074 - Photographer IV	23.71
13075 - Photographer V	28.67
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	19.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.66
14042 - Computer Operator II	17.52
14043 - Computer Operator III	19.70
14044 - Computer Operator IV	21.88
14045 - Computer Operator V	24.21
14071 - Computer Programmer I	(see 1) 19.94
14072 - Computer Programmer II	(see 1) 26.06
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.66

14160 - Personal Computer Support Technician	27.66
14170 - System Support Specialist	23.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.08
15020 - Aircrew Training Devices Instructor (Rated)	32.04
15030 - Air Crew Training Devices Instructor (Pilot)	38.40
15050 - Computer Based Training Specialist / Instructor	26.57
15060 - Educational Technologist	27.95
15070 - Flight Instructor (Pilot)	38.40
15080 - Graphic Artist	21.19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	37.81
15086 - Maintenance Test Pilot, Rotary Wing	37.81
15088 - Non-Maintenance Test/Co-Pilot	37.81
15090 - Technical Instructor	20.73
15095 - Technical Instructor/Course Developer	25.62
15110 - Test Proctor	16.91
15120 - Tutor	16.91
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.94
16070 - Finisher, Flatwork, Machine	10.58
16090 - Presser, Hand	10.58
16110 - Presser, Machine, Drycleaning	10.58
16130 - Presser, Machine, Shirts	10.58
16160 - Presser, Machine, Wearing Apparel, Laundry	10.58
16190 - Sewing Machine Operator	15.18
16220 - Tailor	16.37
16250 - Washer, Machine	11.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.53
19040 - Tool And Die Maker	27.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.45
21030 - Material Coordinator	22.38
21040 - Material Expediter	22.38
21050 - Material Handling Laborer	17.63
21071 - Order Filler	12.60
21080 - Production Line Worker (Food Processing)	17.45
21110 - Shipping Packer	15.18
21130 - Shipping/Receiving Clerk	15.18
21140 - Store Worker I	16.48
21150 - Stock Clerk	21.62
21210 - Tools And Parts Attendant	17.45
21410 - Warehouse Specialist	17.45
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.67
23019 - Aircraft Logs and Records Technician	26.91
23021 - Aircraft Mechanic I	30.59
23022 - Aircraft Mechanic II	31.67
23023 - Aircraft Mechanic III	32.75
23040 - Aircraft Mechanic Helper	24.28
23050 - Aircraft, Painter	28.72
23060 - Aircraft Servicer	26.91
23070 - Aircraft Survival Flight Equipment Technician	28.72
23080 - Aircraft Worker	27.85
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.85
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.59
23110 - Appliance Mechanic	18.71
23120 - Bicycle Repairer	18.68

23125 - Cable Splicer	27.03
23130 - Carpenter, Maintenance	22.75
23140 - Carpet Layer	24.29
23160 - Electrician, Maintenance	31.59
23181 - Electronics Technician Maintenance I	26.93
23182 - Electronics Technician Maintenance II	27.93
23183 - Electronics Technician Maintenance III	29.19
23260 - Fabric Worker	23.30
23290 - Fire Alarm System Mechanic	23.61
23310 - Fire Extinguisher Repairer	22.16
23311 - Fuel Distribution System Mechanic	29.73
23312 - Fuel Distribution System Operator	25.87
23370 - General Maintenance Worker	18.67
23380 - Ground Support Equipment Mechanic	30.59
23381 - Ground Support Equipment Servicer	26.91
23382 - Ground Support Equipment Worker	27.85
23391 - Gunsmith I	22.16
23392 - Gunsmith II	24.29
23393 - Gunsmith III	26.33
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.67
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.61
23430 - Heavy Equipment Mechanic	28.22
23440 - Heavy Equipment Operator	29.63
23460 - Instrument Mechanic	23.61
23465 - Laboratory/Shelter Mechanic	25.13
23470 - Laborer	18.30
23510 - Locksmith	25.13
23530 - Machinery Maintenance Mechanic	24.12
23550 - Machinist, Maintenance	24.87
23580 - Maintenance Trades Helper	16.96
23591 - Metrology Technician I	23.61
23592 - Metrology Technician II	24.47
23593 - Metrology Technician III	25.28
23640 - Millwright	32.35
23710 - Office Appliance Repairer	21.65
23760 - Painter, Maintenance	22.17
23790 - Pipefitter, Maintenance	34.56
23810 - Plumber, Maintenance	28.58
23820 - Pneudraulic Systems Mechanic	26.33
23850 - Rigger	26.33
23870 - Scale Mechanic	24.29
23890 - Sheet-Metal Worker, Maintenance	29.35
23910 - Small Engine Mechanic	18.81
23931 - Telecommunications Mechanic I	23.78
23932 - Telecommunications Mechanic II	24.65
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	18.49
23965 - Well Driller	26.33
23970 - Woodcraft Worker	26.33
23980 - Woodworker	22.16
24000 - Personal Needs Occupations	
24550 - Case Manager	15.86
24570 - Child Care Attendant	10.17
24580 - Child Care Center Clerk	12.68
24610 - Chore Aide	10.25
24620 - Family Readiness And Support Services Coordinator	15.86
24630 - Homemaker	15.86
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.33

25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	28.33
25190 - Ventilation Equipment Tender	21.88
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.78
27007 - Baggage Inspector	11.38
27008 - Corrections Officer	19.55
27010 - Court Security Officer	22.10
27030 - Detection Dog Handler	16.09
27040 - Detention Officer	19.55
27070 - Firefighter	19.68
27101 - Guard I	11.38
27102 - Guard II	15.52
27131 - Police Officer I	24.42
27132 - Police Officer II	27.13
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.28
28042 - Carnival Equipment Repairer	12.02
28043 - Carnival Worker	10.08
28210 - Gate Attendant/Gate Tender	14.02
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.69
28510 - Recreation Aide/Health Facility Attendant	11.44
28515 - Recreation Specialist	19.42
28630 - Sports Official	12.49
28690 - Swimming Pool Operator	16.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.10
29020 - Hatch Tender	22.10
29030 - Line Handler	22.10
29041 - Stevedore I	19.73
29042 - Stevedore II	23.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	16.84
30022 - Archeological Technician II	18.93
30023 - Archeological Technician III	23.77
30030 - Cartographic Technician	23.77
30040 - Civil Engineering Technician	25.39
30051 - Cryogenic Technician I	24.46
30052 - Cryogenic Technician II	27.02
30061 - Drafter/CAD Operator I	15.94
30062 - Drafter/CAD Operator II	17.88
30063 - Drafter/CAD Operator III	21.40
30064 - Drafter/CAD Operator IV	26.33
30081 - Engineering Technician I	16.55
30082 - Engineering Technician II	18.58
30083 - Engineering Technician III	20.79
30084 - Engineering Technician IV	25.75
30085 - Engineering Technician V	31.50
30086 - Engineering Technician VI	38.12
30090 - Environmental Technician	16.60
30095 - Evidence Control Specialist	22.08
30210 - Laboratory Technician	20.58
30221 - Latent Fingerprint Technician I	24.46
30222 - Latent Fingerprint Technician II	27.02
30240 - Mathematical Technician	23.77
30361 - Paralegal/Legal Assistant I	17.88
30362 - Paralegal/Legal Assistant II	22.15

30363 - Paralegal/Legal Assistant III	27.10
30364 - Paralegal/Legal Assistant IV	32.73
30375 - Petroleum Supply Specialist	27.02
30390 - Photo-Optics Technician	23.77
30395 - Radiation Control Technician	27.02
30461 - Technical Writer I	22.52
30462 - Technical Writer II	27.53
30463 - Technical Writer III	33.32
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	24.46
30502 - Weather Forecaster II	29.75
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.40
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.84
31030 - Bus Driver	20.02
31043 - Driver Courier	13.63
31260 - Parking and Lot Attendant	10.55
31290 - Shuttle Bus Driver	14.73
31310 - Taxi Driver	9.86
31361 - Truckdriver, Light	14.73
31362 - Truckdriver, Medium	18.98
31363 - Truckdriver, Heavy	20.22
31364 - Truckdriver, Tractor-Trailer	20.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.42
99050 - Desk Clerk	9.87
99095 - Embalmer	31.34
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	9.80
99252 - Laboratory Animal Caretaker II	10.45
99260 - Marketing Analyst	28.09
99310 - Mortician	31.34
99410 - Pest Controller	17.22
99510 - Photofinishing Worker	13.77
99710 - Recycling Laborer	17.67
99711 - Recycling Specialist	21.01
99730 - Refuse Collector	16.22
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	12.35
99830 - Survey Party Chief	20.20
99831 - Surveying Aide	13.72
99832 - Surveying Technician	19.73
99840 - Vending Machine Attendant	14.99
99841 - Vending Machine Repairer	16.62
99842 - Vending Machine Repairer Helper	14.99

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 8 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

WD 15-4865 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.: 2015-4865
Director	Wage Determinations	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: Michigan

Area: Michigan County of Saginaw

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		22.45
01035 - Court Reporter		17.07
01041 - Customer Service Representative I		10.81
01042 - Customer Service Representative II		12.16
01043 - Customer Service Representative III		13.27
01051 - Data Entry Operator I		12.21
01052 - Data Entry Operator II		13.61
01060 - Dispatcher, Motor Vehicle		15.61
01070 - Document Preparation Clerk		14.95
01090 - Duplicating Machine Operator		14.95
01111 - General Clerk I		12.84
01112 - General Clerk II		14.01
01113 - General Clerk III		15.73
01120 - Housing Referral Assistant		19.02
01141 - Messenger Courier		12.79
01191 - Order Clerk I		17.00
01192 - Order Clerk II		18.56
01261 - Personnel Assistant (Employment) I		16.72
01262 - Personnel Assistant (Employment) II		18.70
01263 - Personnel Assistant (Employment) III		20.86
01270 - Production Control Clerk		24.70
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.26
01311 - Secretary I		15.26
01312 - Secretary II		17.07
01313 - Secretary III		19.02
01320 - Service Order Dispatcher		14.39

01410 - Supply Technician	22.45
01420 - Survey Worker	14.60
01460 - Switchboard Operator/Receptionist	12.50
01531 - Travel Clerk I	13.02
01532 - Travel Clerk II	14.14
01533 - Travel Clerk III	15.31
01611 - Word Processor I	15.47
01612 - Word Processor II	17.37
01613 - Word Processor III	19.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.12
05010 - Automotive Electrician	20.14
05040 - Automotive Glass Installer	19.51
05070 - Automotive Worker	19.51
05110 - Mobile Equipment Servicer	18.27
05130 - Motor Equipment Metal Mechanic	20.76
05160 - Motor Equipment Metal Worker	19.51
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	17.65
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	19.51
05310 - Painter, Automotive	20.14
05340 - Radiator Repair Specialist	19.51
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	20.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.66
07041 - Cook I	12.59
07042 - Cook II	13.80
07070 - Dishwasher	10.00
07130 - Food Service Worker	10.41
07210 - Meat Cutter	17.13
07260 - Waiter/Waitress	10.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.21
09040 - Furniture Handler	17.06
09080 - Furniture Refinisher	23.21
09090 - Furniture Refinisher Helper	19.68
09110 - Furniture Repairer, Minor	21.77
09130 - Upholsterer	23.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.92
11060 - Elevator Operator	13.92
11090 - Gardener	14.60
11122 - Housekeeping Aide	13.92
11150 - Janitor	13.92
11210 - Laborer, Grounds Maintenance	13.01
11240 - Maid or Houseman	10.62
11260 - Pruner	12.00
11270 - Tractor Operator	14.64
11330 - Trail Maintenance Worker	13.01
11360 - Window Cleaner	14.76
12000 - Health Occupations	
12010 - Ambulance Driver	17.65
12011 - Breath Alcohol Technician	19.37
12012 - Certified Occupational Therapist Assistant	21.24
12015 - Certified Physical Therapist Assistant	22.27
12020 - Dental Assistant	16.19
12025 - Dental Hygienist	26.86
12030 - EKG Technician	26.98
12035 - Electroneurodiagnostic Technologist	26.98
12040 - Emergency Medical Technician	17.64

12071 - Licensed Practical Nurse I	17.32
12072 - Licensed Practical Nurse II	19.37
12073 - Licensed Practical Nurse III	21.59
12100 - Medical Assistant	12.98
12130 - Medical Laboratory Technician	17.49
12160 - Medical Record Clerk	17.10
12190 - Medical Record Technician	19.13
12195 - Medical Transcriptionist	15.93
12210 - Nuclear Medicine Technologist	41.48
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	17.04
12236 - Optical Technician	16.74
12250 - Pharmacy Technician	14.49
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	25.25
12311 - Registered Nurse I	23.28
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	34.84
12315 - Registered Nurse III, Anesthetist	34.84
12316 - Registered Nurse IV	41.76
12317 - Scheduler (Drug and Alcohol Testing)	23.99
12320 - Substance Abuse Treatment Counselor	12.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.10
13012 - Exhibits Specialist II	25.28
13013 - Exhibits Specialist III	30.92
13041 - Illustrator I	18.61
13042 - Illustrator II	23.45
13043 - Illustrator III	30.92
13047 - Librarian	25.96
13050 - Library Aide/Clerk	12.12
13054 - Library Information Technology Systems Administrator	25.57
13058 - Library Technician	15.73
13061 - Media Specialist I	16.32
13062 - Media Specialist II	18.25
13063 - Media Specialist III	20.36
13071 - Photographer I	16.92
13072 - Photographer II	18.93
13073 - Photographer III	23.45
13074 - Photographer IV	28.69
13075 - Photographer V	34.71
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	16.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.20
14042 - Computer Operator II	15.89
14043 - Computer Operator III	17.72
14044 - Computer Operator IV	19.69
14045 - Computer Operator V	21.80
14071 - Computer Programmer I	(see 1) 20.41
14072 - Computer Programmer II	(see 1) 25.30
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 26.63
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.91

14160 - Personal Computer Support Technician	19.69
14170 - System Support Specialist	23.40
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.63
15020 - Aircrew Training Devices Instructor (Rated)	32.21
15030 - Air Crew Training Devices Instructor (Pilot)	37.82
15050 - Computer Based Training Specialist / Instructor	26.63
15060 - Educational Technologist	33.28
15070 - Flight Instructor (Pilot)	37.82
15080 - Graphic Artist	20.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.61
15086 - Maintenance Test Pilot, Rotary Wing	38.61
15088 - Non-Maintenance Test/Co-Pilot	38.61
15090 - Technical Instructor	20.16
15095 - Technical Instructor/Course Developer	24.64
15110 - Test Proctor	16.29
15120 - Tutor	16.29
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.58
16030 - Counter Attendant	10.58
16040 - Dry Cleaner	13.94
16070 - Finisher, Flatwork, Machine	10.58
16090 - Presser, Hand	10.58
16110 - Presser, Machine, Drycleaning	10.58
16130 - Presser, Machine, Shirts	10.58
16160 - Presser, Machine, Wearing Apparel, Laundry	10.58
16190 - Sewing Machine Operator	15.18
16220 - Tailor	16.37
16250 - Washer, Machine	11.73
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.11
19040 - Tool And Die Maker	25.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.74
21030 - Material Coordinator	24.70
21040 - Material Expediter	24.70
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.88
21080 - Production Line Worker (Food Processing)	20.74
21110 - Shipping Packer	19.25
21130 - Shipping/Receiving Clerk	19.25
21140 - Store Worker I	17.41
21150 - Stock Clerk	21.09
21210 - Tools And Parts Attendant	20.74
21410 - Warehouse Specialist	20.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.96
23019 - Aircraft Logs and Records Technician	22.31
23021 - Aircraft Mechanic I	25.21
23022 - Aircraft Mechanic II	25.96
23023 - Aircraft Mechanic III	26.84
23040 - Aircraft Mechanic Helper	19.90
23050 - Aircraft, Painter	25.66
23060 - Aircraft Servicer	22.31
23070 - Aircraft Survival Flight Equipment Technician	25.66
23080 - Aircraft Worker	23.26
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.26
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.21
23110 - Appliance Mechanic	21.73
23120 - Bicycle Repairer	20.34

23125 - Cable Splicer	25.21
23130 - Carpenter, Maintenance	23.21
23140 - Carpet Layer	22.48
23160 - Electrician, Maintenance	31.87
23181 - Electronics Technician Maintenance I	23.26
23182 - Electronics Technician Maintenance II	24.06
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	22.31
23290 - Fire Alarm System Mechanic	25.21
23310 - Fire Extinguisher Repairer	21.22
23311 - Fuel Distribution System Mechanic	25.21
23312 - Fuel Distribution System Operator	21.22
23370 - General Maintenance Worker	18.58
23380 - Ground Support Equipment Mechanic	25.21
23381 - Ground Support Equipment Servicer	22.31
23382 - Ground Support Equipment Worker	23.26
23391 - Gunsmith I	21.22
23392 - Gunsmith II	23.26
23393 - Gunsmith III	25.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.02
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.88
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	23.71
23460 - Instrument Mechanic	25.21
23465 - Laboratory/Shelter Mechanic	24.06
23470 - Laborer	15.09
23510 - Locksmith	24.06
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist, Maintenance	23.04
23580 - Maintenance Trades Helper	18.71
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	25.96
23593 - Metrology Technician III	26.84
23640 - Millwright	35.27
23710 - Office Appliance Repairer	24.06
23760 - Painter, Maintenance	21.10
23790 - Pipefitter, Maintenance	30.12
23810 - Plumber, Maintenance	27.95
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	25.21
23870 - Scale Mechanic	23.26
23890 - Sheet-Metal Worker, Maintenance	26.25
23910 - Small Engine Mechanic	23.26
23931 - Telecommunications Mechanic I	25.34
23932 - Telecommunications Mechanic II	26.09
23950 - Telephone Lineman	25.21
23960 - Welder, Combination, Maintenance	22.10
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	21.22
24000 - Personal Needs Occupations	
24550 - Case Manager	12.79
24570 - Child Care Attendant	9.66
24580 - Child Care Center Clerk	12.05
24610 - Chore Aide	10.65
24620 - Family Readiness And Support Services Coordinator	12.79
24630 - Homemaker	13.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.21

25040 - Sewage Plant Operator	23.00
25070 - Stationary Engineer	25.21
25190 - Ventilation Equipment Tender	19.90
25210 - Water Treatment Plant Operator	23.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.23
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	22.48
27010 - Court Security Officer	22.70
27030 - Detection Dog Handler	17.04
27040 - Detention Officer	22.48
27070 - Firefighter	20.55
27101 - Guard I	12.87
27102 - Guard II	17.04
27131 - Police Officer I	23.25
27132 - Police Officer II	25.85
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.56
28042 - Carnival Equipment Repairer	12.12
28043 - Carnival Worker	10.00
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	12.42
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.43
28515 - Recreation Specialist	17.50
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	19.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.72
29020 - Hatch Tender	27.72
29030 - Line Handler	27.72
29041 - Stevedore I	26.93
29042 - Stevedore II	28.96
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	17.25
30022 - Archeological Technician II	19.29
30023 - Archeological Technician III	23.43
30030 - Cartographic Technician	23.91
30040 - Civil Engineering Technician	22.19
30051 - Cryogenic Technician I	21.96
30052 - Cryogenic Technician II	24.26
30061 - Drafter/CAD Operator I	17.25
30062 - Drafter/CAD Operator II	19.29
30063 - Drafter/CAD Operator III	21.51
30064 - Drafter/CAD Operator IV	26.47
30081 - Engineering Technician I	16.36
30082 - Engineering Technician II	18.36
30083 - Engineering Technician III	20.53
30084 - Engineering Technician IV	25.45
30085 - Engineering Technician V	31.13
30086 - Engineering Technician VI	37.66
30090 - Environmental Technician	23.91
30095 - Evidence Control Specialist	19.82
30210 - Laboratory Technician	21.97
30221 - Latent Fingerprint Technician I	21.96
30222 - Latent Fingerprint Technician II	24.26
30240 - Mathematical Technician	23.91
30361 - Paralegal/Legal Assistant I	19.18
30362 - Paralegal/Legal Assistant II	23.75

30363 - Paralegal/Legal Assistant III	29.06
30364 - Paralegal/Legal Assistant IV	35.16
30375 - Petroleum Supply Specialist	24.26
30390 - Photo-Optics Technician	23.91
30395 - Radiation Control Technician	24.26
30461 - Technical Writer I	23.33
30462 - Technical Writer II	28.56
30463 - Technical Writer III	33.42
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	26.47
30502 - Weather Forecaster II	32.20
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.51
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.79
31030 - Bus Driver	18.65
31043 - Driver Courier	15.82
31260 - Parking and Lot Attendant	13.65
31290 - Shuttle Bus Driver	16.87
31310 - Taxi Driver	13.95
31361 - Truckdriver, Light	16.87
31362 - Truckdriver, Medium	17.73
31363 - Truckdriver, Heavy	19.94
31364 - Truckdriver, Tractor-Trailer	19.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.27
99050 - Desk Clerk	10.48
99095 - Embalmer	30.69
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.10
99252 - Laboratory Animal Caretaker II	12.75
99260 - Marketing Analyst	24.19
99310 - Mortician	31.98
99410 - Pest Controller	22.55
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	20.67
99711 - Recycling Specialist	22.40
99730 - Refuse Collector	18.59
99810 - Sales Clerk	10.46
99820 - School Crossing Guard	11.00
99830 - Survey Party Chief	20.05
99831 - Surveying Aide	11.46
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	21.42
99841 - Vending Machine Repairer	23.55
99842 - Vending Machine Repairer Helper	21.42

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 thirteen 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, Day after Thanksgiving, Christmas Eve, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

WD 15-4833 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.: 2015-4833
Director	Wage Determinations	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: Michigan

Area: Michigan County of Washtenaw

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.55
01013 - Accounting Clerk III		19.64
01020 - Administrative Assistant		27.50
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		14.49
01042 - Customer Service Representative II		16.28
01043 - Customer Service Representative III		17.77
01051 - Data Entry Operator I		13.85
01052 - Data Entry Operator II		15.12
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		15.38
01090 - Duplicating Machine Operator		15.38
01111 - General Clerk I		13.78
01112 - General Clerk II		15.04
01113 - General Clerk III		16.87
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		12.14
01191 - Order Clerk I		15.58
01192 - Order Clerk II		17.41
01261 - Personnel Assistant (Employment) I		17.69
01262 - Personnel Assistant (Employment) II		19.80
01263 - Personnel Assistant (Employment) III		22.07
01270 - Production Control Clerk		23.85
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		19.04

01410 - Supply Technician	27.50
01420 - Survey Worker	18.56
01460 - Switchboard Operator/Receptionist	13.67
01531 - Travel Clerk I	13.05
01532 - Travel Clerk II	14.18
01533 - Travel Clerk III	15.34
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.60
05010 - Automotive Electrician	26.29
05040 - Automotive Glass Installer	25.45
05070 - Automotive Worker	25.45
05110 - Mobile Equipment Servicer	23.62
05130 - Motor Equipment Metal Mechanic	27.32
05160 - Motor Equipment Metal Worker	25.45
05190 - Motor Vehicle Mechanic	27.32
05220 - Motor Vehicle Mechanic Helper	22.16
05250 - Motor Vehicle Upholstery Worker	24.51
05280 - Motor Vehicle Wrecker	25.45
05310 - Painter, Automotive	26.29
05340 - Radiator Repair Specialist	25.45
05370 - Tire Repairer	22.14
05400 - Transmission Repair Specialist	27.32
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.07
07041 - Cook I	14.22
07042 - Cook II	15.32
07070 - Dishwasher	11.35
07130 - Food Service Worker	11.35
07210 - Meat Cutter	17.36
07260 - Waiter/Waitress	12.05
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.28
09040 - Furniture Handler	19.18
09080 - Furniture Refinisher	25.28
09090 - Furniture Refinisher Helper	22.13
09110 - Furniture Repairer, Minor	23.71
09130 - Upholsterer	25.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91
11060 - Elevator Operator	16.23
11090 - Gardener	17.80
11122 - Housekeeping Aide	16.21
11150 - Janitor	16.23
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.07
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	17.23
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	21.69
12012 - Certified Occupational Therapist Assistant	26.83
12015 - Certified Physical Therapist Assistant	23.43
12020 - Dental Assistant	19.56
12025 - Dental Hygienist	35.19
12030 - EKG Technician	28.77
12035 - Electroneurodiagnostic Technologist	28.77
12040 - Emergency Medical Technician	17.90

12071 - Licensed Practical Nurse I	19.37
12072 - Licensed Practical Nurse II	21.69
12073 - Licensed Practical Nurse III	24.12
12100 - Medical Assistant	15.43
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	19.51
12190 - Medical Record Technician	23.56
12195 - Medical Transcriptionist	19.34
12210 - Nuclear Medicine Technologist	37.10
12221 - Nursing Assistant I	11.98
12222 - Nursing Assistant II	13.46
12223 - Nursing Assistant III	14.69
12224 - Nursing Assistant IV	16.48
12235 - Optical Dispenser	19.36
12236 - Optical Technician	19.37
12250 - Pharmacy Technician	17.43
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	28.05
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	26.80
12320 - Substance Abuse Treatment Counselor	32.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.43
13012 - Exhibits Specialist II	30.26
13013 - Exhibits Specialist III	37.02
13041 - Illustrator I	23.37
13042 - Illustrator II	28.95
13043 - Illustrator III	35.42
13047 - Librarian	33.51
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	30.26
13058 - Library Technician	18.56
13061 - Media Specialist I	21.83
13062 - Media Specialist II	24.43
13063 - Media Specialist III	27.23
13071 - Photographer I	19.42
13072 - Photographer II	22.61
13073 - Photographer III	29.56
13074 - Photographer IV	34.28
13075 - Photographer V	39.82
13090 - Technical Order Library Clerk	17.19
13110 - Video Teleconference Technician	21.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.74
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.16
14044 - Computer Operator IV	23.46
14045 - Computer Operator V	25.58
14071 - Computer Programmer I	(see 1) 22.60
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	16.74

14160 - Personal Computer Support Technician	23.46
14170 - System Support Specialist	31.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.52
15020 - Aircrew Training Devices Instructor (Rated)	39.35
15030 - Air Crew Training Devices Instructor (Pilot)	45.62
15050 - Computer Based Training Specialist / Instructor	32.52
15060 - Educational Technologist	30.30
15070 - Flight Instructor (Pilot)	45.62
15080 - Graphic Artist	25.87
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.74
15086 - Maintenance Test Pilot, Rotary Wing	44.74
15088 - Non-Maintenance Test/Co-Pilot	44.74
15090 - Technical Instructor	24.59
15095 - Technical Instructor/Course Developer	32.69
15110 - Test Proctor	21.80
15120 - Tutor	21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.64
16030 - Counter Attendant	10.64
16040 - Dry Cleaner	14.35
16070 - Finisher, Flatwork, Machine	10.64
16090 - Presser, Hand	10.64
16110 - Presser, Machine, Drycleaning	10.64
16130 - Presser, Machine, Shirts	10.64
16160 - Presser, Machine, Wearing Apparel, Laundry	10.64
16190 - Sewing Machine Operator	15.62
16220 - Tailor	16.84
16250 - Washer, Machine	11.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.95
19040 - Tool And Die Maker	30.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.65
21030 - Material Coordinator	24.54
21040 - Material Expediter	24.54
21050 - Material Handling Laborer	15.24
21071 - Order Filler	15.25
21080 - Production Line Worker (Food Processing)	20.65
21110 - Shipping Packer	17.34
21130 - Shipping/Receiving Clerk	17.34
21140 - Store Worker I	18.14
21150 - Stock Clerk	23.06
21210 - Tools And Parts Attendant	20.65
21410 - Warehouse Specialist	20.65
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.20
23019 - Aircraft Logs and Records Technician	22.27
23021 - Aircraft Mechanic I	26.35
23022 - Aircraft Mechanic II	27.20
23023 - Aircraft Mechanic III	28.07
23040 - Aircraft Mechanic Helper	19.65
23050 - Aircraft, Painter	25.57
23060 - Aircraft Servicer	22.27
23070 - Aircraft Survival Flight Equipment Technician	25.57
23080 - Aircraft Worker	23.38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.35
23110 - Appliance Mechanic	23.56
23120 - Bicycle Repairer	21.31

23125 - Cable Splicer	30.70
23130 - Carpenter, Maintenance	28.60
23140 - Carpet Layer	25.42
23160 - Electrician, Maintenance	35.26
23181 - Electronics Technician Maintenance I	27.90
23182 - Electronics Technician Maintenance II	28.81
23183 - Electronics Technician Maintenance III	29.83
23260 - Fabric Worker	24.48
23290 - Fire Alarm System Mechanic	27.19
23310 - Fire Extinguisher Repairer	23.59
23311 - Fuel Distribution System Mechanic	29.16
23312 - Fuel Distribution System Operator	25.05
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	26.35
23381 - Ground Support Equipment Servicer	22.27
23382 - Ground Support Equipment Worker	23.38
23391 - Gunsmith I	23.59
23392 - Gunsmith II	25.42
23393 - Gunsmith III	27.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.68
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.56
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	25.52
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	26.25
23470 - Laborer	16.69
23510 - Locksmith	25.78
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.99
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	29.73
23593 - Metrology Technician III	30.69
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	31.83
23810 - Plumber, Maintenance	30.74
23820 - Pneudraulic Systems Mechanic	27.19
23850 - Rigger	27.19
23870 - Scale Mechanic	25.42
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	25.42
23931 - Telecommunications Mechanic I	26.78
23932 - Telecommunications Mechanic II	27.49
23950 - Telephone Lineman	27.19
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	27.19
23970 - Woodcraft Worker	27.19
23980 - Woodworker	23.59
24000 - Personal Needs Occupations	
24550 - Case Manager	17.41
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	17.41
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.00

25040 - Sewage Plant Operator	27.56
25070 - Stationary Engineer	28.00
25190 - Ventilation Equipment Tender	22.13
25210 - Water Treatment Plant Operator	27.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.82
27007 - Baggage Inspector	14.07
27008 - Corrections Officer	26.01
27010 - Court Security Officer	26.62
27030 - Detection Dog Handler	18.96
27040 - Detention Officer	26.01
27070 - Firefighter	23.40
27101 - Guard I	14.07
27102 - Guard II	18.96
27131 - Police Officer I	27.65
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	17.46
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.42
29020 - Hatch Tender	25.42
29030 - Line Handler	25.42
29041 - Stevedore I	24.48
29042 - Stevedore II	26.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.98
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.26
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.12
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	28.51
30051 - Cryogenic Technician I	25.96
30052 - Cryogenic Technician II	28.67
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	24.21
30084 - Engineering Technician IV	30.00
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	28.63
30095 - Evidence Control Specialist	23.43
30210 - Laboratory Technician	22.21
30221 - Latent Fingerprint Technician I	25.96
30222 - Latent Fingerprint Technician II	28.67
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86

30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	28.67
30390 - Photo-Optics Technician	28.08
30395 - Radiation Control Technician	28.67
30461 - Technical Writer I	25.64
30462 - Technical Writer II	31.37
30463 - Technical Writer III	37.95
30491 - Unexploded Ordnance (UXO) Technician I	26.05
30492 - Unexploded Ordnance (UXO) Technician II	31.51
30493 - Unexploded Ordnance (UXO) Technician III	37.77
30494 - Unexploded (UXO) Safety Escort	26.05
30495 - Unexploded (UXO) Sweep Personnel	26.05
30501 - Weather Forecaster I	30.82
30502 - Weather Forecaster II	37.49
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.05
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.51
31020 - Bus Aide	14.35
31030 - Bus Driver	18.31
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	13.20
31290 - Shuttle Bus Driver	18.55
31310 - Taxi Driver	13.70
31361 - Truckdriver, Light	18.08
31362 - Truckdriver, Medium	19.61
31363 - Truckdriver, Heavy	21.82
31364 - Truckdriver, Tractor-Trailer	21.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.36
99030 - Cashier	10.62
99050 - Desk Clerk	10.72
99095 - Embalmer	28.35
99130 - Flight Follower	26.05
99251 - Laboratory Animal Caretaker I	15.15
99252 - Laboratory Animal Caretaker II	16.50
99260 - Marketing Analyst	29.57
99310 - Mortician	28.35
99410 - Pest Controller	24.67
99510 - Photofinishing Worker	15.49
99710 - Recycling Laborer	18.24
99711 - Recycling Specialist	20.06
99730 - Refuse Collector	18.50
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.11
99830 - Survey Party Chief	22.62
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	24.70
99841 - Vending Machine Repairer	27.26
99842 - Vending Machine Repairer Helper	24.70

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 20 years.

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

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

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

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

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

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

specifications;

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

WD 15-4839 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.: 2015-4839
Director	Wage Determinations	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: Michigan

Area: Michigan County of Wayne

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.83
01012 - Accounting Clerk II		16.64
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		27.41
01035 - Court Reporter		20.18
01041 - Customer Service Representative I		12.67
01042 - Customer Service Representative II		14.23
01043 - Customer Service Representative III		15.54
01051 - Data Entry Operator I		14.21
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		21.98
01070 - Document Preparation Clerk		17.26
01090 - Duplicating Machine Operator		17.26
01111 - General Clerk I		13.82
01112 - General Clerk II		15.09
01113 - General Clerk III		16.93
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		13.31
01191 - Order Clerk I		15.58
01192 - Order Clerk II		17.55
01261 - Personnel Assistant (Employment) I		17.30
01262 - Personnel Assistant (Employment) II		19.35
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		23.31
01290 - Rental Clerk		15.38
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		22.04

01320 - Service Order Dispatcher	19.04
01410 - Supply Technician	27.41
01420 - Survey Worker	18.56
01460 - Switchboard Operator/Receptionist	13.67
01531 - Travel Clerk I	13.05
01532 - Travel Clerk II	14.18
01533 - Travel Clerk III	15.34
01611 - Word Processor I	15.07
01612 - Word Processor II	16.92
01613 - Word Processor III	18.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.78
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.84
05070 - Automotive Worker	21.84
05110 - Mobile Equipment Servicer	20.43
05130 - Motor Equipment Metal Mechanic	23.31
05160 - Motor Equipment Metal Worker	21.84
05190 - Motor Vehicle Mechanic	23.31
05220 - Motor Vehicle Mechanic Helper	19.71
05250 - Motor Vehicle Upholstery Worker	21.12
05280 - Motor Vehicle Wrecker	21.84
05310 - Painter, Automotive	22.58
05340 - Radiator Repair Specialist	21.84
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	13.99
07042 - Cook II	15.07
07070 - Dishwasher	11.64
07130 - Food Service Worker	11.64
07210 - Meat Cutter	16.26
07260 - Waiter/Waitress	12.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.44
09040 - Furniture Handler	18.10
09080 - Furniture Refinisher	23.44
09090 - Furniture Refinisher Helper	20.50
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	23.44
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.97
11060 - Elevator Operator	14.97
11090 - Gardener	17.38
11122 - Housekeeping Aide	13.41
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.78
11240 - Maid or Houseman	12.13
11260 - Pruner	13.63
11270 - Tractor Operator	15.88
11330 - Trail Maintenance Worker	14.78
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12010 - Ambulance Driver	17.90
12011 - Breath Alcohol Technician	22.09
12012 - Certified Occupational Therapist Assistant	26.27
12015 - Certified Physical Therapist Assistant	23.14
12020 - Dental Assistant	17.15
12025 - Dental Hygienist	32.36
12030 - EKG Technician	29.00

12035 - Electroneurodiagnostic Technologist	29.00
12040 - Emergency Medical Technician	17.90
12071 - Licensed Practical Nurse I	19.74
12072 - Licensed Practical Nurse II	22.09
12073 - Licensed Practical Nurse III	24.62
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	22.29
12160 - Medical Record Clerk	15.74
12190 - Medical Record Technician	19.47
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.56
12221 - Nursing Assistant I	11.98
12222 - Nursing Assistant II	13.46
12223 - Nursing Assistant III	14.69
12224 - Nursing Assistant IV	16.49
12235 - Optical Dispenser	19.36
12236 - Optical Technician	21.31
12250 - Pharmacy Technician	17.78
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	26.87
12311 - Registered Nurse I	29.83
12312 - Registered Nurse II	32.20
12313 - Registered Nurse II, Specialist	32.20
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.92
12317 - Scheduler (Drug and Alcohol Testing)	27.36
12320 - Substance Abuse Treatment Counselor	16.75
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.47
13012 - Exhibits Specialist II	26.61
13013 - Exhibits Specialist III	32.54
13041 - Illustrator I	25.01
13042 - Illustrator II	30.40
13043 - Illustrator III	35.82
13047 - Librarian	30.28
13050 - Library Aide/Clerk	13.49
13054 - Library Information Technology Systems Administrator	27.34
13058 - Library Technician	18.56
13061 - Media Specialist I	18.54
13062 - Media Specialist II	20.75
13063 - Media Specialist III	23.13
13071 - Photographer I	19.42
13072 - Photographer II	22.83
13073 - Photographer III	29.56
13074 - Photographer IV	34.28
13075 - Photographer V	39.82
13090 - Technical Order Library Clerk	17.19
13110 - Video Teleconference Technician	21.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.16
14042 - Computer Operator II	19.20
14043 - Computer Operator III	21.40
14044 - Computer Operator IV	23.77
14045 - Computer Operator V	26.33
14071 - Computer Programmer I	(see 1) 22.60
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.16
14160 - Personal Computer Support Technician		23.77
14170 - System Support Specialist		30.79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.52
15020 - Aircrew Training Devices Instructor (Rated)		39.35
15030 - Air Crew Training Devices Instructor (Pilot)		50.79
15050 - Computer Based Training Specialist / Instructor		32.52
15060 - Educational Technologist		33.33
15070 - Flight Instructor (Pilot)		50.79
15080 - Graphic Artist		30.61
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.42
15086 - Maintenance Test Pilot, Rotary Wing		45.42
15088 - Non-Maintenance Test/Co-Pilot		45.42
15090 - Technical Instructor		26.84
15095 - Technical Instructor/Course Developer		32.69
15110 - Test Proctor		21.80
15120 - Tutor		21.80
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.64
16030 - Counter Attendant		10.64
16040 - Dry Cleaner		14.35
16070 - Finisher, Flatwork, Machine		10.64
16090 - Presser, Hand		10.64
16110 - Presser, Machine, Drycleaning		10.64
16130 - Presser, Machine, Shirts		10.64
16160 - Presser, Machine, Wearing Apparel, Laundry		10.64
16190 - Sewing Machine Operator		15.62
16220 - Tailor		16.84
16250 - Washer, Machine		11.86
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.86
19040 - Tool And Die Maker		31.64
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.65
21030 - Material Coordinator		24.54
21040 - Material Expediter		24.54
21050 - Material Handling Laborer		18.05
21071 - Order Filler		15.92
21080 - Production Line Worker (Food Processing)		20.65
21110 - Shipping Packer		17.34
21130 - Shipping/Receiving Clerk		17.34
21140 - Store Worker I		18.14
21150 - Stock Clerk		23.06
21210 - Tools And Parts Attendant		20.65
21410 - Warehouse Specialist		20.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.32
23019 - Aircraft Logs and Records Technician		25.49
23021 - Aircraft Mechanic I		28.41
23022 - Aircraft Mechanic II		29.32
23023 - Aircraft Mechanic III		30.84
23040 - Aircraft Mechanic Helper		23.05
23050 - Aircraft, Painter		27.34
23060 - Aircraft Servicer		25.49
23070 - Aircraft Survival Flight Equipment Technician		27.34
23080 - Aircraft Worker		26.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.47
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.41
23110 - Appliance Mechanic	23.44
23120 - Bicycle Repairer	20.53
23125 - Cable Splicer	33.63
23130 - Carpenter, Maintenance	27.62
23140 - Carpet Layer	25.41
23160 - Electrician, Maintenance	33.11
23181 - Electronics Technician Maintenance I	27.09
23182 - Electronics Technician Maintenance II	27.98
23183 - Electronics Technician Maintenance III	31.31
23260 - Fabric Worker	24.65
23290 - Fire Alarm System Mechanic	25.31
23310 - Fire Extinguisher Repairer	23.76
23311 - Fuel Distribution System Mechanic	31.00
23312 - Fuel Distribution System Operator	26.94
23370 - General Maintenance Worker	23.96
23380 - Ground Support Equipment Mechanic	28.41
23381 - Ground Support Equipment Servicer	25.49
23382 - Ground Support Equipment Worker	26.47
23391 - Gunsmith I	23.76
23392 - Gunsmith II	25.60
23393 - Gunsmith III	27.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.96
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.71
23430 - Heavy Equipment Mechanic	29.63
23440 - Heavy Equipment Operator	27.30
23460 - Instrument Mechanic	29.03
23465 - Laboratory/Shelter Mechanic	26.44
23470 - Laborer	16.69
23510 - Locksmith	26.44
23530 - Machinery Maintenance Mechanic	28.66
23550 - Machinist, Maintenance	27.99
23580 - Maintenance Trades Helper	19.60
23591 - Metrology Technician I	29.03
23592 - Metrology Technician II	29.96
23593 - Metrology Technician III	30.88
23640 - Millwright	34.10
23710 - Office Appliance Repairer	24.76
23760 - Painter, Maintenance	26.60
23790 - Pipefitter, Maintenance	30.32
23810 - Plumber, Maintenance	29.24
23820 - Pneudraulic Systems Mechanic	27.48
23850 - Rigger	28.18
23870 - Scale Mechanic	25.60
23890 - Sheet-Metal Worker, Maintenance	29.24
23910 - Small Engine Mechanic	25.41
23931 - Telecommunications Mechanic I	30.60
23932 - Telecommunications Mechanic II	31.57
23950 - Telephone Lineman	27.48
23960 - Welder, Combination, Maintenance	26.46
23965 - Well Driller	27.48
23970 - Woodcraft Worker	27.48
23980 - Woodworker	23.76
24000 - Personal Needs Occupations	
24550 - Case Manager	16.29
24570 - Child Care Attendant	13.85
24580 - Child Care Center Clerk	18.10
24610 - Chore Aide	11.03

24620 - Family Readiness And Support Services Coordinator	16.29
24630 - Homemaker	19.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.58
25040 - Sewage Plant Operator	25.78
25070 - Stationary Engineer	30.58
25190 - Ventilation Equipment Tender	24.81
25210 - Water Treatment Plant Operator	25.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.29
27007 - Baggage Inspector	12.93
27008 - Corrections Officer	23.65
27010 - Court Security Officer	23.72
27030 - Detection Dog Handler	19.75
27040 - Detention Officer	23.65
27070 - Firefighter	23.40
27101 - Guard I	12.93
27102 - Guard II	19.75
27131 - Police Officer I	28.25
27132 - Police Officer II	31.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.14
28042 - Carnival Equipment Repairer	14.65
28043 - Carnival Worker	12.22
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.16
28515 - Recreation Specialist	17.03
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.55
29020 - Hatch Tender	26.55
29030 - Line Handler	26.55
29041 - Stevedore I	25.57
29042 - Stevedore II	27.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.98
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.26
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.12
30021 - Archeological Technician I	20.08
30022 - Archeological Technician II	22.47
30023 - Archeological Technician III	27.83
30030 - Cartographic Technician	27.83
30040 - Civil Engineering Technician	27.83
30051 - Cryogenic Technician I	27.56
30052 - Cryogenic Technician II	30.44
30061 - Drafter/CAD Operator I	20.08
30062 - Drafter/CAD Operator II	22.47
30063 - Drafter/CAD Operator III	25.05
30064 - Drafter/CAD Operator IV	30.82
30081 - Engineering Technician I	18.36
30082 - Engineering Technician II	21.64
30083 - Engineering Technician III	25.16
30084 - Engineering Technician IV	31.16
30085 - Engineering Technician V	36.70
30086 - Engineering Technician VI	44.38
30090 - Environmental Technician	25.46
30095 - Evidence Control Specialist	24.88

30210 - Laboratory Technician	25.60
30221 - Latent Fingerprint Technician I	27.56
30222 - Latent Fingerprint Technician II	30.44
30240 - Mathematical Technician	27.83
30361 - Paralegal/Legal Assistant I	20.88
30362 - Paralegal/Legal Assistant II	25.86
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.28
30375 - Petroleum Supply Specialist	30.44
30390 - Photo-Optics Technician	27.83
30395 - Radiation Control Technician	30.44
30461 - Technical Writer I	25.25
30462 - Technical Writer II	30.90
30463 - Technical Writer III	36.08
30491 - Unexploded Ordnance (UXO) Technician I	26.05
30492 - Unexploded Ordnance (UXO) Technician II	31.51
30493 - Unexploded Ordnance (UXO) Technician III	37.77
30494 - Unexploded (UXO) Safety Escort	26.05
30495 - Unexploded (UXO) Sweep Personnel	26.05
30501 - Weather Forecaster I	27.56
30502 - Weather Forecaster II	33.51
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.05
30621 - Weather Observer, Senior	(see 2) 27.55
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.51
31020 - Bus Aide	15.19
31030 - Bus Driver	19.38
31043 - Driver Courier	17.03
31260 - Parking and Lot Attendant	12.47
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	13.66
31361 - Truckdriver, Light	18.08
31362 - Truckdriver, Medium	19.61
31363 - Truckdriver, Heavy	21.82
31364 - Truckdriver, Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.36
99030 - Cashier	10.62
99050 - Desk Clerk	11.40
99095 - Embalmer	32.26
99130 - Flight Follower	26.05
99251 - Laboratory Animal Caretaker I	13.63
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	42.10
99310 - Mortician	33.88
99410 - Pest Controller	17.53
99510 - Photofinishing Worker	18.74
99710 - Recycling Laborer	20.07
99711 - Recycling Specialist	23.15
99730 - Refuse Collector	18.52
99810 - Sales Clerk	12.17
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	24.92
99831 - Surveying Aide	12.97
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	18.85
99841 - Vending Machine Repairer	23.69
99842 - Vending Machine Repairer Helper	18.85

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, 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)).