

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4539
Daniel W. Simms	Division of	Revision No.: 9
Director	Wage Determinations	Date Of Last Revision: 07/30/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Baker Clay Duval Nassau Saint Johns

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.59
01012 - Accounting Clerk II		16.38
01013 - Accounting Clerk III		18.33
01020 - Administrative Assistant		23.80
01035 - Court Reporter		15.07
01041 - Customer Service Representative I		12.69
01042 - Customer Service Representative II		14.26
01043 - Customer Service Representative III		15.56
01051 - Data Entry Operator I		14.15
01052 - Data Entry Operator II		15.44
01060 - Dispatcher Motor Vehicle		17.85
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		12.87
01112 - General Clerk II		14.04
01113 - General Clerk III		18.09
01120 - Housing Referral Assistant		20.27
01141 - Messenger Courier		13.82
01191 - Order Clerk I		14.26
01192 - Order Clerk II		15.55
01261 - Personnel Assistant (Employment) I		15.99
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.94
01270 - Production Control Clerk		22.72
01290 - Rental Clerk		13.13
01300 - Scheduler Maintenance		16.26
01311 - Secretary I		16.26
01312 - Secretary II		18.19
01313 - Secretary III		20.27
01320 - Service Order Dispatcher		15.95
01410 - Supply Technician		23.80
01420 - Survey Worker		15.43
01460 - Switchboard Operator/Receptionist		13.39
01531 - Travel Clerk I		13.84

01532 - Travel Clerk II	15.10
01533 - Travel Clerk III	16.27
01611 - Word Processor I	13.73
01612 - Word Processor II	15.42
01613 - Word Processor III	17.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.96
05010 - Automotive Electrician	16.74
05040 - Automotive Glass Installer	15.55
05070 - Automotive Worker	15.55
05110 - Mobile Equipment Servicer	13.39
05130 - Motor Equipment Metal Mechanic	17.75
05160 - Motor Equipment Metal Worker	15.55
05190 - Motor Vehicle Mechanic	17.75
05220 - Motor Vehicle Mechanic Helper	12.32
05250 - Motor Vehicle Upholstery Worker	14.49
05280 - Motor Vehicle Wrecker	15.55
05310 - Painter Automotive	16.66
05340 - Radiator Repair Specialist	15.55
05370 - Tire Repairer	11.75
05400 - Transmission Repair Specialist	17.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.75
07041 - Cook I	12.67
07042 - Cook II	14.71
07070 - Dishwasher	10.47
07130 - Food Service Worker	11.75
07210 - Meat Cutter	16.48
07260 - Waiter/Waitress	10.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.75
09040 - Furniture Handler	10.93
09080 - Furniture Refinisher	17.97
09090 - Furniture Refinisher Helper	13.29
09110 - Furniture Repairer Minor	15.63
09130 - Upholsterer	17.36
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	11.30
11060 - Elevator Operator	11.30
11090 - Gardener	16.42
11122 - Housekeeping Aide	11.35
11150 - Janitor	11.35
11210 - Laborer Grounds Maintenance	12.42
11240 - Maid or Houseman	10.35
11260 - Pruner	11.03
11270 - Tractor Operator	15.10
11330 - Trail Maintenance Worker	12.42
11360 - Window Cleaner	12.78
12000 - Health Occupations	
12010 - Ambulance Driver	15.80
12011 - Breath Alcohol Technician	18.94
12012 - Certified Occupational Therapist Assistant	30.27
12015 - Certified Physical Therapist Assistant	29.62
12020 - Dental Assistant	19.15
12025 - Dental Hygienist	30.64
12030 - EKG Technician	24.46
12035 - Electroneurodiagnostic Technologist	24.46
12040 - Emergency Medical Technician	15.80
12071 - Licensed Practical Nurse I	16.92
12072 - Licensed Practical Nurse II	18.94
12073 - Licensed Practical Nurse III	21.10
12100 - Medical Assistant	15.02
12130 - Medical Laboratory Technician	20.83
12160 - Medical Record Clerk	15.17
12190 - Medical Record Technician	16.97
12195 - Medical Transcriptionist	17.76
12210 - Nuclear Medicine Technologist	36.18
12221 - Nursing Assistant I	11.27
12222 - Nursing Assistant II	12.67
12223 - Nursing Assistant III	13.83
12224 - Nursing Assistant IV	15.53
12235 - Optical Dispenser	20.08
12236 - Optical Technician	16.87
12250 - Pharmacy Technician	15.50

12280 - Phlebotomist	14.93
12305 - Radiologic Technologist	27.18
12311 - Registered Nurse I	23.83
12312 - Registered Nurse II	29.15
12313 - Registered Nurse II Specialist	29.15
12314 - Registered Nurse III	35.26
12315 - Registered Nurse III Anesthetist	35.26
12316 - Registered Nurse IV	42.26
12317 - Scheduler (Drug and Alcohol Testing)	23.45
12320 - Substance Abuse Treatment Counselor	20.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.09
13012 - Exhibits Specialist II	26.12
13013 - Exhibits Specialist III	31.95
13041 - Illustrator I	18.79
13042 - Illustrator II	23.29
13043 - Illustrator III	28.49
13047 - Librarian	28.93
13050 - Library Aide/Clerk	12.73
13054 - Library Information Technology Systems Administrator	26.12
13058 - Library Technician	17.49
13061 - Media Specialist I	18.85
13062 - Media Specialist II	21.09
13063 - Media Specialist III	23.51
13071 - Photographer I	14.92
13072 - Photographer II	17.18
13073 - Photographer III	20.68
13074 - Photographer IV	25.30
13075 - Photographer V	30.60
13090 - Technical Order Library Clerk	15.99
13110 - Video Teleconference Technician	19.04
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.45
14042 - Computer Operator II	17.29
14043 - Computer Operator III	19.28
14044 - Computer Operator IV	21.42

14045 - Computer Operator V		23.72
14071 - Computer Programmer I	(see 1)	24.20
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.45
14160 - Personal Computer Support Technician		21.42
14170 - System Support Specialist		29.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.19
15020 - Aircrew Training Devices Instructor (Rated)		34.10
15030 - Air Crew Training Devices Instructor (Pilot)		39.61
15050 - Computer Based Training Specialist / Instructor		28.19
15060 - Educational Technologist		30.86
15070 - Flight Instructor (Pilot)		39.61
15080 - Graphic Artist		22.77
15085 - Maintenance Test Pilot Fixed Jet/Prop		38.12
15086 - Maintenance Test Pilot Rotary Wing		38.12
15088 - Non-Maintenance Test/Co-Pilot		38.12
15090 - Technical Instructor		22.58
15095 - Technical Instructor/Course Developer		27.62
15110 - Test Proctor		18.22
15120 - Tutor		18.22
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		9.73
16030 - Counter Attendant		9.73
16040 - Dry Cleaner		12.42
16070 - Finisher Flatwork Machine		9.73
16090 - Presser Hand		9.73
16110 - Presser Machine Drycleaning		9.73
16130 - Presser Machine Shirts		9.73
16160 - Presser Machine Wearing Apparel Laundry		9.73
16190 - Sewing Machine Operator		13.24
16220 - Tailor		14.05

16250 - Washer Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.86
19040 - Tool And Die Maker	21.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.33
21030 - Material Coordinator	22.72
21040 - Material Expediter	22.72
21050 - Material Handling Laborer	13.26
21071 - Order Filler	11.96
21080 - Production Line Worker (Food Processing)	16.62
21110 - Shipping Packer	15.48
21130 - Shipping/Receiving Clerk	15.48
21140 - Store Worker I	10.85
21150 - Stock Clerk	15.48
21210 - Tools And Parts Attendant	17.33
21410 - Warehouse Specialist	17.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.83
23019 - Aircraft Logs and Records Technician	21.43
23021 - Aircraft Mechanic I	26.25
23022 - Aircraft Mechanic II	27.83
23023 - Aircraft Mechanic III	29.44
23040 - Aircraft Mechanic Helper	18.22
23050 - Aircraft Painter	24.63
23060 - Aircraft Servicer	21.43
23070 - Aircraft Survival Flight Equipment Technician	24.63
23080 - Aircraft Worker	22.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.25
23110 - Appliance Mechanic	18.66
23120 - Bicycle Repairer	17.12
23125 - Cable Splicer	31.20
23130 - Carpenter Maintenance	18.86
23140 - Carpet Layer	19.87

23160 - Electrician Maintenance	22.34
23181 - Electronics Technician Maintenance I	24.08
23182 - Electronics Technician Maintenance II	25.81
23183 - Electronics Technician Maintenance III	27.51
23260 - Fabric Worker	18.52
23290 - Fire Alarm System Mechanic	21.42
23310 - Fire Extinguisher Repairer	17.12
23311 - Fuel Distribution System Mechanic	25.02
23312 - Fuel Distribution System Operator	18.88
23370 - General Maintenance Worker	16.61
23380 - Ground Support Equipment Mechanic	26.25
23381 - Ground Support Equipment Servicer	21.43
23382 - Ground Support Equipment Worker	22.99
23391 - Gunsmith I	17.12
23392 - Gunsmith II	19.87
23393 - Gunsmith III	22.19
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.72
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.96
23430 - Heavy Equipment Mechanic	24.48
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	26.93
23465 - Laboratory/Shelter Mechanic	21.29
23470 - Laborer	13.26
23510 - Locksmith	17.91
23530 - Machinery Maintenance Mechanic	26.63
23550 - Machinist Maintenance	20.97
23580 - Maintenance Trades Helper	13.52
23591 - Metrology Technician I	26.93
23592 - Metrology Technician II	28.55
23593 - Metrology Technician III	30.21
23640 - Millwright	24.85
23710 - Office Appliance Repairer	21.11
23760 - Painter Maintenance	17.08
23790 - Pipefitter Maintenance	22.76
23810 - Plumber Maintenance	21.36

23820 - Pneudraulic Systems Mechanic	22.69
23850 - Rigger	24.83
23870 - Scale Mechanic	19.87
23890 - Sheet-Metal Worker Maintenance	22.58
23910 - Small Engine Mechanic	18.78
23931 - Telecommunications Mechanic I	29.51
23932 - Telecommunications Mechanic II	31.28
23950 - Telephone Lineman	21.89
23960 - Welder Combination Maintenance	18.80
23965 - Well Driller	22.02
23970 - Woodcraft Worker	22.69
23980 - Woodworker	17.12
24000 - Personal Needs Occupations	
24550 - Case Manager	15.01
24570 - Child Care Attendant	11.45
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	10.88
24620 - Family Readiness And Support Services Coordinator	15.01
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.65
25040 - Sewage Plant Operator	28.59
25070 - Stationary Engineer	29.65
25190 - Ventilation Equipment Tender	20.59
25210 - Water Treatment Plant Operator	28.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.68
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	20.91
27010 - Court Security Officer	21.65
27030 - Detection Dog Handler	13.68
27040 - Detention Officer	20.91
27070 - Firefighter	17.66
27101 - Guard I	11.23
27102 - Guard II	13.68
27131 - Police Officer I	23.56

27132 - Police Officer II	26.19
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.73
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Worker	9.33
28210 - Gate Attendant/Gate Tender	14.25
28310 - Lifeguard	11.29
28350 - Park Attendant (Aide)	15.94
28510 - Recreation Aide/Health Facility Attendant	11.63
28515 - Recreation Specialist	19.74
28630 - Sports Official	12.69
28690 - Swimming Pool Operator	16.12
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.20
29020 - Hatch Tender	23.20
29030 - Line Handler	23.20
29041 - Stevedore I	21.63
29042 - Stevedore II	24.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	16.46
30022 - Archeological Technician II	18.41
30023 - Archeological Technician III	22.82
30030 - Cartographic Technician	22.82
30040 - Civil Engineering Technician	23.80
30051 - Cryogenic Technician I	25.27
30052 - Cryogenic Technician II	27.92
30061 - Drafter/CAD Operator I	16.46
30062 - Drafter/CAD Operator II	18.41
30063 - Drafter/CAD Operator III	20.54
30064 - Drafter/CAD Operator IV	25.27
30081 - Engineering Technician I	14.06
30082 - Engineering Technician II	16.57
30083 - Engineering Technician III	20.34
30084 - Engineering Technician IV	23.88

30085 - Engineering Technician V	29.16
30086 - Engineering Technician VI	35.34
30090 - Environmental Technician	21.21
30095 - Evidence Control Specialist	21.58
30210 - Laboratory Technician	25.87
30221 - Latent Fingerprint Technician I	22.94
30222 - Latent Fingerprint Technician II	25.34
30240 - Mathematical Technician	22.18
30361 - Paralegal/Legal Assistant I	18.17
30362 - Paralegal/Legal Assistant II	22.79
30363 - Paralegal/Legal Assistant III	27.87
30364 - Paralegal/Legal Assistant IV	33.75
30375 - Petroleum Supply Specialist	26.30
30390 - Photo-Optics Technician	22.82
30395 - Radiation Control Technician	26.39
30461 - Technical Writer I	24.23
30462 - Technical Writer II	29.65
30463 - Technical Writer III	35.86
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	25.27
30502 - Weather Forecaster II	30.74
30620 - Weather Observer Combined Upper Air Or	(see 2) 20.54
Surface Programs	
30621 - Weather Observer Senior	(see 2) 22.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	13.82
31030 - Bus Driver	18.11
31043 - Driver Courier	15.50
31260 - Parking and Lot Attendant	10.73
31290 - Shuttle Bus Driver	16.85
31310 - Taxi Driver	11.32
31361 - Truckdriver Light	16.85

31362 - Truckdriver Medium	18.23
31363 - Truckdriver Heavy	20.44
31364 - Truckdriver Tractor-Trailer	20.44
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.74
99050 - Desk Clerk	10.65
99095 - Embalmer	27.83
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.71
99252 - Laboratory Animal Caretaker II	14.89
99260 - Marketing Analyst	28.38
99310 - Mortician	27.83
99410 - Pest Controller	15.47
99510 - Photofinishing Worker	14.18
99710 - Recycling Laborer	18.47
99711 - Recycling Specialist	22.89
99730 - Refuse Collector	16.38
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	11.48
99830 - Survey Party Chief	24.84
99831 - Surveying Aide	14.07
99832 - Surveying Technician	19.28
99840 - Vending Machine Attendant	11.62
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.62

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard

Form 1444 (SF-1444) **

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4518
Daniel W. Simms	Division of	Revision No.: 12
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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: Georgia

Area: Georgia Counties of Atkinson Ben Hill Berrien Calhoun Clinch Coffee
Colquitt Cook Decatur Grady Irwin Mitchell Randolph Thomas Tift
Turner Ware

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.79
01012 - Accounting Clerk II		14.36
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		23.95
01035 - Court Reporter		15.35
01041 - Customer Service Representative I		10.59
01042 - Customer Service Representative II		11.91
01043 - Customer Service Representative III		13.00
01051 - Data Entry Operator I		10.94
01052 - Data Entry Operator II		12.38
01060 - Dispatcher Motor Vehicle		17.83
01070 - Document Preparation Clerk		12.22
01090 - Duplicating Machine Operator		12.22
01111 - General Clerk I		11.55
01112 - General Clerk II		12.60
01113 - General Clerk III		14.14
01120 - Housing Referral Assistant		17.11
01141 - Messenger Courier		10.73
01191 - Order Clerk I		11.84
01192 - Order Clerk II		14.83
01261 - Personnel Assistant (Employment) I		14.66
01262 - Personnel Assistant (Employment) II		16.40
01263 - Personnel Assistant (Employment) III		18.28
01270 - Production Control Clerk		24.99
01290 - Rental Clerk		12.42
01300 - Scheduler Maintenance		13.72
01311 - Secretary I		13.72
01312 - Secretary II		15.35
01313 - Secretary III		17.11
01320 - Service Order Dispatcher		16.31
01410 - Supply Technician		23.95
01420 - Survey Worker		15.14

01460 - Switchboard Operator/Receptionist	11.21
01531 - Travel Clerk I	12.58
01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.79
01611 - Word Processor I	12.24
01612 - Word Processor II	14.15
01613 - Word Processor III	15.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.65
05010 - Automotive Electrician	17.46
05040 - Automotive Glass Installer	16.55
05070 - Automotive Worker	16.55
05110 - Mobile Equipment Servicer	14.61
05130 - Motor Equipment Metal Mechanic	18.39
05160 - Motor Equipment Metal Worker	16.55
05190 - Motor Vehicle Mechanic	18.39
05220 - Motor Vehicle Mechanic Helper	13.81
05250 - Motor Vehicle Upholstery Worker	15.59
05280 - Motor Vehicle Wrecker	16.55
05310 - Painter Automotive	17.46
05340 - Radiator Repair Specialist	16.55
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	18.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.85
07041 - Cook I	10.12
07042 - Cook II	11.14
07070 - Dishwasher	8.89
07130 - Food Service Worker	9.26
07210 - Meat Cutter	12.30
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.96
09040 - Furniture Handler	11.92
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.91
09110 - Furniture Repairer Minor	15.64

09130 - Upholsterer	16.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.23
11060 - Elevator Operator	9.84
11090 - Gardener	16.19
11122 - Housekeeping Aide	9.84
11150 - Janitor	9.84
11210 - Laborer Grounds Maintenance	12.94
11240 - Maid or Houseman	8.69
11260 - Pruner	11.62
11270 - Tractor Operator	15.14
11330 - Trail Maintenance Worker	12.94
11360 - Window Cleaner	10.78
12000 - Health Occupations	
12010 - Ambulance Driver	15.72
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	27.46
12020 - Dental Assistant	16.02
12025 - Dental Hygienist	24.75
12030 - EKG Technician	27.69
12035 - Electroneurodiagnostic Technologist	27.69
12040 - Emergency Medical Technician	15.72
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.61
12073 - Licensed Practical Nurse III	18.51
12100 - Medical Assistant	12.60
12130 - Medical Laboratory Technician	20.04
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	15.30
12210 - Nuclear Medicine Technologist	36.49
12221 - Nursing Assistant I	9.85
12222 - Nursing Assistant II	11.07
12223 - Nursing Assistant III	12.08
12224 - Nursing Assistant IV	13.56
12235 - Optical Dispenser	16.68

12236 - Optical Technician	14.84
12250 - Pharmacy Technician	13.05
12280 - Phlebotomist	13.24
12305 - Radiologic Technologist	25.24
12311 - Registered Nurse I	22.54
12312 - Registered Nurse II	27.57
12313 - Registered Nurse II Specialist	27.57
12314 - Registered Nurse III	33.35
12315 - Registered Nurse III Anesthetist	33.35
12316 - Registered Nurse IV	39.97
12317 - Scheduler (Drug and Alcohol Testing)	20.57
12320 - Substance Abuse Treatment Counselor	20.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.77
13012 - Exhibits Specialist II	25.66
13013 - Exhibits Specialist III	31.47
13041 - Illustrator I	20.77
13042 - Illustrator II	25.66
13043 - Illustrator III	31.47
13047 - Librarian	28.49
13050 - Library Aide/Clerk	12.66
13054 - Library Information Technology Systems Administrator	25.72
13058 - Library Technician	16.18
13061 - Media Specialist I	18.57
13062 - Media Specialist II	20.77
13063 - Media Specialist III	23.15
13071 - Photographer I	18.33
13072 - Photographer II	20.50
13073 - Photographer III	25.40
13074 - Photographer IV	31.06
13075 - Photographer V	37.59
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.85
14042 - Computer Operator II	23.32

14043 - Computer Operator III	27.31
14044 - Computer Operator IV	30.32
14045 - Computer Operator V	33.65
14071 - Computer Programmer I (see 1)	19.28
14072 - Computer Programmer II (see 1)	23.87
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	20.85
14160 - Personal Computer Support Technician	30.32
14170 - System Support Specialist	28.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.63
15020 - Aircrew Training Devices Instructor (Rated)	34.64
15030 - Air Crew Training Devices Instructor (Pilot)	41.53
15050 - Computer Based Training Specialist / Instructor	28.63
15060 - Educational Technologist	30.86
15070 - Flight Instructor (Pilot)	41.53
15080 - Graphic Artist	27.04
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.53
15086 - Maintenance Test Pilot Rotary Wing	41.53
15088 - Non-Maintenance Test/Co-Pilot	41.53
15090 - Technical Instructor	20.08
15095 - Technical Instructor/Course Developer	24.56
15110 - Test Proctor	16.20
15120 - Tutor	16.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.73
16030 - Counter Attendant	9.73
16040 - Dry Cleaner	12.42
16070 - Finisher Flatwork Machine	9.73
16090 - Presser Hand	9.73
16110 - Presser Machine Drycleaning	9.73
16130 - Presser Machine Shirts	9.73
16160 - Presser Machine Wearing Apparel Laundry	9.73

16190 - Sewing Machine Operator	13.24
16220 - Tailor	14.05
16250 - Washer Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.58
19040 - Tool And Die Maker	22.43
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.97
21030 - Material Coordinator	24.99
21040 - Material Expediter	24.99
21050 - Material Handling Laborer	11.37
21071 - Order Filler	11.36
21080 - Production Line Worker (Food Processing)	14.97
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	15.22
21140 - Store Worker I	12.92
21150 - Stock Clerk	16.85
21210 - Tools And Parts Attendant	14.97
21410 - Warehouse Specialist	14.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.05
23019 - Aircraft Logs and Records Technician	22.25
23021 - Aircraft Mechanic I	25.89
23022 - Aircraft Mechanic II	27.05
23023 - Aircraft Mechanic III	28.00
23040 - Aircraft Mechanic Helper	19.80
23050 - Aircraft Painter	25.28
23060 - Aircraft Servicer	22.25
23070 - Aircraft Survival Flight Equipment Technician	25.28
23080 - Aircraft Worker	23.83
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.83
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.89
23110 - Appliance Mechanic	18.03
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	26.09

23130 - Carpenter Maintenance	16.96
23140 - Carpet Layer	17.09
23160 - Electrician Maintenance	20.45
23181 - Electronics Technician Maintenance I	25.26
23182 - Electronics Technician Maintenance II	26.68
23183 - Electronics Technician Maintenance III	28.09
23260 - Fabric Worker	16.09
23290 - Fire Alarm System Mechanic	18.98
23310 - Fire Extinguisher Repairer	15.09
23311 - Fuel Distribution System Mechanic	21.40
23312 - Fuel Distribution System Operator	20.19
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	25.89
23381 - Ground Support Equipment Servicer	22.25
23382 - Ground Support Equipment Worker	23.83
23391 - Gunsmith I	15.09
23392 - Gunsmith II	17.09
23393 - Gunsmith III	18.98
23410 - Heating Ventilation And Air-Conditioning Mechanic	18.30
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	19.21
23430 - Heavy Equipment Mechanic	24.08
23440 - Heavy Equipment Operator	16.61
23460 - Instrument Mechanic	21.32
23465 - Laboratory/Shelter Mechanic	18.03
23470 - Laborer	11.37
23510 - Locksmith	18.03
23530 - Machinery Maintenance Mechanic	21.57
23550 - Machinist Maintenance	19.56
23580 - Maintenance Trades Helper	13.91
23591 - Metrology Technician I	21.32
23592 - Metrology Technician II	22.17
23593 - Metrology Technician III	23.02
23640 - Millwright	20.11
23710 - Office Appliance Repairer	18.03
23760 - Painter Maintenance	21.56

23790 - Pipefitter Maintenance	20.91
23810 - Plumber Maintenance	19.86
23820 - Pneudraulic Systems Mechanic	18.98
23850 - Rigger	20.69
23870 - Scale Mechanic	17.09
23890 - Sheet-Metal Worker Maintenance	17.68
23910 - Small Engine Mechanic	17.90
23931 - Telecommunications Mechanic I	27.05
23932 - Telecommunications Mechanic II	28.39
23950 - Telephone Lineman	22.99
23960 - Welder Combination Maintenance	17.68
23965 - Well Driller	18.81
23970 - Woodcraft Worker	18.98
23980 - Woodworker	15.09
24000 - Personal Needs Occupations	
24550 - Case Manager	13.54
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	8.97
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	16.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.71
25040 - Sewage Plant Operator	16.96
25070 - Stationary Engineer	20.90
25190 - Ventilation Equipment Tender	15.20
25210 - Water Treatment Plant Operator	16.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.05
27007 - Baggage Inspector	12.43
27008 - Corrections Officer	13.85
27010 - Court Security Officer	14.23
27030 - Detection Dog Handler	15.53
27040 - Detention Officer	13.85
27070 - Firefighter	14.73
27101 - Guard I	12.43

27102 - Guard II	15.53
27131 - Police Officer I	15.85
27132 - Police Officer II	17.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.39
28042 - Carnival Equipment Repairer	12.51
28043 - Carnival Worker	9.65
28210 - Gate Attendant/Gate Tender	13.92
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.57
28510 - Recreation Aide/Health Facility Attendant	11.36
28515 - Recreation Specialist	19.28
28630 - Sports Official	12.39
28690 - Swimming Pool Operator	16.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.90
29020 - Hatch Tender	23.90
29030 - Line Handler	23.90
29041 - Stevedore I	22.89
29042 - Stevedore II	24.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	16.93
30022 - Archeological Technician II	19.38
30023 - Archeological Technician III	23.82
30030 - Cartographic Technician	23.82
30040 - Civil Engineering Technician	23.82
30051 - Cryogenic Technician I	25.58
30052 - Cryogenic Technician II	28.25
30061 - Drafter/CAD Operator I	16.93
30062 - Drafter/CAD Operator II	19.38
30063 - Drafter/CAD Operator III	21.60
30064 - Drafter/CAD Operator IV	25.58
30081 - Engineering Technician I	14.84
30082 - Engineering Technician II	16.93

30083 - Engineering Technician III	19.38
30084 - Engineering Technician IV	24.04
30085 - Engineering Technician V	29.33
30086 - Engineering Technician VI	35.57
30090 - Environmental Technician	24.04
30095 - Evidence Control Specialist	23.10
30210 - Laboratory Technician	26.08
30221 - Latent Fingerprint Technician I	25.58
30222 - Latent Fingerprint Technician II	28.25
30240 - Mathematical Technician	24.04
30361 - Paralegal/Legal Assistant I	19.32
30362 - Paralegal/Legal Assistant II	23.84
30363 - Paralegal/Legal Assistant III	27.79
30364 - Paralegal/Legal Assistant IV	33.67
30375 - Petroleum Supply Specialist	28.25
30390 - Photo-Optics Technician	24.04
30395 - Radiation Control Technician	28.25
30461 - Technical Writer I	24.04
30462 - Technical Writer II	29.33
30463 - Technical Writer III	35.57
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	25.58
30502 - Weather Forecaster II	31.11
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.60
Surface Programs	
30621 - Weather Observer Senior	(see 2) 24.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	12.32
31030 - Bus Driver	15.95
31043 - Driver Courier	13.55
31260 - Parking and Lot Attendant	12.04
31290 - Shuttle Bus Driver	14.39

31310 - Taxi Driver	13.75
31361 - Truckdriver Light	14.39
31362 - Truckdriver Medium	15.23
31363 - Truckdriver Heavy	18.77
31364 - Truckdriver Tractor-Trailer	18.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	8.98
99050 - Desk Clerk	9.61
99095 - Embalmer	22.74
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.05
99252 - Laboratory Animal Caretaker II	13.96
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	17.10
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	15.54
99711 - Recycling Specialist	17.33
99730 - Refuse Collector	14.22
99810 - Sales Clerk	10.78
99820 - School Crossing Guard	14.10
99830 - Survey Party Chief	24.50
99831 - Surveying Aide	14.44
99832 - Surveying Technician	19.79
99840 - Vending Machine Attendant	18.13
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.13

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

*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; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4538
Daniel W. Simms	Division of	Revision No.: 8
Director	Wage Determinations	Date Of Last Revision: 07/30/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Alachua Gilchrist

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.43
01013 - Accounting Clerk III		18.39
01020 - Administrative Assistant		21.90
01035 - Court Reporter		17.39
01041 - Customer Service Representative I		11.40
01042 - Customer Service Representative II		12.82
01043 - Customer Service Representative III		13.99
01051 - Data Entry Operator I		14.09
01052 - Data Entry Operator II		15.39
01060 - Dispatcher Motor Vehicle		17.82
01070 - Document Preparation Clerk		13.63
01090 - Duplicating Machine Operator		13.63
01111 - General Clerk I		11.98
01112 - General Clerk II		13.08
01113 - General Clerk III		14.68
01120 - Housing Referral Assistant		19.08
01141 - Messenger Courier		14.15
01191 - Order Clerk I		12.86
01192 - Order Clerk II		14.03
01261 - Personnel Assistant (Employment) I		15.69
01262 - Personnel Assistant (Employment) II		17.55
01263 - Personnel Assistant (Employment) III		19.56
01270 - Production Control Clerk		19.92
01290 - Rental Clerk		10.86
01300 - Scheduler Maintenance		15.30
01311 - Secretary I		15.30
01312 - Secretary II		17.12
01313 - Secretary III		19.08
01320 - Service Order Dispatcher		15.93
01410 - Supply Technician		21.90
01420 - Survey Worker		16.52
01460 - Switchboard Operator/Receptionist		12.38
01531 - Travel Clerk I		12.58

01532 - Travel Clerk II	13.73
01533 - Travel Clerk III	14.79
01611 - Word Processor I	13.93
01612 - Word Processor II	15.65
01613 - Word Processor III	17.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.93
05010 - Automotive Electrician	18.02
05040 - Automotive Glass Installer	16.82
05070 - Automotive Worker	16.82
05110 - Mobile Equipment Servicer	14.49
05130 - Motor Equipment Metal Mechanic	19.20
05160 - Motor Equipment Metal Worker	16.82
05190 - Motor Vehicle Mechanic	19.20
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	15.67
05280 - Motor Vehicle Wrecker	16.82
05310 - Painter Automotive	18.02
05340 - Radiator Repair Specialist	16.82
05370 - Tire Repairer	9.52
05400 - Transmission Repair Specialist	19.20
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.38
07041 - Cook I	11.72
07042 - Cook II	13.60
07070 - Dishwasher	10.03
07130 - Food Service Worker	10.49
07210 - Meat Cutter	16.87
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.34
09040 - Furniture Handler	11.16
09080 - Furniture Refinisher	18.34
09090 - Furniture Refinisher Helper	13.57
09110 - Furniture Repairer Minor	15.95
09130 - Upholsterer	18.34
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	12.56
11060 - Elevator Operator	11.04
11090 - Gardener	16.58
11122 - Housekeeping Aide	11.04
11150 - Janitor	11.04
11210 - Laborer Grounds Maintenance	12.54
11240 - Maid or Houseman	10.78
11260 - Pruner	11.14
11270 - Tractor Operator	15.25
11330 - Trail Maintenance Worker	12.54
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	18.03
12011 - Breath Alcohol Technician	18.03
12012 - Certified Occupational Therapist Assistant	27.59
12015 - Certified Physical Therapist Assistant	27.91
12020 - Dental Assistant	18.71
12025 - Dental Hygienist	29.97
12030 - EKG Technician	27.62
12035 - Electroneurodiagnostic Technologist	27.62
12040 - Emergency Medical Technician	18.03
12071 - Licensed Practical Nurse I	17.97
12072 - Licensed Practical Nurse II	20.11
12073 - Licensed Practical Nurse III	22.41
12100 - Medical Assistant	14.51
12130 - Medical Laboratory Technician	19.78
12160 - Medical Record Clerk	20.93
12190 - Medical Record Technician	23.46
12195 - Medical Transcriptionist	17.97
12210 - Nuclear Medicine Technologist	44.18
12221 - Nursing Assistant I	11.06
12222 - Nursing Assistant II	12.43
12223 - Nursing Assistant III	13.56
12224 - Nursing Assistant IV	15.23
12235 - Optical Dispenser	22.84
12236 - Optical Technician	17.97
12250 - Pharmacy Technician	15.22

12280 - Phlebotomist	14.82
12305 - Radiologic Technologist	26.78
12311 - Registered Nurse I	21.37
12312 - Registered Nurse II	26.14
12313 - Registered Nurse II Specialist	26.14
12314 - Registered Nurse III	31.62
12315 - Registered Nurse III Anesthetist	31.62
12316 - Registered Nurse IV	37.90
12317 - Scheduler (Drug and Alcohol Testing)	24.91
12320 - Substance Abuse Treatment Counselor	22.45
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.56
13012 - Exhibits Specialist II	26.71
13013 - Exhibits Specialist III	32.67
13041 - Illustrator I	21.56
13042 - Illustrator II	26.71
13043 - Illustrator III	32.67
13047 - Librarian	29.58
13050 - Library Aide/Clerk	14.73
13054 - Library Information Technology Systems Administrator	26.71
13058 - Library Technician	18.00
13061 - Media Specialist I	17.44
13062 - Media Specialist II	19.80
13063 - Media Specialist III	22.07
13071 - Photographer I	17.88
13072 - Photographer II	20.01
13073 - Photographer III	24.78
13074 - Photographer IV	30.32
13075 - Photographer V	36.67
13090 - Technical Order Library Clerk	18.25
13110 - Video Teleconference Technician	19.27
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.61
14042 - Computer Operator II	17.47
14043 - Computer Operator III	19.48
14044 - Computer Operator IV	21.64

14045 - Computer Operator V		23.97
14071 - Computer Programmer I	(see 1)	18.76
14072 - Computer Programmer II	(see 1)	23.22
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	29.36
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.61
14160 - Personal Computer Support Technician		21.64
14170 - System Support Specialist		29.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.36
15020 - Aircrew Training Devices Instructor (Rated)		35.53
15030 - Air Crew Training Devices Instructor (Pilot)		42.59
15050 - Computer Based Training Specialist / Instructor		26.69
15060 - Educational Technologist		25.30
15070 - Flight Instructor (Pilot)		42.59
15080 - Graphic Artist		23.06
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.59
15086 - Maintenance Test Pilot Rotary Wing		42.59
15088 - Non-Maintenance Test/Co-Pilot		42.59
15090 - Technical Instructor		20.41
15095 - Technical Instructor/Course Developer		24.98
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		9.73
16030 - Counter Attendant		9.73
16040 - Dry Cleaner		12.42
16070 - Finisher Flatwork Machine		9.73
16090 - Presser Hand		9.73
16110 - Presser Machine Drycleaning		9.73
16130 - Presser Machine Shirts		9.73
16160 - Presser Machine Wearing Apparel Laundry		9.73
16190 - Sewing Machine Operator		13.24
16220 - Tailor		14.05

16250 - Washer Machine	10.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.34
19040 - Tool And Die Maker	23.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.55
21030 - Material Coordinator	19.92
21040 - Material Expediter	19.92
21050 - Material Handling Laborer	12.30
21071 - Order Filler	11.80
21080 - Production Line Worker (Food Processing)	18.55
21110 - Shipping Packer	15.13
21130 - Shipping/Receiving Clerk	15.13
21140 - Store Worker I	10.85
21150 - Stock Clerk	15.48
21210 - Tools And Parts Attendant	18.55
21410 - Warehouse Specialist	18.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.72
23019 - Aircraft Logs and Records Technician	15.95
23021 - Aircraft Mechanic I	19.55
23022 - Aircraft Mechanic II	20.72
23023 - Aircraft Mechanic III	21.92
23040 - Aircraft Mechanic Helper	13.57
23050 - Aircraft Painter	18.34
23060 - Aircraft Servicer	15.95
23070 - Aircraft Survival Flight Equipment Technician	18.34
23080 - Aircraft Worker	17.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	17.12
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	19.55
23110 - Appliance Mechanic	18.63
23120 - Bicycle Repairer	13.04
23125 - Cable Splicer	22.40
23130 - Carpenter Maintenance	18.26
23140 - Carpet Layer	17.12

23160 - Electrician Maintenance	17.54
23181 - Electronics Technician Maintenance I	23.12
23182 - Electronics Technician Maintenance II	25.58
23183 - Electronics Technician Maintenance III	27.43
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	17.28
23310 - Fire Extinguisher Repairer	14.75
23311 - Fuel Distribution System Mechanic	19.55
23312 - Fuel Distribution System Operator	14.75
23370 - General Maintenance Worker	17.09
23380 - Ground Support Equipment Mechanic	19.55
23381 - Ground Support Equipment Servicer	15.95
23382 - Ground Support Equipment Worker	17.12
23391 - Gunsmith I	14.75
23392 - Gunsmith II	17.12
23393 - Gunsmith III	19.55
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.26
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.42
23430 - Heavy Equipment Mechanic	17.94
23440 - Heavy Equipment Operator	15.89
23460 - Instrument Mechanic	19.55
23465 - Laboratory/Shelter Mechanic	18.34
23470 - Laborer	12.30
23510 - Locksmith	16.43
23530 - Machinery Maintenance Mechanic	21.83
23550 - Machinist Maintenance	20.67
23580 - Maintenance Trades Helper	13.31
23591 - Metrology Technician I	19.55
23592 - Metrology Technician II	20.72
23593 - Metrology Technician III	21.92
23640 - Millwright	19.55
23710 - Office Appliance Repairer	17.95
23760 - Painter Maintenance	16.58
23790 - Pipefitter Maintenance	21.45
23810 - Plumber Maintenance	20.24

23820 - Pneudraulic Systems Mechanic	19.55
23850 - Rigger	19.55
23870 - Scale Mechanic	17.12
23890 - Sheet-Metal Worker Maintenance	19.25
23910 - Small Engine Mechanic	17.12
23931 - Telecommunications Mechanic I	25.38
23932 - Telecommunications Mechanic II	26.90
23950 - Telephone Lineman	19.55
23960 - Welder Combination Maintenance	16.28
23965 - Well Driller	19.55
23970 - Woodcraft Worker	19.55
23980 - Woodworker	14.75
24000 - Personal Needs Occupations	
24550 - Case Manager	15.60
24570 - Child Care Attendant	10.62
24580 - Child Care Center Clerk	13.24
24610 - Chore Aide	10.66
24620 - Family Readiness And Support Services Coordinator	15.60
24630 - Homemaker	15.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	23.64
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	23.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.65
27007 - Baggage Inspector	11.99
27008 - Corrections Officer	17.87
27010 - Court Security Officer	19.47
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	17.87
27070 - Firefighter	20.81
27101 - Guard I	11.99
27102 - Guard II	13.87
27131 - Police Officer I	19.81

27132 - Police Officer II	22.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.22
28042 - Carnival Equipment Repairer	14.37
28043 - Carnival Worker	9.66
28210 - Gate Attendant/Gate Tender	13.27
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.85
28510 - Recreation Aide/Health Facility Attendant	10.84
28515 - Recreation Specialist	18.39
28630 - Sports Official	11.82
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.12
29020 - Hatch Tender	17.12
29030 - Line Handler	17.12
29041 - Stevedore I	15.95
29042 - Stevedore II	18.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	16.94
30022 - Archeological Technician II	19.10
30023 - Archeological Technician III	23.67
30030 - Cartographic Technician	23.67
30040 - Civil Engineering Technician	25.18
30051 - Cryogenic Technician I	25.49
30052 - Cryogenic Technician II	28.15
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	19.10
30063 - Drafter/CAD Operator III	21.30
30064 - Drafter/CAD Operator IV	26.18
30081 - Engineering Technician I	15.27
30082 - Engineering Technician II	17.14
30083 - Engineering Technician III	19.17
30084 - Engineering Technician IV	23.75

30085 - Engineering Technician V	29.05
30086 - Engineering Technician VI	35.15
30090 - Environmental Technician	23.01
30095 - Evidence Control Specialist	23.01
30210 - Laboratory Technician	20.88
30221 - Latent Fingerprint Technician I	25.49
30222 - Latent Fingerprint Technician II	28.15
30240 - Mathematical Technician	23.18
30361 - Paralegal/Legal Assistant I	19.11
30362 - Paralegal/Legal Assistant II	23.67
30363 - Paralegal/Legal Assistant III	28.96
30364 - Paralegal/Legal Assistant IV	35.03
30375 - Petroleum Supply Specialist	28.15
30390 - Photo-Optics Technician	23.67
30395 - Radiation Control Technician	28.15
30461 - Technical Writer I	23.01
30462 - Technical Writer II	28.15
30463 - Technical Writer III	34.06
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	26.18
30502 - Weather Forecaster II	31.84
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.30
Surface Programs	
30621 - Weather Observer Senior	(see 2) 23.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	10.69
31030 - Bus Driver	15.11
31043 - Driver Courier	12.85
31260 - Parking and Lot Attendant	10.66
31290 - Shuttle Bus Driver	13.97
31310 - Taxi Driver	12.00
31361 - Truckdriver Light	13.97

31362 - Truckdriver Medium	15.11
31363 - Truckdriver Heavy	16.14
31364 - Truckdriver Tractor-Trailer	16.14
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.90
99050 - Desk Clerk	10.40
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	11.22
99252 - Laboratory Animal Caretaker II	11.77
99260 - Marketing Analyst	27.64
99310 - Mortician	24.65
99410 - Pest Controller	14.58
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	16.37
99711 - Recycling Specialist	22.52
99730 - Refuse Collector	15.60
99810 - Sales Clerk	12.28
99820 - School Crossing Guard	11.92
99830 - Survey Party Chief	20.71
99831 - Surveying Aide	12.87
99832 - Surveying Technician	17.63
99840 - Vending Machine Attendant	17.00
99841 - Vending Machine Repairer	21.45
99842 - Vending Machine Repairer Helper	17.00

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

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

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

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

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

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

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4572
Daniel W. Simms	Division of	Revision No.: 9
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Hernando Hillsborough Pasco Pinellas

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		24.02
01035 - Court Reporter		18.36
01041 - Customer Service Representative I		12.40
01042 - Customer Service Representative II		13.94
01043 - Customer Service Representative III		15.21
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		18.05
01070 - Document Preparation Clerk		13.47
01090 - Duplicating Machine Operator		13.47
01111 - General Clerk I		13.19
01112 - General Clerk II		14.39
01113 - General Clerk III		16.16
01120 - Housing Referral Assistant		19.70
01141 - Messenger Courier		14.99
01191 - Order Clerk I		12.97
01192 - Order Clerk II		14.15
01261 - Personnel Assistant (Employment) I		15.38
01262 - Personnel Assistant (Employment) II		18.22
01263 - Personnel Assistant (Employment) III		19.17
01270 - Production Control Clerk		19.92
01290 - Rental Clerk		14.73
01300 - Scheduler Maintenance		15.79
01311 - Secretary I		15.79
01312 - Secretary II		17.67
01313 - Secretary III		19.70
01320 - Service Order Dispatcher		16.13
01410 - Supply Technician		24.02
01420 - Survey Worker		16.42
01460 - Switchboard Operator/Receptionist		13.10
01531 - Travel Clerk I		14.92

01532 - Travel Clerk II	16.23
01533 - Travel Clerk III	17.66
01611 - Word Processor I	14.49
01612 - Word Processor II	16.27
01613 - Word Processor III	18.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.27
05010 - Automotive Electrician	20.79
05040 - Automotive Glass Installer	19.87
05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	18.02
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	12.68
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.21
07041 - Cook I	12.89
07042 - Cook II	14.98
07070 - Dishwasher	10.27
07130 - Food Service Worker	11.21
07210 - Meat Cutter	15.50
07260 - Waiter/Waitress	9.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	15.90
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer Minor	13.92
09130 - Upholsterer	16.74
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	11.57
11060 - Elevator Operator	11.57
11090 - Gardener	16.76
11122 - Housekeeping Aide	11.80
11150 - Janitor	11.80
11210 - Laborer Grounds Maintenance	12.68
11240 - Maid or Houseman	10.77
11260 - Pruner	11.18
11270 - Tractor Operator	15.40
11330 - Trail Maintenance Worker	12.68
11360 - Window Cleaner	13.39
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	18.88
12012 - Certified Occupational Therapist Assistant	29.22
12015 - Certified Physical Therapist Assistant	31.71
12020 - Dental Assistant	18.90
12025 - Dental Hygienist	35.54
12030 - EKG Technician	21.37
12035 - Electroneurodiagnostic Technologist	21.37
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	21.57
12160 - Medical Record Clerk	16.27
12190 - Medical Record Technician	18.20
12195 - Medical Transcriptionist	19.64
12210 - Nuclear Medicine Technologist	34.70
12221 - Nursing Assistant I	11.22
12222 - Nursing Assistant II	12.62
12223 - Nursing Assistant III	13.77
12224 - Nursing Assistant IV	15.45
12235 - Optical Dispenser	19.04
12236 - Optical Technician	14.67
12250 - Pharmacy Technician	14.86

12280 - Phlebotomist	16.00
12305 - Radiologic Technologist	28.17
12311 - Registered Nurse I	23.88
12312 - Registered Nurse II	27.55
12313 - Registered Nurse II Specialist	27.55
12314 - Registered Nurse III	33.08
12315 - Registered Nurse III Anesthetist	33.08
12316 - Registered Nurse IV	39.89
12317 - Scheduler (Drug and Alcohol Testing)	23.38
12320 - Substance Abuse Treatment Counselor	24.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.45
13012 - Exhibits Specialist II	26.47
13013 - Exhibits Specialist III	32.38
13041 - Illustrator I	21.20
13042 - Illustrator II	26.25
13043 - Illustrator III	32.12
13047 - Librarian	29.32
13050 - Library Aide/Clerk	13.50
13054 - Library Information Technology Systems Administrator	26.47
13058 - Library Technician	15.76
13061 - Media Specialist I	19.10
13062 - Media Specialist II	21.37
13063 - Media Specialist III	23.83
13071 - Photographer I	18.09
13072 - Photographer II	20.23
13073 - Photographer III	25.08
13074 - Photographer IV	29.18
13075 - Photographer V	35.30
13090 - Technical Order Library Clerk	16.95
13110 - Video Teleconference Technician	18.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.18
14042 - Computer Operator II	17.71
14043 - Computer Operator III	19.54
14044 - Computer Operator IV	21.70

14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.18
14160 - Personal Computer Support Technician		21.70
14170 - System Support Specialist		30.39
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.70
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.16
15070 - Flight Instructor (Pilot)		40.70
15080 - Graphic Artist		22.09
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.70
15086 - Maintenance Test Pilot Rotary Wing		40.70
15088 - Non-Maintenance Test/Co-Pilot		40.70
15090 - Technical Instructor		21.42
15095 - Technical Instructor/Course Developer		26.30
15110 - Test Proctor		17.36
15120 - Tutor		17.36
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.06
16030 - Counter Attendant		10.06
16040 - Dry Cleaner		12.76
16070 - Finisher Flatwork Machine		10.06
16090 - Presser Hand		10.06
16110 - Presser Machine Drycleaning		10.06
16130 - Presser Machine Shirts		10.06
16160 - Presser Machine Wearing Apparel Laundry		10.06
16190 - Sewing Machine Operator		13.65
16220 - Tailor		14.51

16250 - Washer Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.02
19040 - Tool And Die Maker	25.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.60
21030 - Material Coordinator	19.58
21040 - Material Expediter	19.58
21050 - Material Handling Laborer	12.55
21071 - Order Filler	11.74
21080 - Production Line Worker (Food Processing)	17.60
21110 - Shipping Packer	14.45
21130 - Shipping/Receiving Clerk	14.45
21140 - Store Worker I	10.83
21150 - Stock Clerk	15.42
21210 - Tools And Parts Attendant	17.60
21410 - Warehouse Specialist	17.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.47
23019 - Aircraft Logs and Records Technician	26.15
23021 - Aircraft Mechanic I	31.78
23022 - Aircraft Mechanic II	33.47
23023 - Aircraft Mechanic III	34.91
23040 - Aircraft Mechanic Helper	22.21
23050 - Aircraft Painter	26.83
23060 - Aircraft Servicer	26.15
23070 - Aircraft Survival Flight Equipment Technician	26.83
23080 - Aircraft Worker	28.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.78
23110 - Appliance Mechanic	19.93
23120 - Bicycle Repairer	15.99
23125 - Cable Splicer	26.44
23130 - Carpenter Maintenance	18.45
23140 - Carpet Layer	16.68

23160 - Electrician Maintenance	19.48
23181 - Electronics Technician Maintenance I	23.44
23182 - Electronics Technician Maintenance II	24.92
23183 - Electronics Technician Maintenance III	26.52
23260 - Fabric Worker	17.30
23290 - Fire Alarm System Mechanic	22.45
23310 - Fire Extinguisher Repairer	15.99
23311 - Fuel Distribution System Mechanic	21.87
23312 - Fuel Distribution System Operator	16.63
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	31.78
23381 - Ground Support Equipment Servicer	26.15
23382 - Ground Support Equipment Worker	28.09
23391 - Gunsmith I	15.99
23392 - Gunsmith II	18.59
23393 - Gunsmith III	21.03
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.09
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.16
23430 - Heavy Equipment Mechanic	23.70
23440 - Heavy Equipment Operator	17.48
23460 - Instrument Mechanic	21.42
23465 - Laboratory/Shelter Mechanic	19.76
23470 - Laborer	12.55
23510 - Locksmith	19.76
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist Maintenance	19.84
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	21.42
23592 - Metrology Technician II	22.56
23593 - Metrology Technician III	23.53
23640 - Millwright	21.40
23710 - Office Appliance Repairer	18.68
23760 - Painter Maintenance	19.44
23790 - Pipefitter Maintenance	22.78
23810 - Plumber Maintenance	21.42

23820 - Pneudraulic Systems Mechanic	21.03
23850 - Rigger	19.53
23870 - Scale Mechanic	18.59
23890 - Sheet-Metal Worker Maintenance	17.76
23910 - Small Engine Mechanic	17.43
23931 - Telecommunications Mechanic I	24.09
23932 - Telecommunications Mechanic II	25.37
23950 - Telephone Lineman	23.50
23960 - Welder Combination Maintenance	19.35
23965 - Well Driller	17.76
23970 - Woodcraft Worker	21.03
23980 - Woodworker	15.99
24000 - Personal Needs Occupations	
24550 - Case Manager	14.80
24570 - Child Care Attendant	9.91
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	10.25
24620 - Family Readiness And Support Services Coordinator	14.80
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.27
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	27.27
25190 - Ventilation Equipment Tender	19.06
25210 - Water Treatment Plant Operator	21.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.24
27007 - Baggage Inspector	11.59
27008 - Corrections Officer	24.75
27010 - Court Security Officer	24.14
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	24.75
27070 - Firefighter	23.53
27101 - Guard I	11.59
27102 - Guard II	16.29
27131 - Police Officer I	26.29

27132 - Police Officer II	29.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.01
28042 - Carnival Equipment Repairer	14.16
28043 - Carnival Worker	9.44
28210 - Gate Attendant/Gate Tender	14.64
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	16.38
28510 - Recreation Aide/Health Facility Attendant	11.69
28515 - Recreation Specialist	20.29
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	16.46
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.06
29020 - Hatch Tender	26.06
29030 - Line Handler	26.06
29041 - Stevedore I	24.18
29042 - Stevedore II	27.70
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	16.79
30022 - Archeological Technician II	19.03
30023 - Archeological Technician III	23.57
30030 - Cartographic Technician	24.49
30040 - Civil Engineering Technician	23.20
30051 - Cryogenic Technician I	26.11
30052 - Cryogenic Technician II	28.84
30061 - Drafter/CAD Operator I	16.79
30062 - Drafter/CAD Operator II	19.03
30063 - Drafter/CAD Operator III	20.25
30064 - Drafter/CAD Operator IV	26.11
30081 - Engineering Technician I	16.69
30082 - Engineering Technician II	18.74
30083 - Engineering Technician III	21.23
30084 - Engineering Technician IV	24.45

30085 - Engineering Technician V	28.32
30086 - Engineering Technician VI	32.37
30090 - Environmental Technician	22.11
30095 - Evidence Control Specialist	23.57
30210 - Laboratory Technician	21.93
30221 - Latent Fingerprint Technician I	23.18
30222 - Latent Fingerprint Technician II	25.61
30240 - Mathematical Technician	23.57
30361 - Paralegal/Legal Assistant I	19.10
30362 - Paralegal/Legal Assistant II	23.66
30363 - Paralegal/Legal Assistant III	28.94
30364 - Paralegal/Legal Assistant IV	35.01
30375 - Petroleum Supply Specialist	28.84
30390 - Photo-Optics Technician	23.27
30395 - Radiation Control Technician	28.84
30461 - Technical Writer I	21.91
30462 - Technical Writer II	26.79
30463 - Technical Writer III	32.42
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	26.11
30502 - Weather Forecaster II	31.75
30620 - Weather Observer Combined Upper Air Or	(see 2) 20.25
Surface Programs	
30621 - Weather Observer Senior	(see 2) 23.11
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	11.48
31030 - Bus Driver	16.42
31043 - Driver Courier	13.34
31260 - Parking and Lot Attendant	9.69
31290 - Shuttle Bus Driver	14.52
31310 - Taxi Driver	10.98
31361 - Truckdriver Light	14.52

31362 - Truckdriver Medium	15.71
31363 - Truckdriver Heavy	18.86
31364 - Truckdriver Tractor-Trailer	18.86
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	10.05
99050 - Desk Clerk	11.26
99095 - Embalmer	26.58
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	11.02
99252 - Laboratory Animal Caretaker II	11.99
99260 - Marketing Analyst	29.62
99310 - Mortician	26.58
99410 - Pest Controller	17.30
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	19.35
99711 - Recycling Specialist	22.72
99730 - Refuse Collector	17.26
99810 - Sales Clerk	12.49
99820 - School Crossing Guard	11.83
99830 - Survey Party Chief	18.53
99831 - Surveying Aide	11.40
99832 - Surveying Technician	17.40
99840 - Vending Machine Attendant	13.04
99841 - Vending Machine Repairer	15.43
99842 - Vending Machine Repairer Helper	13.04

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

*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; and 3 weeks after 5 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4553
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Orange Osceola Seminole

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.72
01012 - Accounting Clerk II		15.41
01013 - Accounting Clerk III		17.24
01020 - Administrative Assistant		23.85
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		12.02
01042 - Customer Service Representative II		13.51
01043 - Customer Service Representative III		14.74
01051 - Data Entry Operator I		13.60
01052 - Data Entry Operator II		14.84
01060 - Dispatcher Motor Vehicle		17.17
01070 - Document Preparation Clerk		15.43
01090 - Duplicating Machine Operator		15.43
01111 - General Clerk I		12.80
01112 - General Clerk II		13.96
01113 - General Clerk III		15.67
01120 - Housing Referral Assistant		20.09
01141 - Messenger Courier		14.02
01191 - Order Clerk I		14.03
01192 - Order Clerk II		15.30
01261 - Personnel Assistant (Employment) I		15.19
01262 - Personnel Assistant (Employment) II		17.00
01263 - Personnel Assistant (Employment) III		18.94
01270 - Production Control Clerk		20.30
01290 - Rental Clerk		13.74
01300 - Scheduler Maintenance		16.11
01311 - Secretary I		16.11
01312 - Secretary II		18.03
01313 - Secretary III		20.09
01320 - Service Order Dispatcher		14.87
01410 - Supply Technician		23.85
01420 - Survey Worker		16.06
01460 - Switchboard Operator/Receptionist		13.47
01531 - Travel Clerk I		13.55

01532 - Travel Clerk II	14.15
01533 - Travel Clerk III	14.78
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.71
05010 - Automotive Electrician	17.28
05040 - Automotive Glass Installer	16.36
05070 - Automotive Worker	16.36
05110 - Mobile Equipment Servicer	13.56
05130 - Motor Equipment Metal Mechanic	18.18
05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.18
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	11.91
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.19
07041 - Cook I	12.51
07042 - Cook II	14.52
07070 - Dishwasher	10.40
07130 - Food Service Worker	11.33
07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	11.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	9.64
09080 - Furniture Refinisher	15.19
09090 - Furniture Refinisher Helper	11.72
09110 - Furniture Repairer Minor	13.78
09130 - Upholsterer	16.17
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	10.59
11060 - Elevator Operator	10.80
11090 - Gardener	15.64
11122 - Housekeeping Aide	10.80
11150 - Janitor	10.80
11210 - Laborer Grounds Maintenance	11.83
11240 - Maid or Houseman	10.63
11260 - Pruner	10.51
11270 - Tractor Operator	14.39
11330 - Trail Maintenance Worker	11.83
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	17.78
12011 - Breath Alcohol Technician	19.16
12012 - Certified Occupational Therapist Assistant	29.25
12015 - Certified Physical Therapist Assistant	31.10
12020 - Dental Assistant	17.65
12025 - Dental Hygienist	33.03
12030 - EKG Technician	25.64
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	17.78
12071 - Licensed Practical Nurse I	17.12
12072 - Licensed Practical Nurse II	19.16
12073 - Licensed Practical Nurse III	21.35
12100 - Medical Assistant	15.20
12130 - Medical Laboratory Technician	20.74
12160 - Medical Record Clerk	17.99
12190 - Medical Record Technician	19.12
12195 - Medical Transcriptionist	16.53
12210 - Nuclear Medicine Technologist	35.16
12221 - Nursing Assistant I	10.70
12222 - Nursing Assistant II	12.03
12223 - Nursing Assistant III	13.12
12224 - Nursing Assistant IV	14.74
12235 - Optical Dispenser	19.70
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	15.85

12280 - Phlebotomist	15.23
12305 - Radiologic Technologist	27.54
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	23.73
12320 - Substance Abuse Treatment Counselor	21.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.37
13012 - Exhibits Specialist II	22.76
13013 - Exhibits Specialist III	27.81
13041 - Illustrator I	21.64
13042 - Illustrator II	25.12
13043 - Illustrator III	31.42
13047 - Librarian	27.87
13050 - Library Aide/Clerk	12.98
13054 - Library Information Technology Systems Administrator	25.12
13058 - Library Technician	14.97
13061 - Media Specialist I	16.50
13062 - Media Specialist II	18.47
13063 - Media Specialist III	20.58
13071 - Photographer I	13.91
13072 - Photographer II	15.91
13073 - Photographer III	19.29
13074 - Photographer IV	23.54
13075 - Photographer V	28.55
13090 - Technical Order Library Clerk	16.31
13110 - Video Teleconference Technician	21.60
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.38
14042 - Computer Operator II	19.58
14043 - Computer Operator III	22.42
14044 - Computer Operator IV	24.72

14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.56
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.38
14160 - Personal Computer Support Technician		24.72
14170 - System Support Specialist		26.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		39.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		29.00
15070 - Flight Instructor (Pilot)		41.13
15080 - Graphic Artist		23.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.20
15086 - Maintenance Test Pilot Rotary Wing		39.20
15088 - Non-Maintenance Test/Co-Pilot		39.20
15090 - Technical Instructor		20.89
15095 - Technical Instructor/Course Developer		25.55
15110 - Test Proctor		16.86
15120 - Tutor		16.86
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.52
16030 - Counter Attendant		10.52
16040 - Dry Cleaner		12.64
16070 - Finisher Flatwork Machine		10.52
16090 - Presser Hand		10.52
16110 - Presser Machine Drycleaning		10.52
16130 - Presser Machine Shirts		10.52
16160 - Presser Machine Wearing Apparel Laundry		10.52
16190 - Sewing Machine Operator		13.47
16220 - Tailor		14.15

16250 - Washer Machine	11.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.77
19040 - Tool And Die Maker	26.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.26
21030 - Material Coordinator	20.30
21040 - Material Expediter	20.30
21050 - Material Handling Laborer	13.00
21071 - Order Filler	11.82
21080 - Production Line Worker (Food Processing)	16.26
21110 - Shipping Packer	15.05
21130 - Shipping/Receiving Clerk	15.05
21140 - Store Worker I	10.85
21150 - Stock Clerk	15.48
21210 - Tools And Parts Attendant	16.26
21410 - Warehouse Specialist	16.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.94
23019 - Aircraft Logs and Records Technician	29.25
23021 - Aircraft Mechanic I	34.84
23022 - Aircraft Mechanic II	36.94
23023 - Aircraft Mechanic III	43.45
23040 - Aircraft Mechanic Helper	25.80
23050 - Aircraft Painter	32.51
23060 - Aircraft Servicer	29.25
23070 - Aircraft Survival Flight Equipment Technician	32.51
23080 - Aircraft Worker	31.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.84
23110 - Appliance Mechanic	18.09
23120 - Bicycle Repairer	16.62
23125 - Cable Splicer	30.12
23130 - Carpenter Maintenance	19.54
23140 - Carpet Layer	19.29

23160 - Electrician Maintenance	20.90
23181 - Electronics Technician Maintenance I	23.36
23182 - Electronics Technician Maintenance II	25.03
23183 - Electronics Technician Maintenance III	26.67
23260 - Fabric Worker	17.98
23290 - Fire Alarm System Mechanic	20.60
23310 - Fire Extinguisher Repairer	16.62
23311 - Fuel Distribution System Mechanic	20.91
23312 - Fuel Distribution System Operator	16.65
23370 - General Maintenance Worker	15.67
23380 - Ground Support Equipment Mechanic	34.79
23381 - Ground Support Equipment Servicer	29.23
23382 - Ground Support Equipment Worker	31.30
23391 - Gunsmith I	16.62
23392 - Gunsmith II	19.29
23393 - Gunsmith III	22.03
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.79
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	18.91
23460 - Instrument Mechanic	22.50
23465 - Laboratory/Shelter Mechanic	20.67
23470 - Laborer	13.00
23510 - Locksmith	19.07
23530 - Machinery Maintenance Mechanic	22.56
23550 - Machinist Maintenance	19.01
23580 - Maintenance Trades Helper	13.28
23591 - Metrology Technician I	22.50
23592 - Metrology Technician II	23.84
23593 - Metrology Technician III	25.22
23640 - Millwright	23.00
23710 - Office Appliance Repairer	18.81
23760 - Painter Maintenance	15.24
23790 - Pipefitter Maintenance	20.04
23810 - Plumber Maintenance	18.80

23820 - Pneudraulic Systems Mechanic	22.03
23850 - Rigger	23.09
23870 - Scale Mechanic	19.29
23890 - Sheet-Metal Worker Maintenance	17.81
23910 - Small Engine Mechanic	16.01
23931 - Telecommunications Mechanic I	22.37
23932 - Telecommunications Mechanic II	23.71
23950 - Telephone Lineman	20.19
23960 - Welder Combination Maintenance	18.05
23965 - Well Driller	19.27
23970 - Woodcraft Worker	22.03
23980 - Woodworker	16.62
24000 - Personal Needs Occupations	
24550 - Case Manager	15.43
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	10.80
24620 - Family Readiness And Support Services Coordinator	15.43
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.38
25040 - Sewage Plant Operator	22.53
25070 - Stationary Engineer	29.38
25190 - Ventilation Equipment Tender	17.91
25210 - Water Treatment Plant Operator	22.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.90
27007 - Baggage Inspector	11.36
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	20.95
27101 - Guard I	11.36
27102 - Guard II	16.05
27131 - Police Officer I	23.56

27132 - Police Officer II	26.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.28
28042 - Carnival Equipment Repairer	15.52
28043 - Carnival Worker	10.52
28210 - Gate Attendant/Gate Tender	13.50
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.11
28510 - Recreation Aide/Health Facility Attendant	11.03
28515 - Recreation Specialist	18.28
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	18.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.83
29020 - Hatch Tender	26.83
29030 - Line Handler	26.83
29041 - Stevedore I	24.21
29042 - Stevedore II	28.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	17.87
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	25.89
30030 - Cartographic Technician	25.56
30040 - Civil Engineering Technician	22.64
30051 - Cryogenic Technician I	25.45
30052 - Cryogenic Technician II	28.11
30061 - Drafter/CAD Operator I	17.87
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.30
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	15.95
30082 - Engineering Technician II	17.87

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4543
Daniel W. Simms	Division of	Revision No.: 12
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Dade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.19
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		26.85
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		12.72
01042 - Customer Service Representative II		14.29
01043 - Customer Service Representative III		15.60
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.37
01060 - Dispatcher Motor Vehicle		17.11
01070 - Document Preparation Clerk		14.96
01090 - Duplicating Machine Operator		14.96
01111 - General Clerk I		13.76
01112 - General Clerk II		15.02
01113 - General Clerk III		16.86
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		14.99
01191 - Order Clerk I		13.43
01192 - Order Clerk II		14.66
01261 - Personnel Assistant (Employment) I		16.97
01262 - Personnel Assistant (Employment) II		18.98
01263 - Personnel Assistant (Employment) III		21.16
01270 - Production Control Clerk		21.49
01290 - Rental Clerk		14.93
01300 - Scheduler Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.29
01410 - Supply Technician		26.85
01420 - Survey Worker		18.92
01460 - Switchboard Operator/Receptionist		13.98
01531 - Travel Clerk I		14.77

01532 - Travel Clerk II	15.88
01533 - Travel Clerk III	17.73
01611 - Word Processor I	15.20
01612 - Word Processor II	17.06
01613 - Word Processor III	19.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.18
05010 - Automotive Electrician	17.69
05040 - Automotive Glass Installer	16.53
05070 - Automotive Worker	16.53
05110 - Mobile Equipment Servicer	13.96
05130 - Motor Equipment Metal Mechanic	18.86
05160 - Motor Equipment Metal Worker	16.53
05190 - Motor Vehicle Mechanic	18.86
05220 - Motor Vehicle Mechanic Helper	12.68
05250 - Motor Vehicle Upholstery Worker	15.29
05280 - Motor Vehicle Wrecker	16.53
05310 - Painter Automotive	17.69
05340 - Radiator Repair Specialist	16.53
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	18.86
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.20
07041 - Cook I	13.50
07042 - Cook II	15.98
07070 - Dishwasher	9.97
07130 - Food Service Worker	11.30
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	8.04
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	12.13
09110 - Furniture Repairer Minor	14.15
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	10.78
11060 - Elevator Operator	10.89
11090 - Gardener	17.68
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer Grounds Maintenance	12.73
11240 - Maid or Houseman	10.97
11260 - Pruner	11.09
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	12.73
11360 - Window Cleaner	12.50
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	20.13
12012 - Certified Occupational Therapist Assistant	29.11
12015 - Certified Physical Therapist Assistant	28.81
12020 - Dental Assistant	18.70
12025 - Dental Hygienist	31.91
12030 - EKG Technician	23.82
12035 - Electroneurodiagnostic Technologist	23.82
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	18.00
12072 - Licensed Practical Nurse II	20.13
12073 - Licensed Practical Nurse III	22.44
12100 - Medical Assistant	16.44
12130 - Medical Laboratory Technician	21.65
12160 - Medical Record Clerk	16.69
12190 - Medical Record Technician	18.61
12195 - Medical Transcriptionist	17.92
12210 - Nuclear Medicine Technologist	35.46
12221 - Nursing Assistant I	12.08
12222 - Nursing Assistant II	13.57
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	20.85
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.84

12280 - Phlebotomist	15.27
12305 - Radiologic Technologist	29.29
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	31.00
12313 - Registered Nurse II Specialist	31.00
12314 - Registered Nurse III	37.51
12315 - Registered Nurse III Anesthetist	37.51
12316 - Registered Nurse IV	44.95
12317 - Scheduler (Drug and Alcohol Testing)	24.94
12320 - Substance Abuse Treatment Counselor	28.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.68
13012 - Exhibits Specialist II	25.62
13013 - Exhibits Specialist III	31.34
13041 - Illustrator I	22.97
13042 - Illustrator II	28.47
13043 - Illustrator III	34.82
13047 - Librarian	31.86
13050 - Library Aide/Clerk	13.31
13054 - Library Information Technology Systems Administrator	28.75
13058 - Library Technician	18.18
13061 - Media Specialist I	19.77
13062 - Media Specialist II	22.28
13063 - Media Specialist III	24.85
13071 - Photographer I	17.44
13072 - Photographer II	19.52
13073 - Photographer III	24.18
13074 - Photographer IV	29.57
13075 - Photographer V	35.78
13090 - Technical Order Library Clerk	17.30
13110 - Video Teleconference Technician	17.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.36
14043 - Computer Operator III	20.47
14044 - Computer Operator IV	22.75

14045 - Computer Operator V	25.19
14071 - Computer Programmer I (see 1)	23.27
14072 - Computer Programmer II (see 1)	
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I (see 1)	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	16.41
14160 - Personal Computer Support Technician	22.75
14170 - System Support Specialist	26.39
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48
15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	42.90
15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	28.17
15070 - Flight Instructor (Pilot)	42.90
15080 - Graphic Artist	25.96
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.71
15086 - Maintenance Test Pilot Rotary Wing	40.71
15088 - Non-Maintenance Test/Co-Pilot	40.71
15090 - Technical Instructor	24.91
15095 - Technical Instructor/Course Developer	30.47
15110 - Test Proctor	20.11
15120 - Tutor	20.11
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.38
16030 - Counter Attendant	10.38
16040 - Dry Cleaner	12.68
16070 - Finisher Flatwork Machine	10.38
16090 - Presser Hand	10.38
16110 - Presser Machine Drycleaning	10.38
16130 - Presser Machine Shirts	10.38
16160 - Presser Machine Wearing Apparel Laundry	10.38
16190 - Sewing Machine Operator	13.45
16220 - Tailor	14.26

16250 - Washer Machine	11.21
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.26
19040 - Tool And Die Maker	24.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.20
21030 - Material Coordinator	21.49
21040 - Material Expediter	21.49
21050 - Material Handling Laborer	13.15
21071 - Order Filler	11.65
21080 - Production Line Worker (Food Processing)	16.20
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	10.43
21150 - Stock Clerk	15.93
21210 - Tools And Parts Attendant	16.20
21410 - Warehouse Specialist	16.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.67
23019 - Aircraft Logs and Records Technician	21.84
23021 - Aircraft Mechanic I	26.94
23022 - Aircraft Mechanic II	28.67
23023 - Aircraft Mechanic III	30.37
23040 - Aircraft Mechanic Helper	18.11
23050 - Aircraft Painter	24.15
23060 - Aircraft Servicer	21.84
23070 - Aircraft Survival Flight Equipment Technician	24.15
23080 - Aircraft Worker	23.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.94
23110 - Appliance Mechanic	18.86
23120 - Bicycle Repairer	13.81
23125 - Cable Splicer	25.04
23130 - Carpenter Maintenance	19.02
23140 - Carpet Layer	19.11

23160 - Electrician Maintenance	22.18
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	26.23
23183 - Electronics Technician Maintenance III	27.97
23260 - Fabric Worker	19.39
23290 - Fire Alarm System Mechanic	18.85
23310 - Fire Extinguisher Repairer	15.38
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	17.93
23370 - General Maintenance Worker	16.45
23380 - Ground Support Equipment Mechanic	26.94
23381 - Ground Support Equipment Servicer	21.84
23382 - Ground Support Equipment Worker	23.62
23391 - Gunsmith I	15.38
23392 - Gunsmith II	18.20
23393 - Gunsmith III	20.77
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.07
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.29
23430 - Heavy Equipment Mechanic	23.97
23440 - Heavy Equipment Operator	19.11
23460 - Instrument Mechanic	20.77
23465 - Laboratory/Shelter Mechanic	19.48
23470 - Laborer	13.15
23510 - Locksmith	17.81
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist Maintenance	19.80
23580 - Maintenance Trades Helper	13.35
23591 - Metrology Technician I	20.77
23592 - Metrology Technician II	22.10
23593 - Metrology Technician III	23.41
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter Maintenance	17.51
23790 - Pipefitter Maintenance	22.70
23810 - Plumber Maintenance	21.29

23820 - Pneudraulic Systems Mechanic	20.77
23850 - Rigger	22.14
23870 - Scale Mechanic	18.20
23890 - Sheet-Metal Worker Maintenance	20.45
23910 - Small Engine Mechanic	18.62
23931 - Telecommunications Mechanic I	26.91
23932 - Telecommunications Mechanic II	28.63
23950 - Telephone Lineman	21.16
23960 - Welder Combination Maintenance	18.69
23965 - Well Driller	20.13
23970 - Woodcraft Worker	20.77
23980 - Woodworker	15.38
24000 - Personal Needs Occupations	
24550 - Case Manager	16.77
24570 - Child Care Attendant	10.84
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	11.23
24620 - Family Readiness And Support Services Coordinator	16.77
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.76
25040 - Sewage Plant Operator	25.43
25070 - Stationary Engineer	26.76
25190 - Ventilation Equipment Tender	18.00
25210 - Water Treatment Plant Operator	25.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.10
27007 - Baggage Inspector	11.69
27008 - Corrections Officer	27.67
27010 - Court Security Officer	31.35
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	27.67
27070 - Firefighter	33.91
27101 - Guard I	11.69
27102 - Guard II	18.11
27131 - Police Officer I	33.08

27132 - Police Officer II	36.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.00
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	11.06
28210 - Gate Attendant/Gate Tender	14.67
28310 - Lifeguard	15.03
28350 - Park Attendant (Aide)	16.41
28510 - Recreation Aide/Health Facility Attendant	11.97
28515 - Recreation Specialist	20.33
28630 - Sports Official	13.07
28690 - Swimming Pool Operator	20.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.24
29020 - Hatch Tender	28.24
29030 - Line Handler	28.24
29041 - Stevedore I	26.11
29042 - Stevedore II	30.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.28
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.34
30021 - Archeological Technician I	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	28.38
30051 - Cryogenic Technician I	26.96
30052 - Cryogenic Technician II	29.79
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	17.93
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	27.90

30085 - Engineering Technician V	34.13
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	19.85
30095 - Evidence Control Specialist	24.35
30210 - Laboratory Technician	20.48
30221 - Latent Fingerprint Technician I	26.54
30222 - Latent Fingerprint Technician II	29.32
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	20.51
30362 - Paralegal/Legal Assistant II	25.41
30363 - Paralegal/Legal Assistant III	31.08
30364 - Paralegal/Legal Assistant IV	37.60
30375 - Petroleum Supply Specialist	29.79
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	29.79
30461 - Technical Writer I	23.96
30462 - Technical Writer II	29.31
30463 - Technical Writer III	35.45
30491 - Unexploded Ordnance (UXO) Technician I	26.24
30492 - Unexploded Ordnance (UXO) Technician II	31.74
30493 - Unexploded Ordnance (UXO) Technician III	38.05
30494 - Unexploded (UXO) Safety Escort	26.24
30495 - Unexploded (UXO) Sweep Personnel	26.24
30501 - Weather Forecaster I	28.66
30502 - Weather Forecaster II	32.79
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.28
Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.74
31020 - Bus Aide	13.02
31030 - Bus Driver	20.01
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.67
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	11.72
31361 - Truckdriver Light	16.45

31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.97
99050 - Desk Clerk	12.25
99095 - Embalmer	24.52
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.45
99252 - Laboratory Animal Caretaker II	14.44
99260 - Marketing Analyst	29.95
99310 - Mortician	26.97
99410 - Pest Controller	15.55
99510 - Photofinishing Worker	14.97
99710 - Recycling Laborer	21.60
99711 - Recycling Specialist	27.24
99730 - Refuse Collector	18.82
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	11.83
99830 - Survey Party Chief	22.64
99831 - Surveying Aide	12.33
99832 - Surveying Technician	20.21
99840 - Vending Machine Attendant	12.85
99841 - Vending Machine Repairer	16.68
99842 - Vending Machine Repairer Helper	12.85

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 5 years 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))."



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4574
Daniel W. Simms	Division of	Revision No.: 10
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Palm Beach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.19
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		27.47
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		12.72
01042 - Customer Service Representative II		14.29
01043 - Customer Service Representative III		15.60
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.37
01060 - Dispatcher Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.77
01090 - Duplicating Machine Operator		14.77
01111 - General Clerk I		13.76
01112 - General Clerk II		15.02
01113 - General Clerk III		16.86
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		15.06
01191 - Order Clerk I		13.43
01192 - Order Clerk II		14.66
01261 - Personnel Assistant (Employment) I		16.97
01262 - Personnel Assistant (Employment) II		18.98
01263 - Personnel Assistant (Employment) III		21.16
01270 - Production Control Clerk		21.43
01290 - Rental Clerk		14.93
01300 - Scheduler Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.35
01410 - Supply Technician		27.47
01420 - Survey Worker		18.92
01460 - Switchboard Operator/Receptionist		14.58
01531 - Travel Clerk I		16.06

01532 - Travel Clerk II	17.45
01533 - Travel Clerk III	18.70
01611 - Word Processor I	14.63
01612 - Word Processor II	16.42
01613 - Word Processor III	18.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.42
05010 - Automotive Electrician	17.84
05040 - Automotive Glass Installer	16.67
05070 - Automotive Worker	16.67
05110 - Mobile Equipment Servicer	14.08
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	16.67
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	12.79
05250 - Motor Vehicle Upholstery Worker	15.41
05280 - Motor Vehicle Wrecker	16.67
05310 - Painter Automotive	17.84
05340 - Radiator Repair Specialist	16.67
05370 - Tire Repairer	12.89
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.20
07041 - Cook I	13.50
07042 - Cook II	15.98
07070 - Dishwasher	9.97
07130 - Food Service Worker	11.30
07210 - Meat Cutter	14.03
07260 - Waiter/Waitress	10.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.52
09040 - Furniture Handler	12.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	14.67
09110 - Furniture Repairer Minor	17.30
09130 - Upholsterer	18.21
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	11.18
11060 - Elevator Operator	10.89
11090 - Gardener	17.68
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer Grounds Maintenance	12.73
11240 - Maid or Houseman	10.97
11260 - Pruner	11.09
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	12.73
11360 - Window Cleaner	12.50
12000 - Health Occupations	
12010 - Ambulance Driver	16.43
12011 - Breath Alcohol Technician	20.13
12012 - Certified Occupational Therapist Assistant	30.22
12015 - Certified Physical Therapist Assistant	29.23
12020 - Dental Assistant	19.68
12025 - Dental Hygienist	32.42
12030 - EKG Technician	23.82
12035 - Electroneurodiagnostic Technologist	23.82
12040 - Emergency Medical Technician	16.43
12071 - Licensed Practical Nurse I	18.00
12072 - Licensed Practical Nurse II	20.13
12073 - Licensed Practical Nurse III	22.44
12100 - Medical Assistant	16.91
12130 - Medical Laboratory Technician	22.02
12160 - Medical Record Clerk	16.52
12190 - Medical Record Technician	18.47
12195 - Medical Transcriptionist	17.78
12210 - Nuclear Medicine Technologist	35.80
12221 - Nursing Assistant I	12.08
12222 - Nursing Assistant II	13.57
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	19.33
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	16.14

12280 - Phlebotomist	15.27
12305 - Radiologic Technologist	27.45
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	30.85
12313 - Registered Nurse II Specialist	30.85
12314 - Registered Nurse III	37.33
12315 - Registered Nurse III Anesthetist	37.33
12316 - Registered Nurse IV	44.74
12317 - Scheduler (Drug and Alcohol Testing)	24.94
12320 - Substance Abuse Treatment Counselor	18.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.68
13012 - Exhibits Specialist II	25.62
13013 - Exhibits Specialist III	31.34
13041 - Illustrator I	20.66
13042 - Illustrator II	25.59
13043 - Illustrator III	31.31
13047 - Librarian	30.39
13050 - Library Aide/Clerk	13.61
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	18.18
13061 - Media Specialist I	18.18
13062 - Media Specialist II	20.33
13063 - Media Specialist III	22.67
13071 - Photographer I	16.89
13072 - Photographer II	18.89
13073 - Photographer III	23.40
13074 - Photographer IV	28.63
13075 - Photographer V	34.63
13090 - Technical Order Library Clerk	17.97
13110 - Video Teleconference Technician	17.72
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.34
14042 - Computer Operator II	19.40
14043 - Computer Operator III	21.63
14044 - Computer Operator IV	24.03

14045 - Computer Operator V		26.61
14071 - Computer Programmer I	(see 1)	22.63
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.34
14160 - Personal Computer Support Technician		24.03
14170 - System Support Specialist		28.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		29.28
15070 - Flight Instructor (Pilot)		41.70
15080 - Graphic Artist		23.82
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.39
15086 - Maintenance Test Pilot Rotary Wing		41.39
15088 - Non-Maintenance Test/Co-Pilot		41.39
15090 - Technical Instructor		24.25
15095 - Technical Instructor/Course Developer		29.67
15110 - Test Proctor		19.58
15120 - Tutor		19.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.17
16030 - Counter Attendant		10.17
16040 - Dry Cleaner		12.64
16070 - Finisher Flatwork Machine		10.17
16090 - Presser Hand		10.17
16110 - Presser Machine Drycleaning		10.17
16130 - Presser Machine Shirts		10.17
16160 - Presser Machine Wearing Apparel Laundry		10.17
16190 - Sewing Machine Operator		13.45
16220 - Tailor		14.26

16250 - Washer Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.76
19040 - Tool And Die Maker	26.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.20
21030 - Material Coordinator	21.43
21040 - Material Expediter	21.43
21050 - Material Handling Laborer	12.77
21071 - Order Filler	11.65
21080 - Production Line Worker (Food Processing)	16.20
21110 - Shipping Packer	14.85
21130 - Shipping/Receiving Clerk	14.85
21140 - Store Worker I	10.43
21150 - Stock Clerk	15.93
21210 - Tools And Parts Attendant	16.20
21410 - Warehouse Specialist	16.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.95
23019 - Aircraft Logs and Records Technician	24.33
23021 - Aircraft Mechanic I	30.02
23022 - Aircraft Mechanic II	31.95
23023 - Aircraft Mechanic III	33.84
23040 - Aircraft Mechanic Helper	20.18
23050 - Aircraft Painter	27.56
23060 - Aircraft Servicer	24.33
23070 - Aircraft Survival Flight Equipment Technician	27.56
23080 - Aircraft Worker	26.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.02
23110 - Appliance Mechanic	18.86
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	25.75
23130 - Carpenter Maintenance	19.02
23140 - Carpet Layer	19.26

23160 - Electrician Maintenance	22.09
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.93
23290 - Fire Alarm System Mechanic	21.86
23310 - Fire Extinguisher Repairer	16.38
23311 - Fuel Distribution System Mechanic	24.83
23312 - Fuel Distribution System Operator	18.39
23370 - General Maintenance Worker	16.72
23380 - Ground Support Equipment Mechanic	30.02
23381 - Ground Support Equipment Servicer	24.33
23382 - Ground Support Equipment Worker	26.32
23391 - Gunsmith I	16.38
23392 - Gunsmith II	19.39
23393 - Gunsmith III	22.13
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.48
23430 - Heavy Equipment Mechanic	23.97
23440 - Heavy Equipment Operator	20.86
23460 - Instrument Mechanic	22.13
23465 - Laboratory/Shelter Mechanic	20.76
23470 - Laborer	12.66
23510 - Locksmith	18.94
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist Maintenance	20.03
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	22.13
23592 - Metrology Technician II	23.55
23593 - Metrology Technician III	24.94
23640 - Millwright	22.13
23710 - Office Appliance Repairer	17.94
23760 - Painter Maintenance	17.51
23790 - Pipefitter Maintenance	22.70
23810 - Plumber Maintenance	21.29

23820 - Pneudraulic Systems Mechanic	22.13
23850 - Rigger	22.35
23870 - Scale Mechanic	19.39
23890 - Sheet-Metal Worker Maintenance	20.85
23910 - Small Engine Mechanic	20.35
23931 - Telecommunications Mechanic I	25.70
23932 - Telecommunications Mechanic II	28.01
23950 - Telephone Lineman	20.79
23960 - Welder Combination Maintenance	20.81
23965 - Well Driller	18.92
23970 - Woodcraft Worker	22.13
23980 - Woodworker	16.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.49
24570 - Child Care Attendant	10.93
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	10.87
24620 - Family Readiness And Support Services Coordinator	17.49
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.34
25040 - Sewage Plant Operator	24.77
25070 - Stationary Engineer	24.34
25190 - Ventilation Equipment Tender	16.37
25210 - Water Treatment Plant Operator	24.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.53
27007 - Baggage Inspector	11.89
27008 - Corrections Officer	26.29
27010 - Court Security Officer	29.76
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	26.29
27070 - Firefighter	33.91
27101 - Guard I	11.89
27102 - Guard II	18.11
27131 - Police Officer I	31.06

27132 - Police Officer II	34.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.98
28042 - Carnival Equipment Repairer	17.60
28043 - Carnival Worker	11.04
28210 - Gate Attendant/Gate Tender	16.09
28310 - Lifeguard	15.03
28350 - Park Attendant (Aide)	18.03
28510 - Recreation Aide/Health Facility Attendant	13.16
28515 - Recreation Specialist	21.53
28630 - Sports Official	14.34
28690 - Swimming Pool Operator	20.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.37
29020 - Hatch Tender	24.37
29030 - Line Handler	24.37
29041 - Stevedore I	22.95
29042 - Stevedore II	26.79
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.28
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.34
30021 - Archeological Technician I	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	25.54
30051 - Cryogenic Technician I	26.96
30052 - Cryogenic Technician II	29.79
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22

30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	20.94
30095 - Evidence Control Specialist	24.35
30210 - Laboratory Technician	22.13
30221 - Latent Fingerprint Technician I	27.24
30222 - Latent Fingerprint Technician II	30.09
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	20.25
30362 - Paralegal/Legal Assistant II	25.08
30363 - Paralegal/Legal Assistant III	30.68
30364 - Paralegal/Legal Assistant IV	37.11
30375 - Petroleum Supply Specialist	29.79
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	29.79
30461 - Technical Writer I	23.96
30462 - Technical Writer II	29.31
30463 - Technical Writer III	35.45
30491 - Unexploded Ordnance (UXO) Technician I	26.24
30492 - Unexploded Ordnance (UXO) Technician II	31.74
30493 - Unexploded Ordnance (UXO) Technician III	38.05
30494 - Unexploded (UXO) Safety Escort	26.24
30495 - Unexploded (UXO) Sweep Personnel	26.24
30501 - Weather Forecaster I	28.66
30502 - Weather Forecaster II	34.85
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.28
Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.74
31020 - Bus Aide	12.11
31030 - Bus Driver	18.41
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.67
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	13.18
31361 - Truckdriver Light	16.45

31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.97
99050 - Desk Clerk	11.96
99095 - Embalmer	28.67
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	29.19
99310 - Mortician	30.23
99410 - Pest Controller	15.55
99510 - Photofinishing Worker	13.96
99710 - Recycling Laborer	21.60
99711 - Recycling Specialist	27.24
99730 - Refuse Collector	18.82
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	24.18
99831 - Surveying Aide	14.60
99832 - Surveying Technician	22.03
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.54 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.22 per hour computed on the basis of all hours worked up to 40 hours per week by service employees employed on the covered contracts. *

*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))."



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4535
Daniel W. Simms	Division of	Revision No.: 13
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida County of Broward

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.19
01012 - Accounting Clerk II		17.05
01013 - Accounting Clerk III		19.07
01020 - Administrative Assistant		26.71
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		12.72
01042 - Customer Service Representative II		14.29
01043 - Customer Service Representative III		15.60
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.37
01060 - Dispatcher Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.77
01090 - Duplicating Machine Operator		14.77
01111 - General Clerk I		13.76
01112 - General Clerk II		15.02
01113 - General Clerk III		16.86
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		14.15
01191 - Order Clerk I		14.72
01192 - Order Clerk II		16.06
01261 - Personnel Assistant (Employment) I		16.97
01262 - Personnel Assistant (Employment) II		18.98
01263 - Personnel Assistant (Employment) III		21.16
01270 - Production Control Clerk		20.75
01290 - Rental Clerk		14.93
01300 - Scheduler Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.35
01410 - Supply Technician		26.71
01420 - Survey Worker		18.92
01460 - Switchboard Operator/Receptionist		13.98
01531 - Travel Clerk I		16.06

01532 - Travel Clerk II	17.45
01533 - Travel Clerk III	18.69
01611 - Word Processor I	15.20
01612 - Word Processor II	17.06
01613 - Word Processor III	19.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.50
05010 - Automotive Electrician	17.93
05040 - Automotive Glass Installer	16.75
05070 - Automotive Worker	16.75
05110 - Mobile Equipment Servicer	14.15
05130 - Motor Equipment Metal Mechanic	19.11
05160 - Motor Equipment Metal Worker	16.75
05190 - Motor Vehicle Mechanic	19.11
05220 - Motor Vehicle Mechanic Helper	12.85
05250 - Motor Vehicle Upholstery Worker	15.49
05280 - Motor Vehicle Wrecker	16.75
05310 - Painter Automotive	17.93
05340 - Radiator Repair Specialist	16.75
05370 - Tire Repairer	12.76
05400 - Transmission Repair Specialist	19.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.20
07041 - Cook I	14.20
07042 - Cook II	16.81
07070 - Dishwasher	9.97
07130 - Food Service Worker	11.30
07210 - Meat Cutter	15.61
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.41
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	16.48
09090 - Furniture Refinisher Helper	11.83
09110 - Furniture Repairer Minor	14.27
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	

11030 - Cleaner Vehicles	11.18
11060 - Elevator Operator	10.89
11090 - Gardener	17.68
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer Grounds Maintenance	12.73
11240 - Maid or Houseman	10.97
11260 - Pruner	11.09
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	12.73
11360 - Window Cleaner	12.50
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	19.06
12012 - Certified Occupational Therapist Assistant	31.78
12015 - Certified Physical Therapist Assistant	28.81
12020 - Dental Assistant	19.65
12025 - Dental Hygienist	31.91
12030 - EKG Technician	24.21
12035 - Electroneurodiagnostic Technologist	24.21
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	18.00
12072 - Licensed Practical Nurse II	20.13
12073 - Licensed Practical Nurse III	22.44
12100 - Medical Assistant	16.44
12130 - Medical Laboratory Technician	21.65
12160 - Medical Record Clerk	17.77
12190 - Medical Record Technician	19.89
12195 - Medical Transcriptionist	18.61
12210 - Nuclear Medicine Technologist	36.19
12221 - Nursing Assistant I	12.08
12222 - Nursing Assistant II	13.57
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	19.33
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.81

12280 - Phlebotomist	15.27
12305 - Radiologic Technologist	28.53
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II Specialist	29.80
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III Anesthetist	36.04
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	23.33
12320 - Substance Abuse Treatment Counselor	24.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.68
13012 - Exhibits Specialist II	25.62
13013 - Exhibits Specialist III	31.34
13041 - Illustrator I	20.78
13042 - Illustrator II	25.74
13043 - Illustrator III	31.48
13047 - Librarian	30.39
13050 - Library Aide/Clerk	13.41
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	19.27
13061 - Media Specialist I	18.57
13062 - Media Specialist II	20.78
13063 - Media Specialist III	23.16
13071 - Photographer I	16.89
13072 - Photographer II	18.89
13073 - Photographer III	23.40
13074 - Photographer IV	28.63
13075 - Photographer V	34.63
13090 - Technical Order Library Clerk	16.85
13110 - Video Teleconference Technician	17.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.36
14043 - Computer Operator III	20.47
14044 - Computer Operator IV	22.75

14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.63
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.41
14160 - Personal Computer Support Technician		22.75
14170 - System Support Specialist		25.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.98
15070 - Flight Instructor (Pilot)		41.70
15080 - Graphic Artist		23.71
15085 - Maintenance Test Pilot Fixed Jet/Prop		39.28
15086 - Maintenance Test Pilot Rotary Wing		39.28
15088 - Non-Maintenance Test/Co-Pilot		39.28
15090 - Technical Instructor		24.76
15095 - Technical Instructor/Course Developer		30.28
15110 - Test Proctor		19.99
15120 - Tutor		19.99
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.17
16030 - Counter Attendant		10.17
16040 - Dry Cleaner		12.64
16070 - Finisher Flatwork Machine		10.17
16090 - Presser Hand		10.17
16110 - Presser Machine Drycleaning		10.17
16130 - Presser Machine Shirts		10.17
16160 - Presser Machine Wearing Apparel Laundry		10.17
16190 - Sewing Machine Operator		13.45
16220 - Tailor		14.26

16250 - Washer Machine	11.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.86
19040 - Tool And Die Maker	22.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.31
21030 - Material Coordinator	20.75
21040 - Material Expediter	20.75
21050 - Material Handling Laborer	12.77
21071 - Order Filler	11.85
21080 - Production Line Worker (Food Processing)	17.31
21110 - Shipping Packer	14.95
21130 - Shipping/Receiving Clerk	14.95
21140 - Store Worker I	10.43
21150 - Stock Clerk	15.93
21210 - Tools And Parts Attendant	17.31
21410 - Warehouse Specialist	17.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.27
23019 - Aircraft Logs and Records Technician	23.82
23021 - Aircraft Mechanic I	29.39
23022 - Aircraft Mechanic II	31.27
23023 - Aircraft Mechanic III	33.13
23040 - Aircraft Mechanic Helper	19.75
23050 - Aircraft Painter	26.98
23060 - Aircraft Servicer	23.82
23070 - Aircraft Survival Flight Equipment Technician	26.98
23080 - Aircraft Worker	25.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.76
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.39
23110 - Appliance Mechanic	18.86
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	25.67
23130 - Carpenter Maintenance	19.31
23140 - Carpet Layer	19.11

23160 - Electrician Maintenance	20.92
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	19.92
23310 - Fire Extinguisher Repairer	15.60
23311 - Fuel Distribution System Mechanic	22.92
23312 - Fuel Distribution System Operator	16.97
23370 - General Maintenance Worker	16.46
23380 - Ground Support Equipment Mechanic	29.39
23381 - Ground Support Equipment Servicer	23.82
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.60
23392 - Gunsmith II	18.47
23393 - Gunsmith III	21.07
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.48
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.79
23430 - Heavy Equipment Mechanic	23.97
23440 - Heavy Equipment Operator	20.55
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	19.76
23470 - Laborer	12.77
23510 - Locksmith	23.19
23530 - Machinery Maintenance Mechanic	22.98
23550 - Machinist Maintenance	20.03
23580 - Maintenance Trades Helper	14.34
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	19.50
23760 - Painter Maintenance	17.51
23790 - Pipefitter Maintenance	22.70
23810 - Plumber Maintenance	21.29

23820 - Pneudraulic Systems Mechanic	21.07
23850 - Rigger	22.35
23870 - Scale Mechanic	18.47
23890 - Sheet-Metal Worker Maintenance	20.06
23910 - Small Engine Mechanic	19.53
23931 - Telecommunications Mechanic I	26.99
23932 - Telecommunications Mechanic II	28.72
23950 - Telephone Lineman	20.79
23960 - Welder Combination Maintenance	18.69
23965 - Well Driller	21.07
23970 - Woodcraft Worker	21.07
23980 - Woodworker	15.60
24000 - Personal Needs Occupations	
24550 - Case Manager	17.10
24570 - Child Care Attendant	10.93
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	11.54
24620 - Family Readiness And Support Services Coordinator	17.10
24630 - Homemaker	17.10
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.18
25040 - Sewage Plant Operator	24.77
25070 - Stationary Engineer	23.18
25190 - Ventilation Equipment Tender	15.59
25210 - Water Treatment Plant Operator	24.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.10
27007 - Baggage Inspector	11.88
27008 - Corrections Officer	33.02
27010 - Court Security Officer	32.52
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	33.02
27070 - Firefighter	33.91
27101 - Guard I	11.88
27102 - Guard II	18.11
27131 - Police Officer I	33.00

27132 - Police Officer II	36.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.31
28042 - Carnival Equipment Repairer	16.87
28043 - Carnival Worker	10.58
28210 - Gate Attendant/Gate Tender	15.86
28310 - Lifeguard	16.05
28350 - Park Attendant (Aide)	17.75
28510 - Recreation Aide/Health Facility Attendant	12.95
28515 - Recreation Specialist	21.99
28630 - Sports Official	14.13
28690 - Swimming Pool Operator	19.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.88
29020 - Hatch Tender	25.88
29030 - Line Handler	25.88
29041 - Stevedore I	23.93
29042 - Stevedore II	27.69
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.28
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.34
30021 - Archeological Technician I	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	25.11
30051 - Cryogenic Technician I	26.96
30052 - Cryogenic Technician II	29.79
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22

30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	20.88
30095 - Evidence Control Specialist	24.05
30210 - Laboratory Technician	22.08
30221 - Latent Fingerprint Technician I	26.40
30222 - Latent Fingerprint Technician II	29.16
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	20.51
30362 - Paralegal/Legal Assistant II	25.41
30363 - Paralegal/Legal Assistant III	31.08
30364 - Paralegal/Legal Assistant IV	37.60
30375 - Petroleum Supply Specialist	29.41
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	29.41
30461 - Technical Writer I	23.96
30462 - Technical Writer II	29.31
30463 - Technical Writer III	35.45
30491 - Unexploded Ordnance (UXO) Technician I	26.24
30492 - Unexploded Ordnance (UXO) Technician II	31.74
30493 - Unexploded Ordnance (UXO) Technician III	38.05
30494 - Unexploded (UXO) Safety Escort	26.24
30495 - Unexploded (UXO) Sweep Personnel	26.24
30501 - Weather Forecaster I	26.96
30502 - Weather Forecaster II	32.40
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.28
Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.86
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.74
31020 - Bus Aide	12.46
31030 - Bus Driver	18.95
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.67
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	12.06
31361 - Truckdriver Light	16.45

31362 - Truckdriver Medium	17.99
31363 - Truckdriver Heavy	19.54
31364 - Truckdriver Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.48
99030 - Cashier	9.97
99050 - Desk Clerk	11.96
99095 - Embalmer	24.75
99130 - Flight Follower	26.24
99251 - Laboratory Animal Caretaker I	13.87
99252 - Laboratory Animal Caretaker II	15.28
99260 - Marketing Analyst	29.71
99310 - Mortician	27.23
99410 - Pest Controller	16.23
99510 - Photofinishing Worker	14.45
99710 - Recycling Laborer	21.60
99711 - Recycling Specialist	27.24
99730 - Refuse Collector	18.82
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	12.68
99830 - Survey Party Chief	21.20
99831 - Surveying Aide	12.80
99832 - Surveying Technician	19.32
99840 - Vending Machine Attendant	11.98
99841 - Vending Machine Repairer	15.62
99842 - Vending Machine Repairer Helper	11.98

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard

Form 1444 (SF-1444) **

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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



"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-5707
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 08/02/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Puerto Rico

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

Baja Trujillo Alto Vega Alta Vega Baja Yabucoa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		10.05
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		14.92
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		8.97
01042 - Customer Service Representative II		10.08
01043 - Customer Service Representative III		11.00
01051 - Data Entry Operator I		9.30
01052 - Data Entry Operator II		10.15
01060 - Dispatcher Motor Vehicle		10.80
01070 - Document Preparation Clerk		11.23
01090 - Duplicating Machine Operator		11.23
01111 - General Clerk I		9.50
01112 - General Clerk II		10.36
01113 - General Clerk III		11.64
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		9.23
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		11.06
01262 - Personnel Assistant (Employment) II		12.38
01263 - Personnel Assistant (Employment) III		13.79
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		9.26
01300 - Scheduler Maintenance		9.94
01311 - Secretary I		9.94
01312 - Secretary II		11.12
01313 - Secretary III		13.48

01320 - Service Order Dispatcher	10.23
01410 - Supply Technician	14.92
01420 - Survey Worker	11.38
01460 - Switchboard Operator/Receptionist	8.91
01531 - Travel Clerk I	11.58
01532 - Travel Clerk II	12.77
01533 - Travel Clerk III	14.08
01611 - Word Processor I	10.41
01612 - Word Processor II	11.69
01613 - Word Processor III	13.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	13.01
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal Mechanic	13.01
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic Helper	10.14
05250 - Motor Vehicle Upholstery Worker	11.63
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.79
07041 - Cook I	9.69
07042 - Cook II	10.75
07070 - Dishwasher	8.60
07130 - Food Service Worker	8.68
07210 - Meat Cutter	9.02
07260 - Waiter/Waitress	8.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60

09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.00
11060 - Elevator Operator	8.92
11090 - Gardener	11.81
11122 - Housekeeping Aide	8.92
11150 - Janitor	8.92
11210 - Laborer Grounds Maintenance	9.18
11240 - Maid or Houseman	9.05
11260 - Pruner	9.75
11270 - Tractor Operator	10.95
11330 - Trail Maintenance Worker	9.18
11360 - Window Cleaner	9.88
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	12.16
12012 - Certified Occupational Therapist Assistant	16.10
12015 - Certified Physical Therapist Assistant	11.30
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	25.94
12030 - EKG Technician	12.93
12035 - Electroneurodiagnostic Technologist	12.93
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	10.87
12072 - Licensed Practical Nurse II	12.16
12073 - Licensed Practical Nurse III	13.56
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	13.55
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	12.86
12210 - Nuclear Medicine Technologist	19.29
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.73

12223 - Nursing Assistant III	12.78
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	10.86
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	11.90
12305 - Radiologic Technologist	12.31
12311 - Registered Nurse I	16.30
12312 - Registered Nurse II	19.95
12313 - Registered Nurse II Specialist	19.95
12314 - Registered Nurse III	24.13
12315 - Registered Nurse III Anesthetist	24.13
12316 - Registered Nurse IV	28.92
12317 - Scheduler (Drug and Alcohol Testing)	15.07
12320 - Substance Abuse Treatment Counselor	12.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	12.60
13012 - Exhibits Specialist II	15.60
13013 - Exhibits Specialist III	19.08
13041 - Illustrator I	15.58
13042 - Illustrator II	19.18
13043 - Illustrator III	23.08
13047 - Librarian	17.28
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems Administrator	15.60
13058 - Library Technician	10.61
13061 - Media Specialist I	11.26
13062 - Media Specialist II	12.60
13063 - Media Specialist III	14.04
13071 - Photographer I	15.80
13072 - Photographer II	17.68
13073 - Photographer III	21.90
13074 - Photographer IV	26.79
13075 - Photographer V	32.41
13090 - Technical Order Library Clerk	11.19
13110 - Video Teleconference Technician	14.08

14000 - Information Technology Occupations

14041 - Computer Operator I		10.33
14042 - Computer Operator II		11.56
14043 - Computer Operator III		13.95
14044 - Computer Operator IV		18.82
14045 - Computer Operator V		20.84
14071 - Computer Programmer I	(see 1)	17.96
14072 - Computer Programmer II	(see 1)	22.24
14073 - Computer Programmer III	(see 1)	27.21
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	23.61
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		10.33
14160 - Personal Computer Support Technician		19.66
14170 - System Support Specialist		18.49

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		25.61
15020 - Aircrew Training Devices Instructor (Rated)		28.56
15030 - Air Crew Training Devices Instructor (Pilot)		34.23
15050 - Computer Based Training Specialist / Instructor		25.61
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		34.23
15080 - Graphic Artist		16.96
15085 - Maintenance Test Pilot Fixed Jet/Prop		31.02
15086 - Maintenance Test Pilot Rotary Wing		31.02
15088 - Non-Maintenance Test/Co-Pilot		31.02
15090 - Technical Instructor		15.48
15095 - Technical Instructor/Course Developer		19.17
15110 - Test Proctor		12.50
15120 - Tutor		12.50

16000 - Laundry Dry-Cleaning Pressing And Related Occupations

16010 - Assembler		9.75
16030 - Counter Attendant		9.75
16040 - Dry Cleaner		10.73
16070 - Finisher Flatwork Machine		9.75
16090 - Presser Hand		9.75

16110 - Presser Machine Drycleaning	9.75
16130 - Presser Machine Shirts	9.75
16160 - Presser Machine Wearing Apparel Laundry	9.75
16190 - Sewing Machine Operator	11.09
16220 - Tailor	11.40
16250 - Washer Machine	10.10
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	12.21
19040 - Tool And Die Maker	14.68
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	9.57
21071 - Order Filler	8.91
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.77
21150 - Stock Clerk	11.89
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft Painter	21.01
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	21.01
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33

23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	11.90
23125 - Cable Splicer	21.50
23130 - Carpenter Maintenance	12.45
23140 - Carpet Layer	13.20
23160 - Electrician Maintenance	13.03
23181 - Electronics Technician Maintenance I	15.81
23182 - Electronics Technician Maintenance II	16.70
23183 - Electronics Technician Maintenance III	17.55
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	17.89
23312 - Fuel Distribution System Operator	14.66
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.90
23392 - Gunsmith II	13.20
23393 - Gunsmith III	14.66
23410 - Heating Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	22.03
23465 - Laboratory/Shelter Mechanic	13.95
23470 - Laborer	9.57
23510 - Locksmith	13.95
23530 - Machinery Maintenance Mechanic	15.35
23550 - Machinist Maintenance	13.79
23580 - Maintenance Trades Helper	10.65
23591 - Metrology Technician I	22.03
23592 - Metrology Technician II	23.15
23593 - Metrology Technician III	24.10

23640 - Millwright	18.02
23710 - Office Appliance Repairer	14.61
23760 - Painter Maintenance	12.45
23790 - Pipefitter Maintenance	13.01
23810 - Plumber Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	14.66
23850 - Rigger	16.13
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker Maintenance	13.01
23910 - Small Engine Mechanic	13.20
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.24
23960 - Welder Combination Maintenance	13.01
23965 - Well Driller	14.66
23970 - Woodcraft Worker	14.66
23980 - Woodworker	11.90
24000 - Personal Needs Occupations	
24550 - Case Manager	11.15
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.75
24610 - Chore Aide	9.49
24620 - Family Readiness And Support Services Coordinator	11.15
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.87
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	18.87
25190 - Ventilation Equipment Tender	14.20
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.36
27007 - Baggage Inspector	8.72
27008 - Corrections Officer	14.18
27010 - Court Security Officer	12.39
27030 - Detection Dog Handler	9.76

27040 - Detention Officer	14.18
27070 - Firefighter	12.39
27101 - Guard I	8.72
27102 - Guard II	9.76
27131 - Police Officer I	16.10
27132 - Police Officer II	17.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.65
28042 - Carnival Equipment Repairer	12.56
28043 - Carnival Worker	8.82
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.86
28515 - Recreation Specialist	14.90
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	13.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.35
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	14.37
30022 - Archeological Technician II	16.08
30023 - Archeological Technician III	19.91
30030 - Cartographic Technician	19.91
30040 - Civil Engineering Technician	14.98
30051 - Cryogenic Technician I	22.06
30052 - Cryogenic Technician II	24.36
30061 - Drafter/CAD Operator I	14.37
30062 - Drafter/CAD Operator II	16.08
30063 - Drafter/CAD Operator III	17.92

30064 - Drafter/CAD Operator IV	22.06
30081 - Engineering Technician I	14.86
30082 - Engineering Technician II	16.69
30083 - Engineering Technician III	18.67
30084 - Engineering Technician IV	23.12
30085 - Engineering Technician V	28.28
30086 - Engineering Technician VI	34.22
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	19.91
30210 - Laboratory Technician	18.37
30221 - Latent Fingerprint Technician I	22.06
30222 - Latent Fingerprint Technician II	24.36
30240 - Mathematical Technician	19.91
30361 - Paralegal/Legal Assistant I	17.13
30362 - Paralegal/Legal Assistant II	21.22
30363 - Paralegal/Legal Assistant III	25.95
30364 - Paralegal/Legal Assistant IV	31.40
30375 - Petroleum Supply Specialist	24.36
30390 - Photo-Optics Technician	18.96
30395 - Radiation Control Technician	24.36
30461 - Technical Writer I	20.20
30462 - Technical Writer II	24.70
30463 - Technical Writer III	29.89
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	22.06
30502 - Weather Forecaster II	26.82
30620 - Weather Observer Combined Upper Air Or	(see 2) 17.92
Surface Programs	
30621 - Weather Observer Senior	(see 2) 19.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	10.10
31030 - Bus Driver	13.67

31043 - Driver Courier	8.44
31260 - Parking and Lot Attendant	8.69
31290 - Shuttle Bus Driver	9.11
31310 - Taxi Driver	9.21
31361 - Truckdriver Light	9.11
31362 - Truckdriver Medium	9.96
31363 - Truckdriver Heavy	10.57
31364 - Truckdriver Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	8.78
99050 - Desk Clerk	9.09
99095 - Embalmer	24.65
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	9.30
99252 - Laboratory Animal Caretaker II	9.80
99260 - Marketing Analyst	14.77
99310 - Mortician	24.65
99410 - Pest Controller	10.42
99510 - Photofinishing Worker	12.95
99710 - Recycling Laborer	9.83
99711 - Recycling Specialist	11.73
99730 - Refuse Collector	8.88
99810 - Sales Clerk	8.88
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	9.21
99841 - Vending Machine Repairer	10.22
99842 - Vending Machine Repairer Helper	10.04

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

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

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

paid sick leave provided pursuant to EO 13706.

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

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

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

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

list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard
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))."